

**AMPLIFYME**  
EXPERIENCE FINANCE



AMPLIFYME ASSESS

## Smarter, Fairer Hiring for Early Careers in Finance

SIMULATION-BASED ASSESSMENTS FOR  
TODAY'S FINANCE ROLES

Technology used by the world's largest financial institutions



Morgan Stanley

millennium





# AmplifyME Assess

THE EARLY-CAREER RECRUITING LANDSCAPE HAS TRANSFORMED. AI-GENERATED APPLICATIONS HAVE CREATED UNPRECEDENTED VOLUMES, WHILE TRADITIONAL TESTS AND INTERVIEWS FAIL TO SHOW HOW CANDIDATES PERFORM IN REAL-WORLD CONDITIONS.

AmplifyME simulations provide a smarter, data-driven alternative. They deliver realistic, role-specific assessments that measure both technical and behavioural performance tailored to your firm's needs.

Candidates gain an engaging, meaningful experience; recruiters receive better-prepared applicants and actionable performance insights.

## AMPLIFYME ASSESS PROVIDES WHAT NO OTHER TOOL CAN:

### A Positive Candidate Experience

Firm-specific simulations that engage candidates and help them understand your business.

### Real-World Relevance

Simulations reveal key skills and behaviours most valued by our clients.

### Continuous Improvement

We work with you to validate metrics over time, integrating simulations across attraction, assessment, and development to build a complete picture of early talent performance.







## OUR SOLUTION

# Simulation-Based Assessments

Designed by industry specialists, AmplifyME's simulations mirror the real pressures and decision-making required in trading, banking, and quant roles.



### REALISTIC

All assets tradable; news and prices reflect actual market events



### DYNAMIC

Prices respond to market depth, order size, and participant activity



### CUSTOMISABLE & WHITE-LABELABLE

Tailor scenarios, duration, products, difficulty, or deploy under your own brand



### ACCESSIBLE

Participants can join in person or remotely



### MEASURABLE

Detailed, role-specific performance metrics for every participant



### INNOVATIVE

Participants can automate tasks and implement strategies just like in real roles



"We have a very high standard at Citadel & Citadel Securities, and we always trust AmplifyME's process to provide the best learning experience for our interns and help us make more informed hiring decisions."

#### MOLLY MCCARTHY

Campus Recruiting Lead at  
Citadel & Citadel Securities

 CITADEL | Securities



# How We Assess Talent: **Markets**

ROLES INCLUDE:

TRADING MARKET TRADING HEADGING  
SALES TRADING INVESTMENT MANAGEMENT

WHAT YOU DO UNDER PRESSURE IS WHO YOU REALLY ARE. EVERYTHING ELSE IS JUST ACTING.

**OUR MARKETS SIMULATIONS COVER A WIDE ARRAY OF BUY-SIDE AND SELL-SIDE ROLES WITH REAL-WORLD MARKET OBJECTIVES**

## Focus

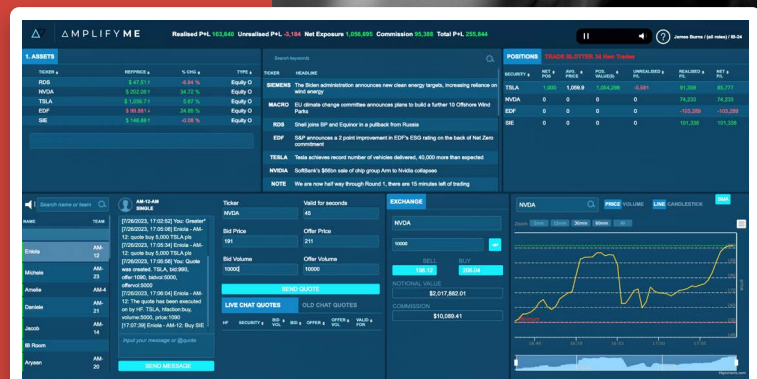
Risk Management, News Response, Adaptability, Trade Execution Under Pressure.

