



## 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 who are keen to develop their career at one of our branch locations through our Advisor Internship Program (AIP). The Raymond James AIP is a comprehensive and demanding career development training program designed to provide an opportunity for individuals who have been in the financial services industry for at least 3 years to build and grow their own successful advisory practice.

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. Candidates will join the firm as a Financial Advisor and will be responsible for building their own book of business or work within a team to grow the teams' book of business. Candidates identified with exceptionally strong skills and experience may be considered for our stand-alone program.

The AIP is a full-time 36-month training and development program that focuses on expanding the advisor's existing level of 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 individual as well as group coaching. The primary responsibility of an Advisor is to provide clients with advice on financial matters with a total wealth management perspective. Advisors will build relationships with high-net-worth individuals and families through various prospecting methods, (including but not limited to outbound calling, social media, in person networking, webinars and 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 meet those needs. While there are asset-gathering minimums in each of the first, second, and third years, new advisors should aim to grow their assets under administration by \$8 -10 million in each of those years; while continuing to properly service those clients who are already engaged with the practice.

### QUALIFICATIONS

#### Educational Requirements:

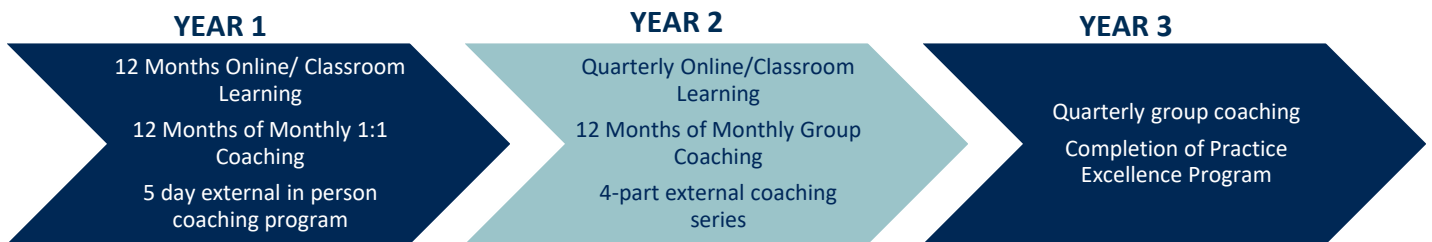
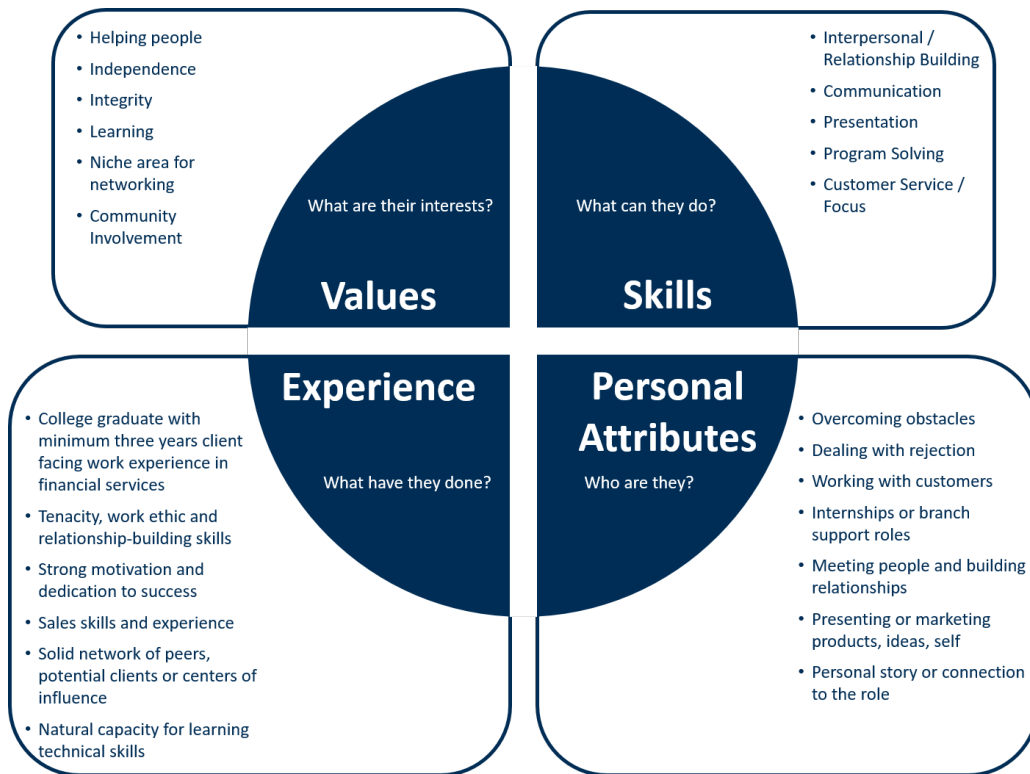
- Post-secondary education;
- Successful completion of the Canadian Securities Course (CSC) (valid & completed within the last 3 years);
- Successful completion of the Conduct and Practices Handbook Course (CPH) (valid & completed within the last 2 years);
- Successful completion of the 90-Day CIRO Licensing 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 CIRO 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 behaviors often associated with sales experience (e.g., overcoming obstacles, dealing with rejection, talking to people) that help prepare Advisors for the role.

#### Finance degrees are not necessary

Advisors 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
<ul style="list-style-type: none"> <li>Marketing</li> <li>Communications</li> <li>Public Relations</li> <li>Journalism</li> <li>Political Science</li> <li>Psychology</li> <li>Social Work</li> <li>Philosophy</li> <li>Engineering</li> <li>Education</li> </ul>	<ul style="list-style-type: none"> <li>Marketing, Public Relations</li> <li>Psychologists, Therapists, Social Workers, Coaches</li> <li>Teachers</li> <li>Attorneys</li> <li>Realtors</li> <li>Retail or Hospitality Managers</li> <li>Non-profit, Fundraisers</li> </ul>

#### Clear expectations and strong mentors matter

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

#### It's not about team vs. stand-alone

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

#### Compensation Expectations

Three years of gradually declining salary starting at \$60K plus commission based on revenues generated.

Interested in becoming an Advisor? Send your resume to: [practicemanagement@raymondjames.ca](mailto:practicemanagement@raymondjames.ca)