THE ADVISOR INTERNSHIP PROGRAM

Do you share Raymond James' core values of Client Focused, Integrity, Independence and Conservatism? Raymond James Ltd. is seeking Financial/Investment Advisors (Advisors) who are keen to develop their career at one of our branch locations across Canada through our Advisor Internship Program (AIP). The program is designed to provide an internship to individuals who have been in the financial services industry for at least 3 years, are RR licensed and looking to become a financial advisor working with an existing advisory team.

Raymond James Ltd. is Canada's leading independent investment dealer offering high quality investment products and services to Canadians seeking customized solutions to their wealth management needs.

The Raymond James AIP is a comprehensive and demanding career development training program that prepares Advisors to grow a successful advisory practice. Candidates will join the firm as an intern advisor on an existing advisory team. Candidates identified with exceptionally strong skills and experience may be considered for our stand-alone program.

The AIP is a 36-month training and development program that focuses on expanding the advisors' knowledge of business building strategies and successful advisor practices. The AIP is conducted as an interactive program that includes a combination of classroom training, online learning, mentorship and group coaching.

The primary responsibility of an Advisor is to provide clients with advice on financial matters with a total wealth management perspective. Interns will build relationships with high net worth clients through various prospecting methods, i.e., outbound calling, networking, seminars, direct mail campaigns and various other sales and marketing methods. The role involves understanding the needs of clients then providing appropriate options and solutions to best address those needs.

New advisors are expected to grow their assets under administration by $8 -10 million in each of year one, two and three, while helping to support the assigned advisory team.

QUALIFICATIONS

Educational Requirements:

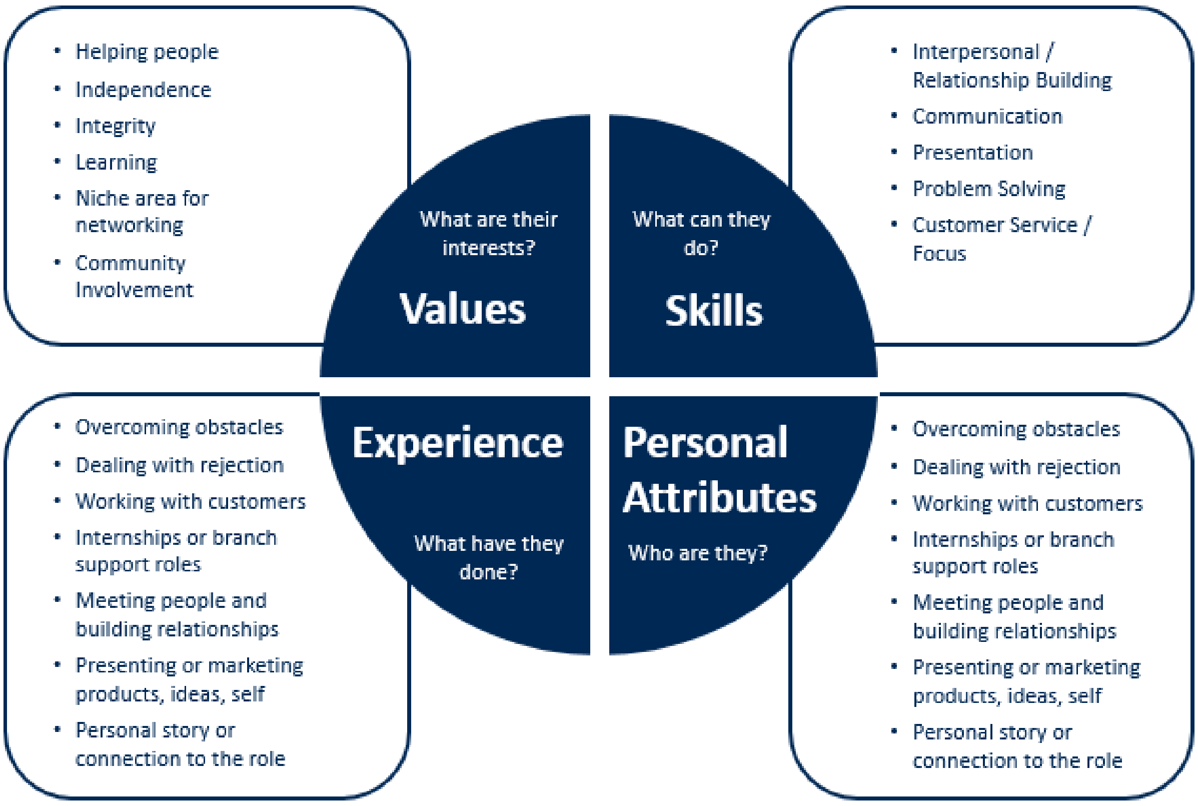
- Post-secondary education;
- Successful completion of the Canadian Securities Course (CSC) (valid & completed within the last 3 years);
- Successful completion of the Conduct and Practices Handbook Course (CPH) (valid & completed within the last 2 years);
- Successful completion of the 90-Day IIROC Licensing Training Program (valid & completed within the last 2 years);
- Must be registered (or eligible to be re-registered) with Securities regulator in their province of residence as of date of hire;
- Upon hire, the Raymond James AIP training program must be attended and successfully completed;
- Fulfillment of IIROC continuing education requirements on an ongoing basis;
- Suggested completion of the Certified Financial Planner (CFP) designation or equivalent within 24 months from date of hire.