## Simulation Examples

Sales Trading Challenge, Investment Management, Commodity Spread Trading, Market Making Equities, Trading Across the Yield Curve.

## Performance Metrics Examples

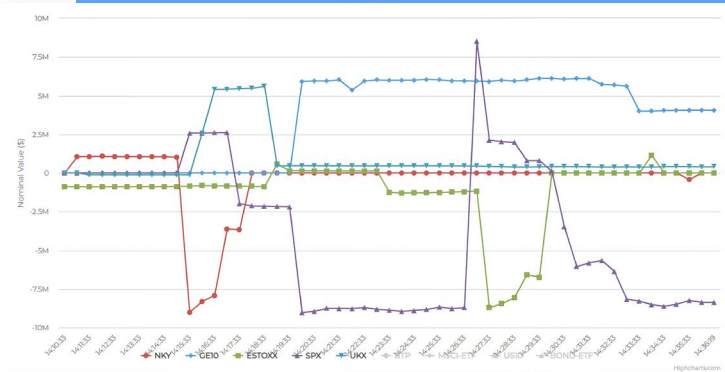
Risk Appetite, Awareness, Adaptability, Discipline, Resilience.



**World-class Trading Platform**  
With fully flexible and customisable elements

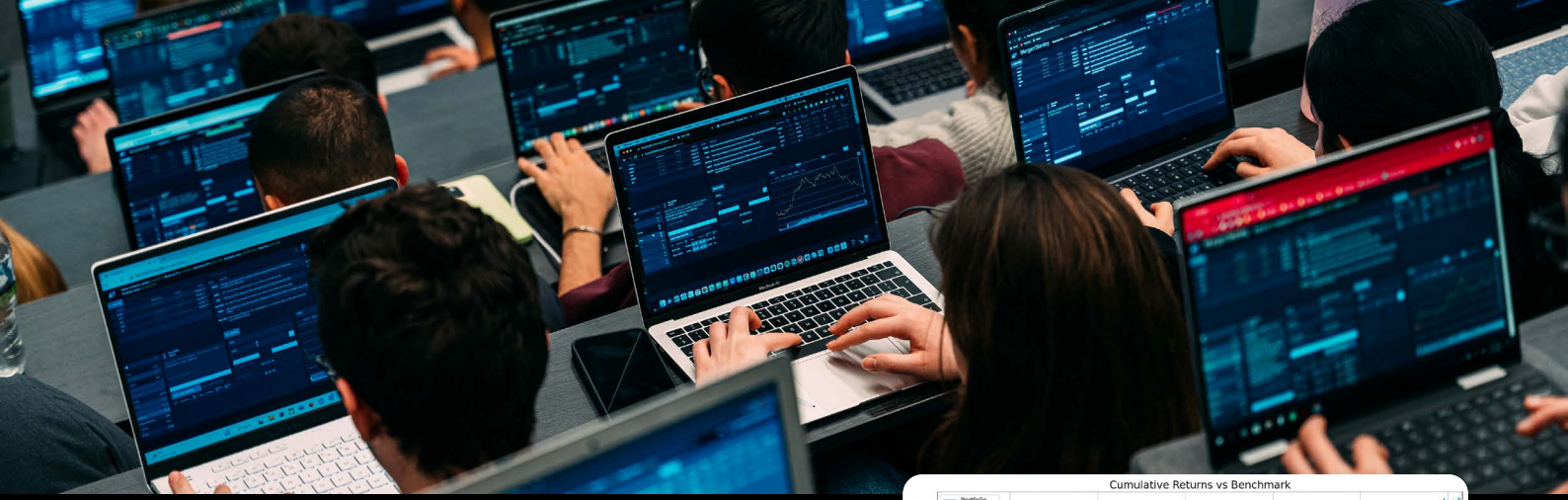
## TRADER ID SCENARIOS

We create unique scenarios for your firm in partnership with the business to assess participants on a range of trading behaviours through different market challenges.



