



应届生求职网
www.yingjiesheng.com

2023
CAMPUS
RECRUITMENT

2023

应届生校园招聘



富达

应届生论坛富达版:

<https://bbs.yingjiesheng.com/forum-2484-1.html>

应届生求职大礼包 2023 版-其他行业及知名企业资料下载区:

<http://bbs.yingjiesheng.com/forum-436-1.html>

应届生求职招聘论坛 (推荐):

<http://bbs.yingjiesheng.com>

目录

第一章 富达简介.....	3
1.1 富达概况介绍.....	3
第二章 富达笔试资料.....	4
2.1 2022 Fidelity Multi-Asset Summer Internship 网测原题.....	4
2.2 fidelity.....	7
2.3 FI summer 2019 网申.....	8
2.4 Fixed Income Investment Graduate HK 新 QQ? ?	8
2.5 2015 application online test num 新题.....	8
2.6 2013 富达 online test(num + reasoning) QQ 截图.....	9
2.7 富达的 QQ 太离谱了吧.....	9
2.8 2014 网申 QQ 内容.....	10
2.9 作为今天参加了富达（大连）面试，面试过程.....	11
2.10 富达网申 QQ 截图.....	11
第三章 富达面试资料.....	13
3.1 2022 Fixed income graduate program 面经.....	13
3.2 Fidelity product HK VI.....	13
3.3 Summer Internship Video Interview.....	13
3.4 fidelity fixed income intern uk vi.....	14
3.5 Summer Internship Video Interview.....	14
3.6 2016 China Equity Research Summer Associate (HK)	14
3.7 15/16 China Equity Research Associate Intern (based in HK) 电面面经...15	
3.8 2015 HK FI telephone interview 面经.....	16
3.9 软件开发工程师 - 面经分享.....	16
3.10 fidelity hk fixed income first telephone interview.....	16
3.11 2013 HK FI second interview.....	17
3.12 2013 HK FI first interview.....	17
3.13 从一面到案例分析——某 2013 Equity Research Analyst 申请人的流水帐.....18	
3.14 发电面面经攒 RP.....	21
第四章 富达综合求职资料.....	23
4.1 2016.11.24 Fixed Income Investment Graduate AC 终面面经.....	23
附录：更多求职精华资料推荐.....	25

内容声明：

本文由应届生求职网 YingJieSheng.COM (<http://www.yingjiesheng.com>) 收集、整理、编辑，内容来自于相关企业的官方网站及论坛热心同学贡献，内容属于我们广大的求职同学，欢迎大家与同学好友分享，让更多同学得益，此为编写这套应届生大礼包 2023 的本义。

祝所有同学都能顺利找到合适的工作！

第一章 富达简介

1.1 富达概况介绍

富达国际的宗旨是以投资共建未来。我们相信，长期投资是实现这一目标的关键。作为一家由创始人家族和管理层共同拥有的公司，富达秉承跨越世代的思考维度，为客户打造及提供适合的投资服务。

我们专注于为客户提供可持续的投资回报，同时管理我们对社会和环境的影响。为此，我们将可持续发展融入业务运营和投资流程，与被投企业合作，帮助他们以更可持续的方式运营，实现长期回报，与所有人共建更美好的未来。

通过将全球领先的投资管理能力与个人投资和退休储蓄平台相结合，我们致力于携手共进，打造更美好的财务未来。

如果你想了解更多富达的概况，你可以访问富达官方网站：

<http://www.fidelity.com.cn/zh-cn/>

第二章 富达笔试资料

2.1 2022 Fidelity Multi-Asset Summer Internship 网测 原题

本文原发于应届生 BBS，发布时间：2021 年 11 月 14 日

地址：<https://bbs.yingjiesheng.com/thread-2336865-1-1.html>

感觉报名 Fidelity international 的人好少，楼主在做之前尝试在 bbs 上面看一下前人的经验，但是发现资料不太多，所以希望这一次的分享可以帮助到有意想报 fidelity 的伙伴。

楼主上个星期刚刚做完 fidelity 的网测，是在网上申请了之后就会立刻发邮件邀请，有七天时间准备，跟 HSBC 的 oia 差不多，涉及一些图表计算和能力倾向测试，就是看一下在不同情况下你会怎么样处理事情，不限时间，但是官方建议好像是 30-40 分钟，所以大家也不要拖太久，系统会统计你用的时间。

网测分几部分，第一部分就是给一下工作的情景题，好像有三题，主要的方向就是要注重 team work，注重思考能力和解决问题的能力。

第二部分就是一些算术题，透过看一些图表和文字来回答，一共有八题，都是一些折线图和 pie chart，基本上用计算机就可以完成，不算难因为不计时间，但是大家要小心一些年份的计算，有时候是问 change in number，有时候是问 change in percentage，注意就好。

第三部分就是一些简单的 statement 题目，问你这个 statement 是偏向哪一方面，大概十几道题目，按照自己性格回答就好。

总体下来一共有 31 道题目，楼主花了 50-60 分钟，因为每一条都小心翼翼做，希望不会影响到太多。做完测试之后第二天就会收到能力报告，跟 hsbc 一样。祝各位在求职路上顺利，楼主也希望在 BBS 这个神坛沾一下运气，继续在求职的路上努力增值自己，早日获得面试和 offer!! 毕竟不经一番寒彻骨，怎得梅花扑鼻香呢。

[fidelity 08.png](#) (1.33 MB, 下载次数: 4)



Millennial Investors

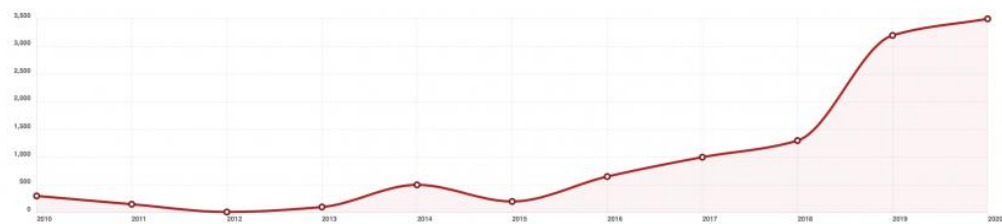
Millennials are putting their money in sustainable investments at a rate that is three times higher than the national average in Singapore. With an estimated \$30 trillion wealth transfer coming to millennials in the coming decades, this trend is likely to continue. More and more young investors now want to know where their money is going and what it's being used for. They believe it's important to know that their investments are comfortably aligned with their values. In response, more and more governments, corporations and investors are adopting the principles of sustainable investing. In effect, increasing demand is driving the mass growth of these types of investments.

Please select the statement that is most accurate.

Please select your answer from the options below.

☐	Climate change revenues are becoming more important to investment decisions.
☒	It is important to young people to invest in companies that are aligned to their values.
☐	Millennials will become the wealthiest group in years to come.
☐	Young people see reducing plastic waste as less important to their investment decisions.
☐	Interest in sustainable investing is declining.