Experience and Attributes:

- A minimum of 3 years full service brokerage and/or financial industry related experience;
- Experience with using various prospecting methods to gain appointments;
- Proven finance/sales/entrepreneurial skills in an advice capacity to persons of influence;
- Working knowledge of business/finance/economics acquired through the combination of a university degree and/or related work experience;
- Knowledge of investment products and services;
- Excellent interpersonal/relationship building skills required to build strong, positive and trusting client relationships;
- Excellent time management and organizational skills sufficient to meet multiple and conflicting deadlines in a high pressure environment;
- Ability to prepare proposals and presentation/seminar materials;
- Well-developed presentation skills sufficient to convey both factual and conceptual information and ideas to clients.
- Ability to learn quickly and make sound, timely decisions;
- Entrepreneurial spirit.

This is a full-time position with a competitive compensation and benefits package. Remuneration for this position will be commission based with a graduated salary component for the first three years.

WHAT IS THE PROFILE OF OUR IDEAL AIP CANDIDATE?



IMPORTANT NOTES:

It's not about sales experience

Sales experience on the surface is less important to the success of an advisor. Rather, it is the behaviours often associated with sales experience (e.g., overcoming obstacles, dealing with rejection, talking to people) that help prepare interns for the role.

Finance degrees are not necessary

Interns with less traditional degrees can find them useful when building their business (e.g., marketing, communications, or psychology degrees).

EXAMPLE NON-FINANCE DEGREES	EXAMPLE PREVIOUS CAREERS
Marketing	Marketing, Public Relations
Communications	Psychologists, Therapists, Social
Public Relations	Workers, Coaches
Journalism	Teachers
Political Science	Attorneys
Psychology	Realtors
Social Work	Retail or Hospitality Managers
Philosophy	Non-profit, Fundraisers
Engineering	
Education	

Clear expectations and strong mentors matter

AIP provides clear expectations and guidance through the program to help interns and mentors navigate their roles. Experience has shown that a strong mentor helps the intern to be successful in the business and survive the challenging first years.

It's not about team vs. stand-alone

Interns in the stand-alone program must have a stronger skill set for business development, and be comfortable working on their own. Interns in the stand-alone program are encouraged to find an informal mentor as mentorship has been shown to provide a higher degree of success. The success of interns on a mentor team is directly related to the business synergy and investing philosophies between the intern and the mentor, as well as a clear outline of expectations regarding business development and supporting the mentor's existing book of business.

Interested in becoming an Advisor? Send your resume to: practicemanagement@raymondjames.ca