



**Levelling the playing field for women
at London Stock Exchange Group**



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Working together to build a balanced workforce



Background

London Stock Exchange Group (LSEG) is a global financial markets infrastructure business. Their diversified global business focuses on Information Services, Risk and Balance Sheet Management and Capital Formation. The Group supports global financial stability and sustainable economic growth by enabling businesses and economies to fund innovation, manage risk and create jobs.

Objective

In partnership with London Stock Exchange Group, we support with recruiting graduates and placement students for both technology and business roles across the UK and America. Both routes are designed to provide the ideal springboard for a rewarding and challenging career in global financial markets.

London Stock Exchange are committed to ensuring they attract a diverse group of graduates and placement students to their organisation. Throughout the process candidates are given the opportunity to show their true potential through a carefully designed assessment and selection process.

Solution

London Stock Exchange Group's recruitment process consists of 4 stages:

- Application form including eligibility criteria, motivational questions and CV submission
- Online test
- Telephone interview
- Assessment centre

Communications were used throughout the process to keep all candidates warm and engaged.



Results

- In the UK and America, across graduates and placements, 48 hires were made from around 5,000 applications.
- Business roles were 70% female and technology 40% female.
- Over 50% of hires for all US roles were female.

Client quote

"Amberjack have been an excellent partner to work with over the last three years as we focus on delivering a fair and consistent recruitment process whilst continuously improving the diversity of our talent pipeline. I am delighted that our hires are increasingly reflecting the market we work in, with females representing over 40% of our early careers hires in 2020."

Aishling Morris, Global Early Careers Recruitment Lead, London Stock Exchange Group



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