[fidelity 07.png](#) (223.12 KB, 下载次数: 2)



If the amount by which Singapore's retail sales of ethical funds, between 2019 and 2020, doubled every year for the next four years, what will the retail sales be in 2024?

Please select your answer from the options below.

- ☐ 4,800
- ☐ 7,700
- ☒ 12,500
- ☐ 22,100
- ☐ 39,200

[fidelity 06.png](#) (384.83 KB, 下载次数: 3)



[fidelity 05.png](#) (323.71 KB, 下载次数: 3)

Performance of Singapore's ethical funds

Ethical funds outperformed their non-ethical equivalents in Singapore. The average 10-year return from non-ethical funds sat at 80% at the end of last year. Increasingly investors are opting for funds which fall into the environmental, social and governance category. Unless there are heavy withdrawals from the sector in the next few months, ethical funds are on course to have a record-breaking year in terms of inflows.

Question 1

[View Question](#)

Question 2

[View Question](#)

Question 3

[View Question](#)

Question 4

[View Question](#)

Question 5

[View Question](#)

Question 6

[View Question](#)

Question 7

[View Question](#)

Question 8

[View Question](#)

fidelity 04.png (695.45 KB, 下载次数: 3)

Fidelity International

Progress (3 / 31) End Assessment Update is ready

Global Reach

>9,000 Employees
>25 Locations
>400 Investment Professionals*
18 Investment Offices

*Includes Equity Research Support. Investment Professionals include Portfolio Management, Analysis, Traders, Derivatives Management and Research Support.

*Majority of Investment Offices also perform Sales & Marketing Operations.

Source: Fidelity International, 31 March 2021

Investment Offices*	Sales, Operations & Client Services
Amsterdam	Australia
Dublin	Austria
Hong Kong	Belgium
London	Berlin
Madrid	Canada
Munich	China
Paris	Denmark
San Paulo	Finland
Shanghai	France
Singapore	Germany
Sydney	Hong Kong
	India

Fidelity International and Fidelity Investments

Senior Management and Other Parties
Founding Family Interests
Fidelity International Founded in 1969

Senior Management and Other Parties
Founding Family Interests
Fidelity Investments Founded in 1948

Fidelity Canada (shown in light blue) is a joint venture between FIM & FI shareholders.

Imagine you have started in your role at Fidelity International and you have just been introduced to your first key stakeholder. As a new starter you are excited about the opportunities this will involve, and you have arranged a first meeting that you want to ensure goes well.

How would you approach this?

Please RANK the responses from 1 to 5 by clicking and dragging the 3 lines, with 1 being what you would most likely do and 5 being what you would least likely do:

- E** You meet with your Manager to gain further understanding of the stakeholder and their background, so you can efficiently respond to their needs at the meeting.
- C** You call them to understand their requirements so you can prepare for the meeting effectively. Based on what they say, you propose an agenda for the meeting and do some research, so you know more about their business.

fidelity 03.png (914.14 KB, 下载次数: 3)

About Fidelity International **Global Reach & Fidelity Investments** **Working at Fidelity International** **Dynamic Working**

The meeting goes well and the stakeholder is keen to start a new undertaking. You are writing up a report which explains the risk of the new undertaking, and after your initial analysis, you feel that the risk is much greater than the stakeholder initially anticipated. You share your concerns with your colleague who has worked with this stakeholder extensively. Building on their knowledge of the stakeholder, they do not think that the increased risk needs to be disclosed as the stakeholder was determined to go ahead with the undertaking, and has not been persuaded to change other decisions they have made to date.

What would you do?

Please RANK the responses from 1 to 5 by clicking and dragging the 3 lines, with 1 being what you would most likely do and 5 being what you would least likely do:

- E** You suggest mentioning this information to the stakeholder if possible. While you understand your colleague's point of view, you are slightly concerned about the results of the decisions taken so far.
- D** You decide to think about the oversight and speak with your colleague again tomorrow. You want to thoroughly consider the best course of action in such a sensitive situation.
- C** While you are unsure if this is the best decision, you appreciate that your colleague is more experienced, and you still have a lot to learn. You thank your colleague for sharing this insight and make a note of this for next time.
- B** You agree with your colleague. Considering that you are new to the team and they are more experienced, you trust their judgement and believe they are qualified to make this decision.
- A** You respectfully disagree with your colleague. You believe it is the right thing to share these concerns with the stakeholder, even if they decide to proceed as planned.

< Save & Show Previous Save & Show Next >

fidelity 02.png (507.15 KB, 下载次数: 3)

Imagine you have started in your role at Fidelity International and you have just been introduced to your first key stakeholder. As a new starter you are excited about the opportunities this will involve, and you have arranged a first meeting that you want to ensure goes well.

How would you approach this?

Please RANK the responses from 1 to 5 by clicking and dragging the 3 lines, with 1 being what you would most likely do and 5 being what you would least likely do:

- A** You prepare in advance of the meeting for all the relevant concerns and requests that the client may have. This will help ensure you have all the answers to hand on the day.
- B** At the meeting, you will listen carefully and ask insightful questions. This will help you ensure you can provide great service and advise on the right solutions for them.
- C** You call them to understand their requirements so you can prepare for the meeting effectively. Based on what they say, you propose an agenda for the meeting and do some research, so you know more about their business.
- D** You decide to remain open and see what the stakeholder requires on the day. Considering this is the first meeting, you are unlikely to need to advise on potential solutions straight away.

[fidelity 01.png](#) (357.54 KB, 下载次数: 3)

y Progress (0 / 31) End Assessment H

How would you approach this?

Please RANK the responses from 1 to 5 by clicking and dragging the 3 lines, with 1 being what you would most likely do and 5 being what you would least likely do:

1	E	You meet with your Manager to gain further understanding of the stakeholder and their background, so you can efficiently respond to their needs at the meeting.	...
2	C	You call them to understand their requirements so you can prepare for the meeting effectively. Based on what they say, you propose an agenda for the meeting and do some research, so you know more about their business.	...
3	A	You prepare in advance of the meeting for all the relevant concerns and requests that the client may have. This will help ensure you have all the answers to hand on the day.	...
4	B	At the meeting, you will listen carefully and ask insightful questions. This will help you ensure you can provide great service and advise on the right solutions for them.	...
5	D	You decide to remain open and see what the stakeholder requires on the day. Considering this is the first meeting, you are unlikely to need to advise on potential solutions straight away.	...

