

Join us in creating

**A BETTER WAY**

Careers at Spectrum Markets



SPECTRUM®

# WELCOME TO SPECTRUM MARKETS

Spectrum Markets is a pan-European trading venue offering a new approach to retail trading. With 24/5 access to the markets, complete transparency, increased choice and maximum control when trading securitised derivatives.

We are able to remove complexity, inefficiencies and bypass legacy systems thanks to our own best-in-class proprietary venue. Working closely with financial institutions and their retail investors, Spectrum Markets has been able to introduce multiple industry firsts in the European market, enabling a unique and unrivalled position.



FRANKFURT HQ



UNRIVALLED  
PERFORMANCE



ANYWHERE,  
ANYTIME



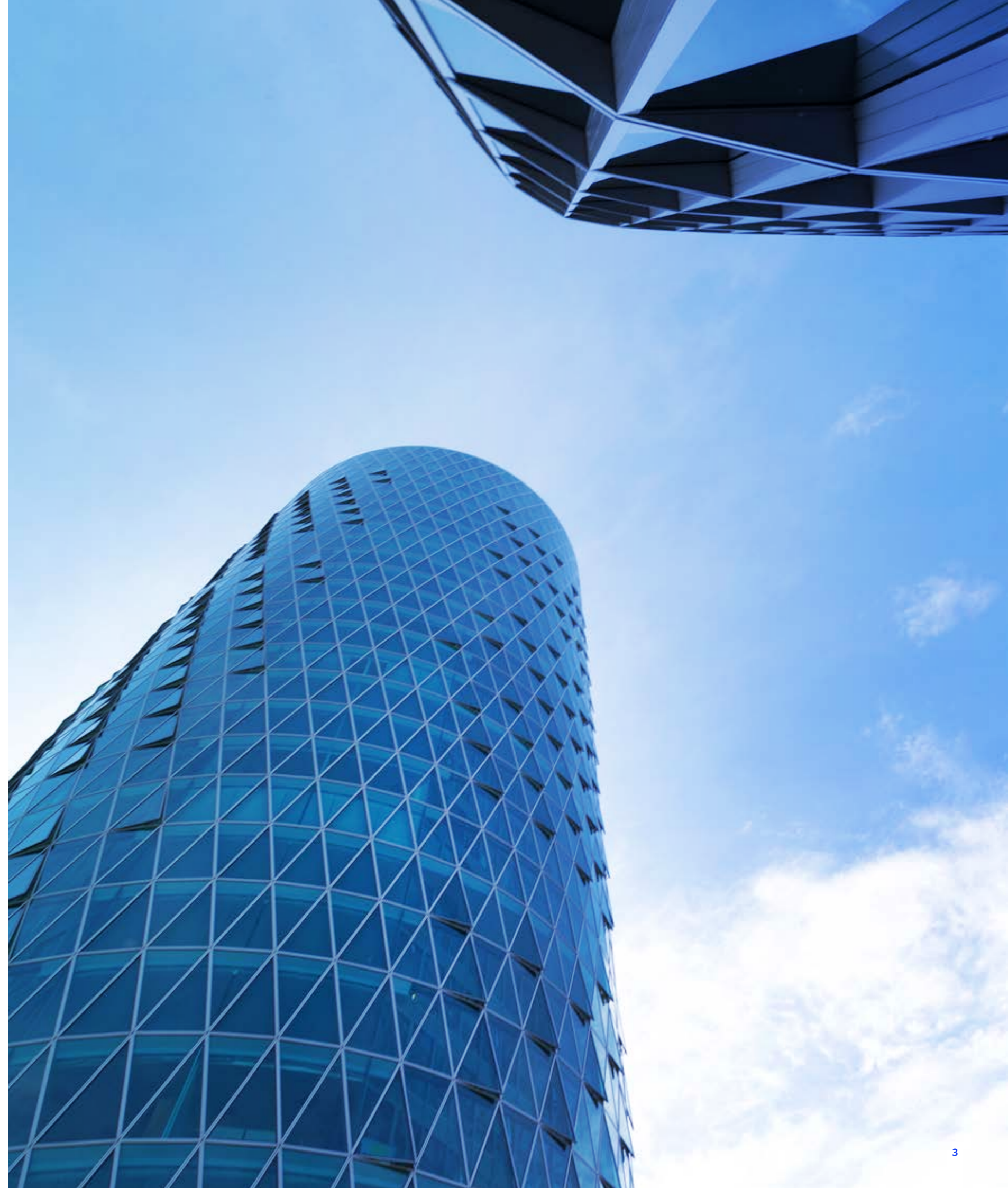
TRADE WITHOUT  
BORDERS



INCREASED  
OPPORTUNITIES



RETAIL FOCUSED





**INTEGRITY, FAIRNESS  
AND TRUST ARE AS  
IMPORTANT TO SUCCESS  
AS CREATIVITY,  
INNOVATION AND  
EFFICIENCY.**

Since its inception, the venue has seen trading volumes significantly increase quarter on quarter and that is testament to the strength of our team, who work tirelessly to create a better future for retail trading.

