



# Your Career in Investments Starts Here





“ The programme is equipping me with the skills and knowledge needed for a successful career in asset management. ”

**Megan McEniff**

Associate Investment Analyst  
Mediolanum Investment Academy

*“The Mediolanum Investment Academy, my first professional role, is a unique entry-level opportunity in Dublin for those starting their careers in asset management. This programme has been an ideal place to start, given the extensive learning opportunities it offers. Being halfway through the MIA programme, I can say it’s been a valuable experience. The programme is equipping me with the skills and knowledge needed for a successful career in asset management. It has provided an ideal platform for learning and growth in the asset management industry and I’m looking forward to what the rest of the programme has to offer.”*



## Who Are We

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Mediolanum International Funds Ltd. (MIFL) has been a key player for over 25 years.

Established in 1997, we focus on innovative Investment products and services through our Fund Management and Life Insurance Companies. With over 190 staff in Dublin, we're the main hub for the Group's Asset Management decisions. As we expand, we're excited to Invest in the next generation of asset management professionals.

MIFL is part of the Mediolanum Banking Group, a top Italian financial conglomerate, proudly listed on the Milan stock exchange and part of the FTSE MIB index. Since our founding in 1982, we've grown to employ over 10,000 people across Europe, including Italy, Spain, Ireland, and Germany.

## What is the Mediolanum Investment Academy

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The 24-month Mediolanum Investment Academy program offers what we believe to be the most comprehensive graduate program in the Asset Management space in Dublin, offering candidates an intense and enriching experience with rotations across all aspects of Investing.

From funds, analysing some of the largest and most specialised asset managers across the globe to working with portfolio managers in asset classes such as equities and fixed income, including quantitative Investing, which makes it a valuable choice for anyone interested in finance and asset management. You will also gain exposure to Investment risk as well as sustainable investing throughout the programme.

Each MIA participant will be allocated a Mentor who will act as a guide and coach for the entire length of the programme. Each mentor is a senior member of the organisation who will support your development personally and professionally throughout your time in the Investment Academy.

The Academy provides opportunities to perform meaningful work, working closely with senior Investment professionals, learning from their years of experience, all in a collaborative atmosphere so that you can discover which areas you are passionate about while developing yourself further through acquiring professional qualifications. This is an unrivalled opportunity to follow your passion and a career in Investment and Asset Management!

# Chief Investment Officer Introduction

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## Christophe Jaubert

"I joined Mediolanum International Funds as Chief Investment Officer in 2018 bringing 28 years of experience in managing Investment solutions.

Our Investment team at Mediolanum consists of 60 + professionals across different asset classes and has over 700 years of cumulative experience.

Over the last 5 years Mediolanum International Funds has doubled its asset under management to 60 billion and our plan is to build on this success by growing the AUM at an even faster pace.

To continue our future success, we need to keep identifying the best talent, which is going to be the foundation of the future of our business and Investment team.

We want to select our successors by developing young, educated, motivated, ambitious individuals who can work in a team and help them to embrace our business culture and dive into our Investment philosophy. This is why we created the Mediolanum Investment Academy programme, which provides an opportunity for those looking to start a career within asset management to gain experience in a top tier Asset Manager in Dublin."



*“The Mediolanum Investment Academy (MIA) programme has been a pivotal stepping stone in my career in Asset Management. The programme’s well-structured format, which allowed me to work closely with industry experts, has been a cornerstone of my professional development. Their wealth of knowledge and the guidance they provided has been instrumental in shaping my understanding of the industry. Ultimately, the MIA programme has equipped me with the tools, knowledge, and confidence to take the next step in my career in Investment.”*

**Peter Dillon**  
Associate Investment Analyst  
Mediolanum Investment Academy

**“ The programme’s well-structured format, which allowed me to work closely with industry experts, has been a cornerstone of my professional development. ”**

# Rotations

Each participant will rotate across the 5 key areas within the Investment Performance team:



## Multi Management Portfolio Management

The Multi Management Portfolio Management Team collaborate across departments to construct and manage a diverse range of Multi-Manager portfolios, including equities, fixed income, and multi-asset Investments. With a strong emphasis on risk management and innovative portfolio construction, the team is instrumental in generating returns that align with our client's objectives. MIA participants will get the opportunity to analyse market trends, engage with some of the world's top fund managers, and develop quantitative techniques to support Investment decisions. Joining the team provides you with the opportunity to develop your analytical skills, research the market, and collaborate with senior investment professionals in the industry.

## Manager Research and Selection



The Manager Research and Selection Team is responsible for the monitoring of existing and selection of new external managers for the Mediolanum International Funds Buylist across both equity and fixed income strategies. The Buylist includes over 120 strategies totalling more than €50bn in assets under management. Members of the team are involved in detailed due diligence, blending qualitative and quantitative analysis to appraise a strategy's Investment footprint over time. In this rotation, MIA participants will gain direct exposure to the key decision makers on the strategies, be involved in research projects for appointing new managers and work closely with the Fund-of-Fund Portfolio Management team. During your rotation in the team, you will get the opportunity to work very closely with the Head of Manager Research and interact with some of the best fund managers across the globe.





## Fund of Securities Equity

The Fundamental Equity team are responsible for building and managing portfolios of stocks which form part of Mediolanum's funds. The work of the team involves identifying and researching companies to invest in and constructing portfolios from these companies with the goal of delivering industry leading Investment returns. This process typically involves financial analysis, industry and company research and meeting with company management. We also seek to identify market trends and opportunities and relay these across the Investment team. The focus of the Equity rotation is to gain an insight into portfolio management and start to develop the fundamental analysis skills necessary to become a portfolio manager. As part of the rotation within the Equity team, you will learn how to perform detailed company research on companies within a specific industry and present your findings to the portfolio management team. You will be supported at every stage of this process by an experienced team.