2.2 fidelity

本文原发于应届生 BBS，发布时间：2019 年 10 月 06 日

地址：<https://bbs.yingjiesheng.com/thread-2220160-1-1.html>

Business Graduate Programme 2020 - Shanghai, China 笔试真的一言难尽啊。。网络延迟，一直显示不出来。OT 要求五日内完成，和 hsbc 一样不限时，可以退出重新进。

但是我退出来以后，显示我做完了，算了也不知道做没做完。但是网不好真的很煎熬，所以切记切记搬好小板凳看隔壁王叔叔李阿姨谁家网好，在开始做。不然真的 40 分钟可以给你变成 1 个小时 40 分钟。

题目类型基本就是和汇丰一样，，排序题性格测试 1-5 最想-最不想。重点 teamwork 还有积极，可以参考其他两家的笔试经验。（UBS 和 HSBC）

HR 真的超级好！我网有问题发邮件说明，立马就给解决方案了。

屏幕快照 2019-10-06 20:07:28.png (95.94 KB, 下载次数: 22)

What do you say and why?

Please RANK ORDER the options below, with 1 being how you are most likely to respond and 5 being how you are least likely to respond:

1	A	You explain that you are someone who works best when you are recognised for the good work you do. A job is rewarding when you know you are performing well.
2	B	You tell Ammara that good feedback like this motivates you to perform well. You love seeing the positive impact of the work you do.
3	C	You are motivated by the opportunities you are given. You believe that your success so far is down to the ownership you have been given.
4	D	It is the financial rewards you can gain through hard work that is your main motivation. You like to know your work is appreciated through financial reward and progression.
5	E	You are someone who does not find it hard to stay motivated when the potential rewards are significant. If you have interesting work and are paid appropriately, you will push yourself to do well.

Submit

2.3 FI summer 2019 网申

本文原发于应届生 BBS，发布时间：2018 年 10 月 05 日

地址：<https://bbs.yingjiesheng.com/thread-2165275-1-1.html>

三道论述题和之前网友们贴出来一样滴

下一步包括情景和分析题目，including on board, meeting, errors in work, initiate new ideas, time management, motivation, new tech

分析题就是根据材料做算术，感觉有的题目比较 tricky，主要是回报率大家加油(_)

2.4 Fixed Income Investment Graduate HK 新 OQ? ?

本文原发于应届生 BBS，发布时间：2016 年 09 月 25 日

地址：<https://bbs.yingjiesheng.com/thread-2055454-1-1.html>

做完 numerical 以后看到了 OQ，感觉是在论坛里之前的帖子上没见过的。

1. If you could have a career outside of finance, what would it be and why? (300 words maximum)
2. Please indicate why you are applying to Fidelity and in particular Fixed Income, exploring what skills you possess which are particularly suited to your chosen area. Please provide full examples of how you have displayed these skills. You can use this section as you would in a covering letter. (300 words maximum)
3. Please analyse the credit worthiness of a company or a country and tell us why you would buy or sell its debt. (300 words maximum)

感觉第一题和第三题都比较 tricky 啊。。对于第一题，我不知道出题者的意图。是想展现你在 finance 领域之外的特长，还是希望你表达对 finance 至始至终的热情？

第三题也感觉得好好做做 research

2.5 2015 application online test num 新题

本文原发于应届生 BBS，发布时间：2014 年 11 月 03 日

地址：<https://bbs.yingjiesheng.com/thread-1900883-1-1.html>

今天刚做了 num，发现了几道没见过的题，当然也有可能是我做题不够，总之先分享给大家，只截了每图的第一题，方便大家熟悉图表



[fidelity num 新题.doc](#)

551.5 KB, 下载次数: 715

(访问链接可直接下载附件)

2.6 2013 富达 online test(num + reasoning) QQ 截图

本文原发于应届生 BBS, 发布时间: 2013 年 10 月 23 日

地址: <https://bbs.yingjiesheng.com/thread-1747259-1-1.html>

祝明年的同学都顺利!

建议大家在 deadline 之前 2-3 天最好申请, 不要拖到最后一天否则很可能来不及
首先先注册帐号, 然后直接让你做 num, 完成合格后几分钟后发逻辑题目, 完成及格后开始
填写 application paper, 挺繁琐的, 主要是由 OQ 比较花时间
一般 oq 都不变的:

1. Career

Please indicate why you are applying to Fidelity and in particular your chosen area, exploring why you feel you are particularly suited to this area (Please complete in a minimum of 50 words and a maximum of 300 words).

2. Individual Responsibility

Please describe a challenging or difficult project you have undertaken:

- What did you do?
- What was the outcome?
- How did you influence others?
- What have you learnt from this experience?

(Please complete in a minimum of 50 words and a maximum of 300).

3. Programme Specific Question

Please analyse a stock or company and tell us why you would buy or sell it. (Please complete in a minimum of 50 words and a maximum of 500 words).

主要是第三问

第三问参考答案 <http://www.douban.com/note/240275050/>

好了大家好运~~~



[富达笔试题目和答案.rar](#)

827.63 KB, 下载次数: 1870

(访问链接可直接下载附件)

2.7 富达的 OQ 太离谱了吧

本文原发于应届生 BBS, 发布时间: 2013 年 10 月 11 日

地址: <https://bbs.yingjiesheng.com/thread-1737753-1-1.html>

Business Summer Internship 的 OQ 如下:

Career

Please indicate why you are applying to Fidelity and in particular your chosen area, exploring why you feel you are particularly suited to this area (Please complete in a minimum of 50 words and a maximum of 300 words).

Interests and Activities

Please indicate why you are applying to Fidelity and in particular your chosen area, exploring

why you feel you are particularly suited to this area. (Please complete in a minimum of 50 words and a maximum of 400 words)

(Please complete in a minimum of 50 words and a maximum of 300 words).

确实如此..... 这也太不负责任了吧，看来是 HR 随手粘贴还粘贴重了

2.8 2014 网申 OQ 内容

本文原发于应届生 BBS，发布时间：2013 年 09 月 13 日

地址：<https://bbs.yingjiesheng.com/thread-1727439-1-1.html>

论坛里提供的 Fidelity 信息太少，我来贴个 2014 OQ。

祝好运！

Career

Please indicate why you are applying to Fidelity and in particular your chosen area, exploring why you feel you are particularly suited to this area (Please complete in a minimum of 50 words and a maximum of 300 words).

Individual Responsibility

Please describe a challenging or difficult project you have undertaken:

- What did you do?
- What was the outcome?
- How did you influence others?
- What have you learnt from this experience?

(Please complete in a minimum of 50 words and a maximum of 300).

Programme Specific Question

Please analyse a stock or company and tell us why you would buy or sell it. (Please complete in a minimum of 50 words and a maximum of 500 words).

[OQ 截图 20130913011131.jpg](#) (89.09 KB, 下载次数: 24)

EDUCATION/POSTGRADUATE STUDIES 2

- ✓ LAST 2 YEARS ESTIMATED COMPLETED RESULTS
- ✓ ATTACH CV
- ✓ WORK EXPERIENCE
- ✓ LANGUAGES
- ✓ IT SKILLS
- ✓ FINANCIAL SKILLS
- ✗ QUESTIONNAIRE
- ✓ EQUAL OPPORTUNITIES
- ✓ SOURCE OF APPLICATION

SYMBOL KEY

- ✓ Completed
- ✓ Mandatory Questions Completed
- ✗ Empty
- ✗ Incomplete

Career

Please indicate why you are applying to Fidelity and in particular your chosen area, exploring why you feel you are particularly suited to this area (Please complete in a minimum of 50 words and a maximum of 300 words).