**Interactive Performance Reports**  
For recruiters and interviewers to discover candidate interaction and behaviour





# How We Assess Talent: **Quantitative Finance**

ROLES INCLUDE:

**QUANT RESEARCH** **ENGINEERING** **QUANTITATIVE TRADING**

*TECHNICAL SKILLS ALONE AREN'T ENOUGH. IMPACT COMES FROM HOW YOU USE THEM.*

Most assessment processes focus on raw technical knowledge rather than the adaptive application needed to make an impact in the role.

We design your quantitative assessment around how candidates perform in realistic, task-specific scenarios tailored to your firm.

## Focus

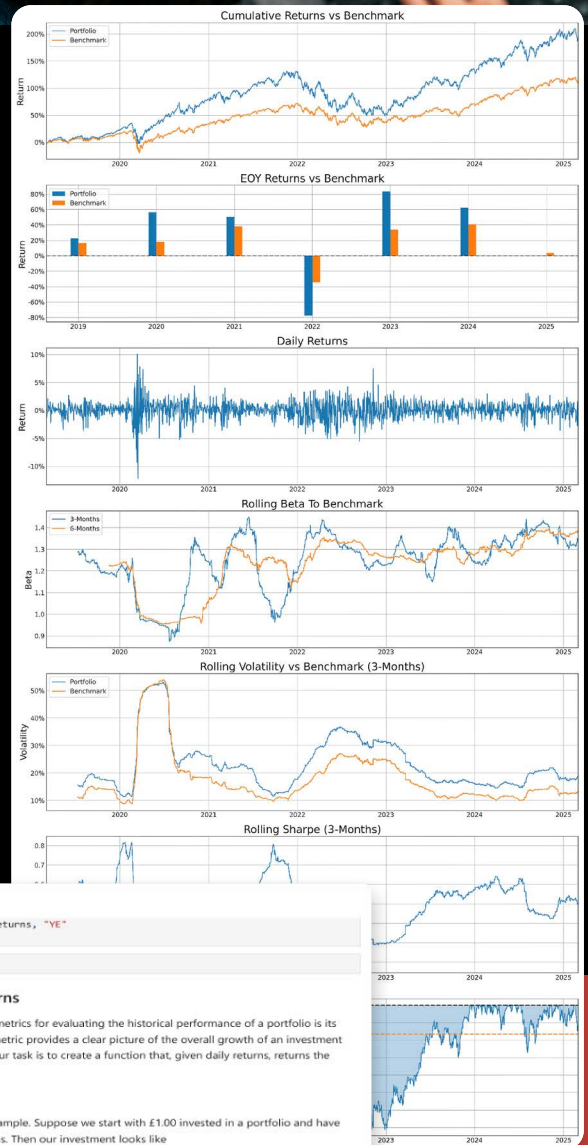
Coding and modelling ability, iteration and improvement, adapting to shifting priorities, and managing legacy code.

## Simulation Examples

Engineering optimisation challenge, feature engineering, portfolio analysis, cointegration research, strategy design and deployment.

## Performance Metrics Examples

Programming fundamentals, code efficiency, application of mathematical concepts, optimisation, adaptability, prioritisation, flexibility, and use of AI.



```
portfolio_daily_returns, "YE"
```

In [ ]: # GRADING CELL

### Cumulative Returns

One of the most crucial metrics for evaluating the historical performance of a portfolio is its cumulative return. This metric provides a clear picture of the overall growth of an investment over a specific period. Your task is to create a function that, given daily returns, returns the cumulative return.

**Example**

Let's illustrate with an example. Suppose we start with £1.00 invested in a portfolio and have the following daily returns. Then our investment looks like

Day	Daily Return	Investment
1	0.008768	1.000000
2	0.006138	1.006138
3	0.005313	1.011484
4	-0.002855	1.008596

Notice how the investment value for each day is derived by applying the current day's return to the previous day's value. This iterative process generates the cumulative return. Your `cumulative_return` function should mirror this behaviour.