Although we're very much our own entity, with unique characteristics and a distinct identity, Spectrum Markets calls on over **45 years** of highly successful retail experience from the IG Group, a global leader in retail trading and investments. As part of the IG Group family, we share the ethos that integrity, fairness and trust are as important to success as creativity, innovation and efficiency.

It goes without saying, our people are at the heart of what we do. We are an agile and growing team, with a shared passion for innovation. We practise an open door policy – welcoming ideas and integrating new thinking into our products, operations and culture.

# OUR JOURNEY



## 2023 AND BEYOND

Destined to become Europe's most trusted trading partner



## CAREERS AT SPECTRUM MARKETS

We are proud that the Spectrum Markets team feel valued for their unique and individual expertise. Our focus is to encourage new thinking and better understanding, nurturing an environment where you are encouraged to bring forward ideas that can be turned into products and strategies. We believe in embracing change to create opportunity, without ever having to compromise.



**I am lucky to work with such a talented team of individuals, all of whom value teamwork and share a common vision of creating a better future, fuelled by hard work and innovation.**



**MARTINA HOFFARD**  
Head of Marketing

## OUR VALUES

### Innovative

The passion to innovate is in our blood. Progression, opportunity and innovation are at the heart of everything Spectrum Markets does, whether for our customers, the sector or colleagues. Always ready to embrace change, we introduced a pioneering new 24/5 trading venue to the market and have continued to break boundaries and develop industry firsts from day 1.

### Closer

We provide the market with a unique trading experience that makes it easier to access and connect with retail markets. As a 24/5 trading venue we want to help customers go further to realise their potential, helping them by unlocking doors and opening up new paths of opportunity - keeping them closer to what matters most, at all times. We embrace the same ethos internally ensuring each and every person has the opportunity to realise their potential.

### Knowledgeable

As a member of the IG Group family, it is second nature for us to provide the retail trading community with first-rate, market-leading technology. Technology with simplicity of access and ease of operation at its very human heart. It's part of our DNA to be future focused, always evolving to provide innovative products that meet the market's ever-evolving demands for safer, more sophisticated trading.

### Integrity

A deep history in retail trading and investments has taught us integrity and fairness principles applicable across the globe. Always do what is right, no compromise.





## GIVING YOU THE BEST

We believe you need the best to be the best. That's why we've designed our employment packages to keep you healthy and inspired. We tailor to your needs and ensure you have the financial resources and support to thrive.

It's not all about work – our very own Spectrum Markets Social Committee has been busy organising multiple activities for the team; from guitar lessons, cooking classes to language tutorials, take your pick. We also collaborate with other forward thinking companies to ensure we always have the highest quality products to make work-life-play easier. From insulated go anywhere clima bottles to developing our own expedition quality gilets with British Luxury brand Hemingsworth, satisfying those with the most discerning fashion taste on our team.



## GIVING BACK

At Spectrum Markets, sustainability has informed and will continue to inform the way we shape our business, and as we grow, we commit to working together with senior stakeholders, employees, the trading community and local communities towards a better future for all.

We are using the UN Sustainable Development Goals, a global blueprint to achieve a better and sustainable future for all as a framework for our Corporate Social Responsibility. Of the 17 goals, we have shortlisted 3 to support at launch that are close to our hearts and operations, to make the impact personal. From focusing on healthy lives and promoting well-being, ensuring full and productive employment and decent work to our take on developing quality, reliable, sustainable and resilient infrastructure for all.





## TESTIMONIALS

“ 2020 was not only challenging for companies and their people but also very demonstrative of how management takes care of their employees. Thanks to high standards and strong corporate culture I felt supported on all levels during these trying times, especially as a working mother. At Spectrum Markets people are the heart of the company and it is definitely a place where I would like to develop my career.



**SVETLANA NAJA**  
Marketing Manager

“ I have had the rare opportunity to see the company grow from day 1 and I am excited to be a part of the future at Spectrum Markets. Most of all I enjoy the team spirit and the culture that we've built, everybody is contributing with their knowledge, skills and passion to achieve the set goals. I am proud to have set up in the Finance department and structure to provide valuable data, informing good business decisions.



**NAUFAL KERK**  
Head of Finance

“ A new job is always a challenge. I came from a very traditional stock exchange, and at Spectrum Markets I immediately noticed the desire to do things differently, to create real opportunities and to do so in the best possible way. I feel an integral part of this great goal, thanks to the warm welcome of the entire team who have been incredibly open to advising and helping me in these first few months. I'm certain that at Spectrum Markets I'm on a career path full of possibilities.



**MELISSA DE SANCTIS**  
Senior Marketing Manager

“ After almost 2 years at Spectrum Markets I would describe my journey to date as full of positive learning experiences and I can proudly say this role is the highlight of my career. The work environment is excellent, Spectrum Markets is a great company with lot of opportunities to learn and it is very motivating to join a company early in its growth stages. I thoroughly enjoy working here and look forward to being a part of the company for a long time to come.