Word Counter: 0

Individual Responsibility

Please describe a challenging or difficult project you have undertaken:

- What did you do?
- What was the outcome?
- How did you influence others?
- What have you learnt from this experience?

(Please complete in a minimum of 50 words and a maximum of 300).

Word Counter: 0

Programme Specific Question

Please analyse a stock or company and tell us why you would buy or sell it. (Please complete in a minimum of 50 words and a maximum of 500 words).

Word Counter: 0

2.9 作为今天参加了富达（大连）面试，面试过程

本文原发于应届生 BBS，发布时间：2013 年 11 月 06 日

地址：<https://bbs.yingjiesheng.com/thread-1761630-1-1.html>

我申请的职位是 testing engineer，面试分为两轮第一轮是群面，就是小组讨论，5-6 人一组，英文中文都可以。通过的马上进行二面（我们那一场是 11 进 7）。

二面的面试官两位，感觉是做技术工作的，一面两位 HR 感觉是做人力资源的。二面会问一些关于以往编程项目相关方面的问题，怎么测的用什么方法测的等等。如果给定一个软件，你会选择什么方法进行测试。

2.10 富达网申 OQ 截图

本文原发于应届生 BBS，发布时间：2012 年 10 月 16 日

地址：<https://bbs.yingjiesheng.com/thread-1564520-1-1.html>

Graduate Programme - Investment Solutions Group Personal Achievements and Motivation.jpg (136.33 KB, 下载次数: 217)

Instructions | Print | Save to Desktop | FAQ & Support | Submit | Logout

Progress Tracker

- ✓ Career Choice
- ✓ Personal Details
- ✓ Personal Details Continued
- ✓ Pre-University Education
- ✓ Pre-University Education - Extenuating Circumstances
- ✓ Higher Education/Postgraduate studies
- ✗ Work Experience
- ✓ Languages
- ✓ IT Skills
- ✗ **Personal Achievements and Motivation**
- ✗ Attach CV
- ✗ Equal Opportunities
- ✗ Source of Application

Symbol Key

- ✓ Completed
- ✓ Mandatory Questions Completed
- ✗ Empty
- ✗ Incomplete

Personal Achievements and Motivation

Please indicate why you are applying to Fidelity and in particular your chosen area, exploring why you feel you are particularly suited to this area. (Please complete in a minimum of 50 words and a maximum of 400 words)

Word Counter: 0

Would you currently prefer to invest in bonds or equities and why? (Please complete in a minimum of 50 words and a maximum of 400 words)

Word Counter: 0

Please record your academic/non-academic/non-work interests, activities and achievements, noting any positions of responsibility held and membership of any clubs/societies. (Please complete in a minimum of 50 words and a maximum of 300 words)

Word Counter: 0

Please describe a challenging or difficult project you have undertaken. This could be a team or individual project of a personal, work or academic nature.

- What did you do?
- What was the outcome?
- If it was a team project how did you influence others?
- What have you learnt from this experience?

(Please complete in a minimum of 50 words and a maximum of 300 words)

Word Counter: 0

Reset Page | Save & Proceed

Clear Page

Graduate Programme - Investment Solutions Group Personal Achievements and Motivation.jpg (136.33 KB, 下载次数: 38)

Instructions

Print

Save to Desktop

FAQ & Support

Submit

Logout

Progress Tracker

✓ Career Choice

✓ Personal Details

✓ Personal Details Continued

✓ Pre-University Education

✓ Pre-University Education - Extenuating Circumstances

✓ Higher Education/Postgraduate studies

✗ Work Experience

✓ Languages

✓ IT Skills

✗ **Personal Achievements and Motivation**

✗ Attach CV

✗ Equal Opportunities

✗ Source of Application

Symbol Key

✓ Completed

✓ Mandatory Questions Completed

✗ Empty

✗ Incomplete

Personal Achievements and Motivation



Please indicate why you are applying to Fidelity and in particular your chosen area, exploring why you feel you are particularly suited to this area. (Please complete in a minimum of 50 words and a maximum of 400 words)

Word Counter 0

Would you currently prefer to invest in bonds or equities and why? (Please complete in a minimum of 50 words and a maximum of 400 words)

Word Counter 0

Please record your academic/non-academic/non-work interests, activities and achievements, noting any positions of responsibility held and membership of any clubs/societies. (Please complete in a minimum of 50 words and a maximum of 300 words)

Word Counter 0

Please describe a challenging or difficult project you have undertaken. This could be a team or individual project of a personal, work or academic nature.

- What did you do?
- What was the outcome?
- If it was a team project how did you influence others?
- What have you learnt from this experience?

(Please complete in a minimum of 50 words and a maximum of 300 words)

Word Counter 0

Reset Page

Save & Proceed

Clear Page

第三章 富达面试资料

3.1 2022 Fixed income graduate program 面經

本文原发于应届生 BBS，发布时间：2022 年 02 月 25 日

地址：<https://bbs.yingjiesheng.com/thread-2342905-1-1.html>

今年是在網上做的 ac 上午時段是一對一的 strengths-based interview

下午時段有 1.5 小時準備 credit test 和 investment directing test

然后每个 test 各有半小時的 presentation time

credit test 是一個 bond pitching，給了一間公司的資料

investing directing test 是關於公司的產品

有做完 ac 的朋友收到 offer 了吗？

3.2 Fidelity product HK VI

本文原发于应届生 BBS，发布时间：2020 年 10 月 30 日

地址：<https://bbs.yingjiesheng.com/thread-2296456-1-1.html>

碰到的题目是之前完全没看到过的，给大家当经验贴了~

1. influences if you not meet the deadline at Fidelity
2. 你觉得原来的 admin process 不好，想了 better way，你同事不这么觉得，怎么办
3. while working at fidelity, what's your primary motivation
4. a mistake in your investment, what to do?
5. investment decision with incompleted information

每题准备 1min 说 1min

3.3 Summer Internship Video Interview

本文原发于应届生 BBS，发布时间：2020 年 03 月 01 日

地址：<https://bbs.yingjiesheng.com/thread-2254879-1-1.html>

感觉报名 fidelity 的人好少，我来贡献一下刚刚面完的 video in 攒人品吧。

做完了 situational 的 online assessment 之后，大概 10 分钟就收到了 vi 的邀请，要求在 5 天内完成。

登陆系统之后会有一个 practice question，用来检查你的 video 和 audio 是否正常。

正式 vi 总共有 5 个问题，每个问题有 1 分钟准备时间，1 分钟回答时间。

1. 你觉得在 early career 的时候对 fidelity 的 business 有一个深入的了解重要吗？

2. 你觉得自己是一个乐于/主动寻找 improvement 机会的人吗?
3. 你觉得自己是一个喜欢发掘 creative/original way of doing things 的人吗?
4. 你觉得你对 fidelity 可以有什么 lasting impact?
5. 你觉得和你自己 team 以外的人 building relationship 重要吗?