## Fund of Securities Fixed Income



The Fund of Securities Fixed Income team manages Mediolanum's direct Investments in debt securities. The team manages government and corporate debt Investments in developed and emerging markets. The aim is to add extra performance over and above portfolio benchmarks through a number of different performance levers including duration and yield curve positioning, credit exposure and FX allocations. These decisions are based on assessments of a number of performance drivers such as economic growth, inflation, fiscal policies, credit dynamics and politics.

In your rotation with the Fixed Income team, you will learn to analyse and assess the performance drivers and how they are used to value debt securities. You will learn how to assess the risk of these debt securities using bond metrics such as duration and credit risk. From this, you will learn how to construct portfolios taking account of the risk/return trade off. You will leave the rotation with a strong grasp of how and why bond markets behave the way they do which is very important as bond markets, and government bond markets in particular, have major influences on other asset classes such as equities.



## Quantitative Investment

Our Quantitative Investment team is at the forefront of innovation in the financial industry, leveraging advanced mathematical models, statistical techniques, and cutting-edge technology to solve complex financial problems. We specialize in developing and implementing quantitative strategies for our clients.

What sets our team apart is our commitment to staying ahead of the curve in both finance and technology. We work with large datasets, employ machine learning algorithms, and utilize high-performance computing to gain insights and optimize financial outcomes. Our projects often involve collaboration with other leading departments, ensuring a multidisciplinary approach to problem-solving.

A rotation in the Quantitative Investment team offers recent graduates a unique opportunity to work on real-world financial challenges, develop technical skills, and gain exposure to the latest advancements in quantitative Investment. Graduates will be part of a dynamic team that values innovation, continuous learning, and practical application of theoretical knowledge.





“ During the programme you work alongside senior members of the Investment team and gain real hands-on experience in asset management. ”

**Lydia Casey**  
Associate Portfolio Manager  
and MIA Alumni

*“The MIA programme has been a great start to my career in asset management. The two-year rotational programme has given me a broad range of experience across different teams and asset classes within the broader Investments Team. During the programme you work alongside senior members of the Investment team and gain real hands-on experience in asset management. Overall, the MIA programme has been an invaluable experience for me and has given me the tools to reach the next level of my career in asset management.”*

# What happens at the end of the Programme?

At the end of each rotation, MIA participants are evaluated on their projects, teamwork, growth, and overall performance by their rotation managers. Those who excel throughout the programme will be offered a permanent position within the Investment Team, ideally in their preferred area of Investment.

As a MIA alumni, you'll have a clear career path with continuous support for your development through on-the-job and formal training. We're committed to helping you grow and succeed at Mediolanum!

## What we look for in MIA candidates:

A Bachelor (Hons) degree in (but not limited to) Economics, Finance, Business Administration, Statistics, Engineering or Applied Mathematics. Other degrees will also be considered.

-  A very strong interest in Investment and markets
-  You work well as part of a team
-  You are a great communicator with an analytical mindset
-  You're comfortable presenting your ideas, expressing your opinions, and talking to senior management and clients
-  You have great attention to detail as well as strong research and numerical reasoning skills
-  You know what it means to be client focused
-  You love solving complex problems
-  CFA Qualified or in the process of obtaining the CFA is highly advantageous

## Key Benefits when joining the Mediolanum Investment Academy



Learning and Development opportunities



Personal Development opportunities



Competitive benchmarked starting salary



Subsidised lunch and on-site canteen



Healthcare plan and wellness campaigns



Tax saver and Bike to Work schemes



Social events



Birthday and Christmas gifts

# Recruitment Process

We have just 5 places on our Investment Academy each year and the selection process involves a comprehensive recruitment process.



The most suitable candidates will be selected to attend a call with the HR team to give us a chance to get to know more about you as well as answer any questions you have about the organisation or programme.

If selected to move forward to the 2nd stage of the process, suitable candidates will meet with two senior members of the Investment Performance team, giving you a chance to showcase your knowledge of asset management and investment-related topics.

If successful after the 2nd round, you have made it to the final stage of the process. Candidates will complete a psychometric assessment and a final on-site interview which will include a case study that you will present to the Investment Leadership Team.

All final round candidates will then be contacted with feedback and potentially an offer to join our Mediolanum Investment Academy Programme in September 2025!

From time to time, 6 month internship opportunities may become available in our other departments throughout the year.

If you are interested in internship opportunities outside of our Investment team please contact [careers@mifl.ie](mailto:careers@mifl.ie)

Scan here to  
read more,  
and apply!



**“Having gained a well-rounded experience in multiple different teams, I was able to develop new skills that I’ll be able to bring to the table in my career going forward.”**

**Ronan Curtis**  
Investment Analyst - Equity  
and MIA Alumni

*“Having joined Mediolanum straight out of college, there was a lot to learn about the asset management industry and the different areas of Investments. After almost two years, I can say that the fast-paced nature of the industry and the openness of all my Mediolanum colleagues have made a steep learning curve to be a thoroughly enjoyable experience. Having gained a well-rounded experience in multiple different teams, I was able to develop new skills that I’ll be able to bring to the table in my career going forward.”*





Mediolanum International Funds Limited  
4th floor, The Exchange, George's Dock,  
I.F.S.C., Dublin 1, Ireland  
T +353 | 2310 800 F +353 | 2310 805