Fidelity Investments - Leap

Position Description
Leap is Fidelity Investments exciting training and development program for new IT graduates. Leap is designed to accelerate the development of recent IT graduates to become best-in-class software developers or systems analysts with the potential to become Fidelity's future technology leaders. Participants in the program will experience an enriched on-boarding process followed by specific technology, business and professional skills training. The program is based in Durham, NC and New England (Boston, MA, Marlborough, MA, Smithfield, RI and Merrimack, NH).

The program offers two specific functional paths followed by a technical project assignment. Participants will design, develop and test innovative solutions core to the firm's ability to provide the best products and services to our customers.

Upon completion of the 6 month program, associates will be placed in a dynamic full-time role in software development or systems analysis across Fidelity's diverse technology organization.

Software Development Track
Participants engaged in the Software Development track will acquire knowledge and experience in the areas of:

- Software Development Life-Cycle - focused on agile, systems analysis, design, development, testing and support of software applications
- OO Development using UML, Java/J2EE, C++ and XML
- Web application development using HTTP server, Web Services and Open Source technologies (Linux, Struts, Spring MVC, Hibernate and iBatis ORM)
- RIA, Ajax, Web Services, JSON, XML, Dojo
- Flex and Flash development
- Database creation, development, and data manipulation using SQL and PL/SQL (Oracle RDBMS)
- Quality Assurance - Unit Testing and System Integration Testing
- Security - Information Security, Secure Application Development

Systems Analysis Track
Associates engaged in the Systems Analysis track will acquire knowledge and experience in the areas of:

- Business requirements elicitation and specification
- System design specification including UI design
- Project management for Systems Analysis
- Business knowledge acquisition and application to IT projects
- Software Development Life-Cycle - focused on agile, business analysis and requirements gathering, project management, quality assurance and testing, support for design and development
- OO Design using UML
- Software Development basics including Java, SQL and PL/SQL
- Security - Information Security, Secure Application Development
- Quality Assurance - Test planning, test case preparation and execution using industry standard tools
Education and Experience

- BS degree in Computer Science/Computer and/or Systems Engineering or Information Technology or other major with a technical minor/concentration
- Prior technology-related internship experience is preferred
- Hands-on technical experience in application development, databases and/or networking
- Interest in financial services industry

Skills and Knowledge

- Able to break down and creatively solve problems
- Flexible and adaptable at applying skills to different situations
- Eager to learn and continuously improve
- Proactively seeks out new challenges
- Good listener and collaborator
- Effectively copes with ambiguity
- Attention to detail
- Understanding Software Development Lifecycle & OO programming concepts (Java, C++ or C#)
- Basic Java language skills + foundations of OO design
- Understanding of Relational Databases
- Experience with relational DB access, SOAP or web services in Java a plus

Company Overview

Fidelity Investments is one of the world's largest providers of financial services. Fidelity offers investment management, retirement planning, brokerage, and human resources and benefits outsourcing services to over 20 million individuals and institutions as well as thousands of financial intermediary firms. The firm is the largest mutual fund company in the United States, the No. 1 provider of workplace retirement savings plans, the largest mutual fund supermarket, a leading online brokerage firm and one of the largest providers of custody and clearing services to financial professionals. For more information about Fidelity Investments, visit www.fidelity.com.