录完 vi 之后, 就会收到提示说会有 team member review。希望可以快点拿到 personal interview 的 invitation!!!

3.4 fidelity fixed income intern uk vi

本文原发于应届生 BBS, 发布时间: 2019 年 11 月 09 日

地址: <https://bbs.yingjiesheng.com/thread-2235660-1-1.html>

楼主做了 vi, 很快收到挂的消息, 但还是想发一下题, 攒一下人品。
一分钟一道题, 一分钟准备时间。

1. 投资中犯错了怎么办。
 2. admin process 发现有创新的办法, 同事不同意怎么办
 3. 为什么申请 fidelity
 4. 投资决定, 资料不够, 怎么办
 5. miss a deadline 的后果 (在 fidelity)
- 攒人品, 希望今年求职成功。

3.5 Summer Internship Video Interview

本文原发于应届生 BBS, 发布时间: 2020 年 03 月 01 日

地址: <https://bbs.yingjiesheng.com/thread-2254879-1-1.html>

感觉报名 fidelity 的人好少, 我来贡献一下刚刚面完的 video in 攒人品吧。

做完了 situational 的 online assessment 之后, 大概 10 分钟就收到了 vi 的邀请, 要求在 5 天内完成。

登陆系统之后会有一个 practice question, 用来检查你的 video 和 audio 是否正常。

正式 vi 总共有 5 个问题, 每个问题有 1 分钟准备时间, 1 分钟回答时间。

1. 你觉得在 early career 的时候对 fidelity 的 business 有一个深入的了解重要吗?
2. 你觉得自己是一个乐于/主动寻找 improvement 机会的人吗?
3. 你觉得自己是一个喜欢发掘 creative/original way of doing things 的人吗?
4. 你觉得你对 fidelity 可以有什么 lasting impact?
5. 你觉得和你自己 team 以外的人 building relationship 重要吗?

录完 vi 之后, 就会收到提示说会有 team member review。希望可以快点拿到 personal interview 的 invitation!!!

3.6 2016 China Equity Research Summer Associate (HK)

本文原发于应届生 BBS, 发布时间: 2015 年 12 月 08 日

地址: <https://bbs.yingjiesheng.com/thread-2023145-1-1.html>

楼主 11 月 5 号面的第一轮 十二月初收到拒信 发点面试经验上来希望可以给其它面试攒点人品

面试官是一个 Equity research analyst Wharton MBA 毕业的 一共聊了 45 min 大部分 focus 在那个 online app 时写的 equity research 上

感觉聊得挺开心的本来 30 分钟延长到了 45 分钟 面完他也说觉得我表现得很好 谁知道。。。大概它其实只要 MBA 不要 undergraduate 吧

- Self-introduction
 - Why Fidelity
 - Why equity research
 - One of the research projects I did during summer internship
 - What sectors would you recommend based on your research and overall macro
 - How do you select a stock? What approach?
 - Some detailed questions about stock pitch in the application form (industry structure, valuation, upside, comparable companies, downside risk, why the company's margin in 07 and 08 was low, etc.)
 - What other stock do you recommend
 - Any question for me
- 希望我的经验能帮到后来人!

3. 7 15/16 China Equity Research Associate Intern (based in HK) 电面面经

本文原发于应届生 BBS，发布时间：2015 年 11 月 24 日

地址：<https://bbs.yingjiesheng.com/thread-2011312-1-1.html>

Interviewer: Japanese lady, equity research analyst in Fidelity HK, worked in management consulting firm and PE firm beforehands, has a MBA degree

1. On your CV, it is really clear that you are very interested in Equity Research. Can you explain how you got interested in ER that much?
2. Why do you want to do Equity Research in investment management firm like Fidelity, the so-called buy-side firm, rather than sell-side investment banks?
3. Can you tell me more about your internship at *** Asset Management? What did you do and how do you like it?
4. I can see that during your previous internships, you did valuation for companies. What you find is the most difficult part of valuing a company?
5. What is your most difficult time in college? How does it feel like to go out of your comfort zone?
6. Can you do a stock pitch for me on the stock you recommended on your application? Why do you think the market doesn't know about the thesis you made?
7. What do you do for fun in your spare time?
8. Any question for me?

3.8 2015 HK FI telephone interview 面经

本文原发于应届生 BBS，发布时间：2014 年 11 月 24 日

地址：<https://bbs.yingjiesheng.com/thread-1918137-1-1.html>

去了 recruitment talk 觉得特别的 fancy，当时特别特别想进，但是买方门槛就是高吧，自己的能力自己也知道，加上这是我今年第一家做 phone interview 的，so。。。AC 没进也是意料之中（据 HR 说 AC 分上下午两场，早上邀请 20 个人去，中午会让一半的人离开，最后留下两个，所以是一场屠杀啊==）分享一下今年 phone interview 的问题吧攒攒人品~

1. 为什么选择自己的专业（经济金融），我提到了高中的时候看我妈炒股觉得很有趣，然后 HR 就问那你觉得 equity 有趣为什么现在来报 Fixed Income (-_-////因为你们没开 equity 啊)
2. equity investment 和 fixed income investment 有什么区别吗
3. 你自己有做投资吗？说一下选择 portfolio 时候考虑的问题
4. open question 里面有让我推荐一个债券产品，就问为什么推荐我选的那个，当时分析了什么因素，有没有考虑其他的
5. 又问了一些和之前实习经历有关的 behavior question，具体的记不得了，大概就是团队合作、遇到 conflict 怎么办之类的

HR 是英国人，典型的 british polite，每次回答完问题就说 fantastic~oh perfect 啥的(-_-...)

虽然没有很 technical 的问题，但是还是需要对行业(fixed income)有很清晰的认识，这样回答才能有 insight 吧。我感觉自己当时说的不是很好，有些就在胡编乱造。。。

祝明年的大家顺利~这个 programme 太 fancy 了，还有六个月在伦敦的 rotation 呢~~~

3.9 软件开发工程师 - 面经分享

本文原发于应届生 BBS，发布时间：2017 年 07 月 07 日

地址：<https://bbs.yingjiesheng.com/thread-2107519-1-1.html>

群面气氛很好，主要对一个公司合作问题进行探讨。单面有两组同时进行，可能会互相有些干扰，不过两组的面试官风格也不大一样，听我同学说他的那个面试官问的比较宽泛，我这个面试官则比较注意细节。

群面的题目是两个公司合作开辅导班，各自有所分工，但是其中一家公司因为自己的任务完成不了而导致其本可能获得的利润没有达到，希望跟另一家公司重新商谈合作计划，问另一家公司是否应该给这家公司机会。