**SIVARSAN THARMARATNAM**  
Market Operations Analyst

# MEET OUR TEAM

Working with you to  
unlock future opportunity.

To give financial institutions the best support possible, we are  
proud to have brought together a talented and experienced team.



**Nicky Maan**  
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**Christoph Lehl**  
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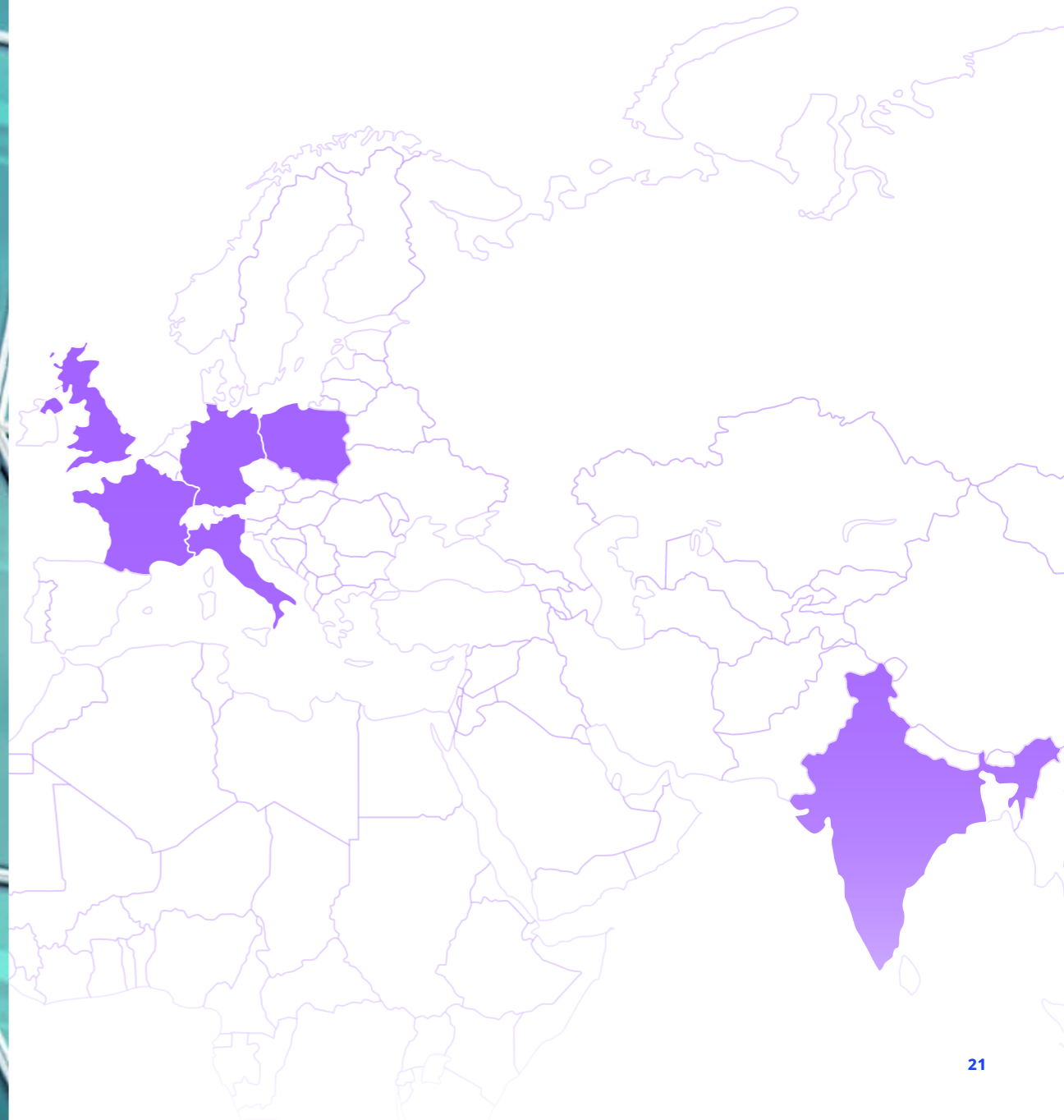




## LOCATIONS

We are headquartered in the ultra-modern Westhafen Tower in **Frankfurt, Germany** - giving us access to sophisticated retail investors across Europe. We are also present in the **UK, France, Italy, Poland** and **India**.

No matter where you are based, office or home, our working culture is designed to **inspire innovation, collaboration** and **trust**.



## CONTACT US

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Spectrum is the trading name of Spectrum MTF Operator GmbH. Headquartered in Frankfurt, Germany, we offer a new way of dealing in securitised derivatives for the European retail market; introducing a purpose built 24/5 trading venue, with complete transparency, increased choice and maximum control.