3.10 fidelity hk fixed income first telephone interview

本文原发于应届生 BBS，发布时间：2012 年 12 月 08 日

地址：<https://bbs.yingjiesheng.com/thread-1629313-1-1.html>

由于时差，大早上 4 点半起来准面试。本来面试是在 6 点，可是我的生物钟就是那种，只要知道今天有事情不能贪睡，绝对提前醒。所以我上闹钟基本就是心理安慰，很少被闹钟吵醒过。结果等了半天，没电话来，结果 hr 说我信号有问题，打过来没人接，所以以为我放弃了。后来意识到我人在英国，以为我没睡醒，决定再次打给我，这次信号给力，终于在推迟

15 分钟后接到电话。要不然精心准备的面试就这么吹了太气人了。

正题：

面试我的是个在日本工作的姐姐，听英语真是听不出什么口音，不只是哪里人，名叫 ray

1. why fidelity, why fixed income? 我提到参加香港的 fair, 和当时的员工聊得很 high, hr 姐姐忙问我是不是 christine 和你聊得? 我真的不记得是谁了。前几天应届生上也有人提到香港的 christine 人很好, 看来她是有口皆碑。

2. 讲了讲实习经历, 最喜欢哪个, 每天做什么, 学到什么?

3. a time i came up with an idea and put it into action and what did i learn

4. how did i manage time for my studying given that i get involved in many social activities?

总体说, 更像是聊天, 因为 hr 姐姐知道我有时差, 所以还挺敬佩我起大早来面试, 整个面试 30 分钟整, 气氛很友善, 算是我 telephone 最享受的一个。

3.11 2013 HK FI second interview

本文原发于应届生 BBS, 发布时间: 2012 年 11 月 28 日

地址: <https://bbs.yingjiesheng.com/thread-1616506-1-1.html>

上周五刚面完 HR, 今天就面 FI business representative, 要不要这么高效.....

依然是电面, 小哥的英文很欧洲, 所以没听懂他叫啥。

1. Self-intro and background

2. Why FIL and FI

3. Which debt you recommend and why. lz 说了 Soho China, 小哥又问了好多 follow-up question, 比如为啥 Soho China 的 D/A ratio 低过行业平均。lz 直接吓尿了啊之前完全没想过, 只好现场乱掰, 比如 Soho China 的扩张很谨慎啊不大跃进啊所以借债少, Soho China 上市了啊所以 equity 多, Soho China 手里的都是优质资产啊 blablabla

4. As a quantitative student, how come you are put into a non-quant team. lz 一开始以为是为毛选 Quantitative Finance 的专业, 说了一半被小哥打断好尴尬。

5. Have you had any experiences with F/S. 刚好 lz 最近在做一个数据采集的工作, 负责 CapEx 和 Debt 部分。小哥于是问你学到了啥啊, lz 只好说 lz 的工作只是采集数据, 所以只学到了怎么找这些 item。小哥又问你有啥 findings 啊, lz 说 lz 发现不同公司差很多, 同公司不同年也差很多(这不是废话么! 但是 lz 真是不知道该说啥)。小哥最后问了说那 CapEx 怎么算, lz 真是要吐血了好么!

最后 QA 环节, lz 问了那个 team 最 quant, 小哥说了一堆, lz 赶紧补充说 lz 作为一个本科生也搞不定太 quant 的 model, 所以还是一般 quant 比较适合 lz。lz 又问小哥是哪个 team 的, 小哥说是 research, 尼玛原来就是两个 research analyst 之一啊.....

两个小时以后还有 PwC 的 Par in....What a life!

3.12 2013 HK FI first interview

本文原发于应届生 BBS, 发布时间: 2012 年 11 月 23 日

地址: <https://bbs.yingjiesheng.com/thread-1611027-1-1.html>

刚刚面完, 四十分钟, 基本都是简历问题, 说的我嗓子都干了, 以下问题排名不分先后:

1. Background and self-intro

2. Why Fidelity and why FI
3. Internships
4. Activities
5. Biggest failure ever
6. Which internship did you enjoy most and why
7. Strength, weakness and personality
8. What did you do in your leisure time
9. A recent book read
10. Why you recommended the debt to us

差不多就这些了，听起来 HR 姐姐木有我的 resume，因为我说了 exchange experience 之后她还问是哪里....

3.13 从一面到案例分析——某 2013 Equity Research Analyst 申请人的流水帐

本文原发于应届生 BBS，发布时间：2012 年 11 月 07 日
地址：<https://bbs.yingjiesheng.com/thread-1589993-1-1.html>

本着讲故事的心态写的，不过大家可以参考一下...

先声明一下这是通过 BCF 申的（没听说过 BCF 的请看 Fidelity 官方网站上的 TimeLine），不是传统的网申，所以时间会比大家提前些...

然后整个过程都是英文的，除了和周围人闲聊可能会用到其它语言，语言水平不过关的同志们不要抱有侥幸心理...

大约三周前收到 Fidelity 方面的面试邀请，当时第一反应是惊讶对方会给我机会...没有本科金融背景没有工作经验，学校的名字也不如常春藤响亮，实习经历不是投资相关，甚至还收到众多金融市场卖方（没错我说的就是外资银行）的拒信，居然就在上千份简历中神奇地被更难进的买方公司选中了...

只得猜测实习的风险分析与投资基本面分析有少许重合，自己掌握的外语可能适用于他们甚至还没有开张的海外办公室，个人的运动员经历以及开放性问答得比较像人样从而给了对方试探的兴趣...

于是两周多前飞往 Boston 招聘会进行第一轮面试...途中目睹了银行业的惨状...顺便吐槽一下，日本学生到了美国后还是宅男，在 UBS 展点的漂亮韩国 MM 前排起长队，而 MorganStanley 两个西方老女人的摊位根本无日本人问津...

Fidelity 一面，刚进面试房间对方就递过来名片，一看头衔居然是 head of research?! 瞬间感受到这直接越过 HR 步骤的面试的火药味...

面试官基本是扑克脸，表情变化不多倒是有助于保持冷静...上来也没有按部就班地问 walk me through your resume 而是单刀直入问想要做什么工作，是否关注市场，回答是后就悲剧了，人家问今日金价和油价是多少...我之前只顾着看道琼斯指数和标普 500 指数了，油价好歹看过 Fidelity 两天前写的油价下跌报告，金价则压根不知道应该是几位数...

面试官话题一转，让我 pitch a stock...于是挑了某个教育行业的股票扯了一番...

接着对方又追问行业情况、我的估值方法等问题…这里建议事先最好看过公司全面的 report…

面试官跳回我的简历，问我为什么选择来这个学校…大家想法自圆其说吧…

接下来是脑筋急转弯…面试官问你说一下西班牙首都马德里有多少只猫吧…
这种问题一向是只看逻辑分析，所以大家就假设出各种数据计算就成了…

接下来面试官开始问实习经历…事先思考一下实习经历与应聘职位有什么相关性，我当时说自己所做的工作及取得的成就，顺便提到风险分析中涉及基本面分析与证券分析是相关的…
于是面试官就问实习工作中个人最喜欢的部分…于是说发现很多信息无法从数据中表现出来，需要定性分析，而发掘数字背后的故事是个人觉得最有趣的…
然后举了个例子，面试官针对例子又提了些问题…

接下来突然开始峰回路转…面试官问我最大的优点和缺点是什么…问题是这两个问题他居然合在一起问的！研究过对冲的可以考虑一个能够用自己的优点弥补的缺点…

面试官也无语了，于是拿起刚喝完的星巴克咖啡往桌子上一放说如果这厮明天涨价了你会买么…

星巴克可是我们第一学期企业战略管理的研究对象之一啊！于是人生最辉煌的战略分析时刻到了，把自己学过的相关知识和理论很好地展现了一下…

面试官似乎也想继续听下去，于是又问影响其价格的因素有哪几个，其中哪个因素重要，X 因素对价格影响大么，这一家会投资自己的生产车间吗…觉得自己分析得比较流畅，不过感觉这个随机性有点强，万一遇到自己没研究过的企业…

面试官表情没变但我假设他对这回答还算满意…于是接下来开始追问 P/E 比率，问之前 stock pitch 这一家比率是否会变化…好在我们公司理财课上有个 P/E 的模型能提供一些参考依据…于是从信用度策划能力外汇风险红利管理税务管理的角度分析说不会变…面试官接着问有两个同行业的公司，一家增长 20% 一家 5%，你愿意为哪一家付更高的 P/E 比率？于是说经济好时选 20% 经济不好时选 5%，理由是新兴增长公司会有更大潜力和回报但是经济危机时成熟稳定的公司会更容易扛过去，至今都不知道这个回答对不对…

最后面试官问有关外语的问题说我会这个语言为什么不去 XX 国工作…バカ Fidelity 你先在该国建立一个分部行么？！于是说自己很看好某国只是 Fidelity 目前还没有该国代表处，但如果日后成立这样的办公室的话我愿意为之效劳…整个一副小人嘴脸…

然后就是反问时间，问了面试官其个人经历以及 Fidelity 的国际流动政策…貌似最后这个问题恰好切中 Fidelity 文化所以面试官多说了几句…

于是当晚神奇地接到电话得知通过面试进入下一轮，顺便会帮助自己订酒店改签机票以及报销…激动啊！

第二天，晚餐面试…总共 28 个申请人出场，压根没问最终招多少，虽然可以想象会要 9-14

人左右…与诸申请人聊几句后就发现了两个 Harvard 两个 MIT 一个 CMU 一个 NYU 一个 Cornell 一个 HEC 的人…这是何等刺激的战斗啊?! 我都怀疑我是唯一一个非常春藤出身的申请人…

然后 Fidelity 的人自我介绍并讲解公司…

经理们提到了 Fidelity 的国际流动策略,果然在各国之间轮转是必须的,完全符合我的兴趣…

英国 HR: 我喜欢 Fidelity 的人。我们的人聪明机敏,总是能给出新奇的主意和与众不同的策略。

上海员工: 我喜欢 Fidelity 的人,尤其是我们的女人! 我们上海代表处的分析师,不知为什么,全是女的,全是女的…所以我们需要并鼓励男性同胞申请我们的上海代表处!

然后大家就餐并闲聊,知道了周边几个人的背景…感想是:

1. 常春藤的人的确不一样…比如 Harvard 那人看着不喜欢与人说话但是一开口就是一篇流畅的演讲…
2. 为何 Harvard 一日本人一韩国人就是没有中国人…
3. 在我之前面试的 CMU 的一个人没来…能干掉曾经给我拒信的 CMU 的人自己暗爽一下…
4. 从本科生到经验丰富的 MBA 一应俱全,更加疑惑这是要招什么样的人…
5. 为什么我能活到现在…

第三场是案例分析面试…

一进门 HR 就递过来一叠材料…仔细看了下发现有一个公司的年度报告、外部审计报告、Bloomberg 数据、路透数据、BOA 的分析报告以及一些杂项…要求是四个小时内阅读材料,建模预测公司未来三年经营状况,股票估值以及准备演讲材料,然后用第五小时发表自己的买入/卖出决定,解说自己的策略以及问答环节…

看着就这样,真正上手做的时候发觉时间很紧…

建议不要用超过一小时建模,因为你如果连定性的内容都了解不透的话问答环节根本无法支持自己的数据和观点…

问答 Q&A,基本上都是围绕案例及个人演讲内容进行提问,如公司未来的全球扩张业务,网络招聘平台的威胁,作为投资者如何在其不同业务间分配投资,如果再多一些时间我会从哪些人手里获取相关信息以及会做什么…只有最后问了一个如何分配时间是可以推而广之的问题…

然后一周前还是悲剧地收到了拒信…

虽然说拒信应该是家常便饭,但是面对这么好的公司这么优秀的同事进入最终轮却还是败北着实令人惋惜…

也不清楚自己是估值方面确实没做好,还是问答环节不够突出…然而这些都已经无从考究了…

最后不知道哪些人幸运地被录取…金融专业本科生有多年相关课程的积累, MBA 有经验,而我似乎是个什么都没有的人,也许从一开始就注定是悲情角色吧…

今天又看到 Fidelity 贴出的新职位,只有日本的实习以及韩国的实习+全职,并且明确提出 3-5 年经验的硬性条件…香港的职位俨然已经填满,日本方面 entry-level 的职位应该也已经填满…

个人猜测是正社员分析师两个层次的人都要招,然后香港方面竞争者层次分部比较均匀所以

都填满了，而日韩方面金融系本科生凭优秀的估值技能填满了正社员位置，于是 Fidelity 现在重点招收 3-5 年经验的分析师...

最后依然感谢 Fidelity 给了我一个尝试的机会以及非常时期的一些希望...
以上...

评论区:

-- This is really tough!!!! I wonder how it is possible to build a financial model in 4 hours and back up your strategy with detailed fundamental analysis.... I once spent a week on a simple IRR model!!!! Not to mention the analysis....

-- It is tough if you don't know what to expect, but with my writings you should have some idea of what to look for and be prepared...

The Bloomberg data actually shows you a beta, and I guess it's an equity beta... If you use the tax rate of the home country to calculate the debt beta, you will have a WACC for the consolidated cash flow of the firm and can thus easily do a DCF valuation...

I overcomplicated the question though... I was struggling with its overseas operations with different tax rates and didn't know what number to use... Stupid me!

Also, the interviewers may not expect you to finish all the forecast and valuation at all... In the Q&A session they actually asked me how I allocated the time and what I would do if I had an extra hour... So the point is to use your time in a reasonable manner and defend your decision and action with logic!

But of course, some of the Ivy Leagues guys should have performed the valuation well. Those schools should live up to their reputation...

3.14 发电面面经攒 RP

本文原发于应届生 BBS，发布时间：2010 年 11 月 24 日

地址：<https://bbs.yingjiesheng.com/thread-762291-1-1.html>

这里太空旷了，发个面经给后人吧。富达首先是网申，就是填他家的报名表，很多 OQ，然后做 online，有心理，numerical 和 verbal 之类的，接下来是电面，一个 HR，一个 department analyst。周末会有 feedback，如果进的话，一月去 HK 的 AC，有 case 去推荐股票。

今天本来两个电面都要做，但 analyst 临时有事，不知道要改到哪天了。HR 面主要是简历问题加 behaviour 的，没有问 why fidelity 之类的（白准备了）。简历就是问 why 读 master，什么时候想去金融，在某段实习中学到什么，negative feedback，优缺点，multitask，解决争议，career plan，比较 buy 和 sell side，有没有自己投资，选股标准。（可怜我连股票帐户都没有）她问完了可以提问题，我一个没准备，现想了两个，她还让我我问，所以多准备几个问题吧。

在面之前就考虑是我先鄙视他家，还是让他家鄙视我，毕竟自己没有投资经历，没有投研实习，但还是硬着头皮上了。发现还是要熟悉自己简历，熟悉自己背景才比较重要，临时抱佛脚的东西都没用上。

最后，老天，富达这种大 offer 我就不考虑了，你就给我个小小的 offer 就行了，不要老让我重在参与了，我一直在攒 RP 的。

更新：

继续发面经，在 **analyst** 放了我两次鸽子后，终于打来了电话。

主要是问投资，但我真的没准备。我想她也无语了。首先是问了你在申请表中推荐的股票，问你为什么推荐；然后问估值；再问风险。然后问失败，目标设立，**why** 买房。最后可以问她问题。

从两个人的回答中得出富达的一些信息，研究员都是蛮独立，每个人负责一块，主要是自下而上的分析，如果表现不好的话，压力就会很大。

就这样吧。

www.yingjiesheng.com

第四章 富达综合求职资料

4.1 2016.11.24 Fixed Income Investment Graduate AC 终面面经

本文原发于应届生 BBS，发布时间：2016 年 12 月 18 日

地址：<https://bbs.yingjiesheng.com/thread-2086418-1-1.html>

12 个候选人，6 男 6 女，最终招 2 个人。从就读学校来分，candidate 来自英国（剑桥、LSE 等）数个，新加坡（NUS 等）数个，大陆学校（清北）3 个，其余大部分是香港高校（HKU，HKUST 等）。本科、硕士、工作过的（好像是有的）均有。除了一个中文流利的英国人以外，剩下都是亚裔。我是大陆女硕士.....走到了下午的面试，但还是跪了.....

前一天和初级正式员工们吃晚饭，我还没有切换到英语模式，所以基本上没怎么说话。回酒店朗读了一会英文.....

AC 上午，四个考试。excel test, quant test, credit test（小组讨论一个 ivey business case，然后 present，不是管理咨询的那种战略 case，是金融方面的），financial metrics test。上午淘汰一半，直接回酒店休息。剩余 6 个，三男三女，好像是 1 个大陆，两个英国，三个香港。记不太清了。提供午饭。

AC 下午，四个面试，针对 business awareness, motivation and analytical thinking。但是其实都是差不多的问题。

AC 当晚电话发两个 offer，其他 4 人第二天收到电话拒信。电子邮件的拒信大概 3 星期后发。我知道一个英国的女生拿到了，好像是剑桥的，剩下的是谁就不清楚了。

伤心没有拿到，毕竟 hr 自称想招一些大陆生源.....最后还是没有招.....

上午的考试十分基础，并没有为难人的题目。相比国内某公募直接要求你论述一下“菲利普斯曲线平坦化的原因和影响”来说，算是十分 basic。financial metrics test 考题撞车华夏暑期笔试哈哈哈哈哈。要求技能点比较平均，掌握好时间。国内的很多固收的笔试、面试，要么考很难的宏观问题，要么是 cpa 难度的会计问题，要么要求你紧跟市场政策，要么要求你对于业务实操特别熟悉（仅限于固收研究的笔试面试，其他没面过）。但是 fidelity 的上午的考试属于你有基本的概念就可以了。你的个人对于市场的深入见解，或者特殊技能，比如 quant，可以在下午的面试展现。

下午主要是 motivational 问题，我就被问倒了.....因为之前从未在外资或者香港实习过，他们比较质疑我为什么来申香港的职位，并且现在没有 on-shore 的牌照，进入内地市场有限 blabla

交流时间很长，每个面试也都有 20-30min。相比国内的 5min 终面，算是长多了。但是这是我第一个秋招面试，和面过无数外资 ac 的其他 candidate 比起来，肯定生疏很多.....叹气.....

祝未来的同学们有好的发挥。如果我今年没找到工作，明年求职季还会活跃在应届生上:-（有申请相同职位的可以回复留言。

-----分割线-----

楼主刚接了 fidelity 的 performance feedback 电话。我觉得有可能我的问题，和一部分大陆候选人可能会是相近的，故分享一下。

上午的四个测试我排第一，但是下午的面试我比较垫底。

上午：technical 的问题我都很熟悉，teamwork 也不错，就是 presentation 差了一些，但是好歹是小组展示，有队友帮扶。财务报表差一些，但也算是中等水平。我猜很多大陆候选人应该都在 technical 上面比较强。

下午：面试官觉得对于 investment 热情不足（相较于其他 candidate）.....觉得我和其他 candidate 相比，比较 different.....这个确实是这样，建议大家千万不要像我一样，因为一次没有拿到 return 的暑期实习而伤害了自己的职业热情.....招聘者总是希望找一个积极向上，热情满满，干劲十足的新人。

如果没面过外资，面试技巧大家也一定要找面过的同学请教一下！这个太重要了。反正我是面试技巧+套路严重缺乏.....然后一些陷阱问题就别傻傻跳进去了.....给他们他们想要的答案，不要太过于“做自己”，别瞎讲啥真心话.....被建议去创业的 candidate，我猜我是第一个吧.....有时候我就觉得我自己根本不是简历上的我，但是没办法，要演到最后咯。

就酱吧.....祝大家入对行，找到称心的工作咯~

附录：更多求职精华资料推荐

强烈推荐：应届生求职全程指南（第十七版，2023 校园招聘冲刺）

下载地址： <http://download.yingjiesheng.com>

该电子书特色：内容涵盖了包括职业规划、简历制作、笔试面试、企业招聘日程、招聘陷阱、签约违约、户口问题、公务员以及创业等求职过程中的每一个环节，同时包含了各类职业介绍、行业及企业介绍、求职准备及技巧、网申及 Open Question、简历中英文模板及实例点评、面试各类型全面介绍、户口档案及报到证等内容，2023 届同学求职推荐必读。

应届生求职网 YingJieSheng.COM，中国领先的大学生求职网

<http://www.yingjiesheng.com>

应届生求职网**微信小程序最新版上线**

微信扫一扫，使用小程序随时查看最新、最全的校园招聘/宣讲会信息，参与笔面试经验讨论，查看录取进度