Daily Return	cumulative_return
0.008768	NaN
0.006138	0.006138
0.005313	0.011484
-0.002855	0.008596

```
In [ ]: def cumulative_return(daily_returns: pd.DataFrame) -> pd.DataFrame:
# Insert your answer code here

The code below will execute your 'cumulative_return' function using the
portfolio_daily_returns DataFrame.

In [ ]: portfolio_cumulative_return = cumulative_return(portfolio_daily_returns)

In [ ]: # GRADING CELL
```



# How We Assess Talent: Banking & Corporate Finance

ROLES INCLUDE:

INVESTMENT BANKING

CORPORATE FINANCE

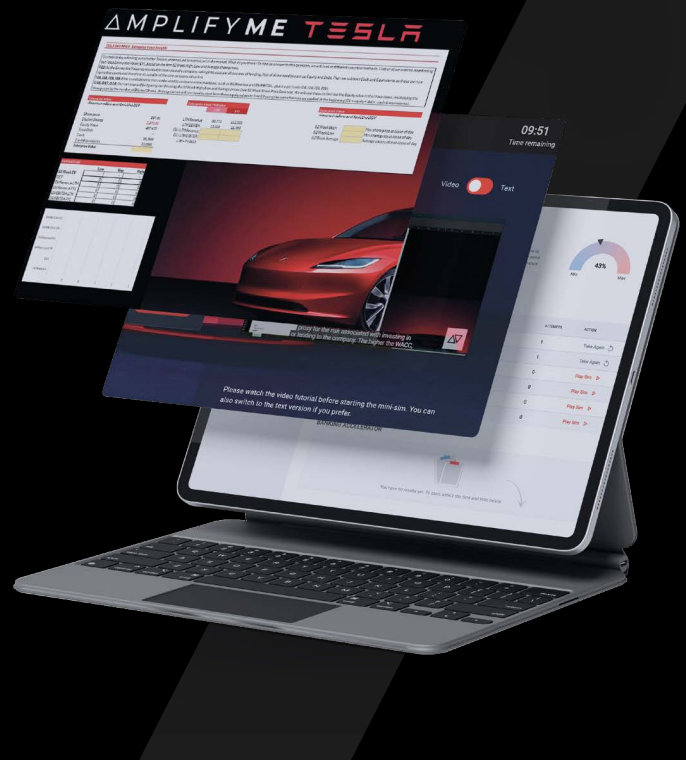
M&A ADVISORY

CAPITAL MARKETS

PRIVATE EQUITY

*NUMBERS TELL A STORY – GREAT BANKERS KNOW HOW TO BRING THEM TO LIFE.*

Exceptional bankers combine technical precision with commercial judgement and the ability to communicate complex ideas clearly. Our assessments replicate real analytical and client-facing challenges, identifying those who can build the model, interpret the numbers, and deliver the story behind them.



## Focus

Financial statement analysis, valuation modelling, assumption-building, commercial reasoning, client advisory, performance under pressure, communication, teamwork.

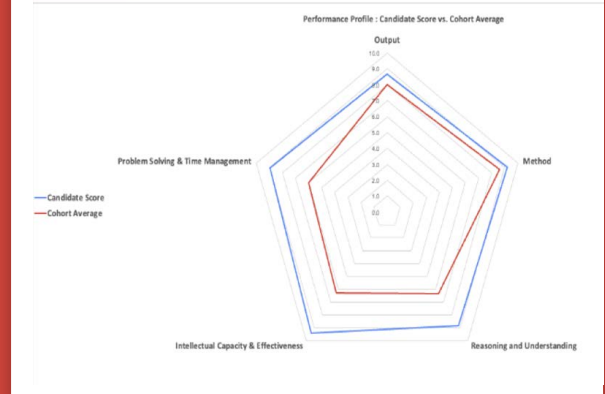
## Simulation Examples

Situational judgement exercises, live modelling assessments, and AC-style simulations, including M&A, valuation, ECM, and Private Equity case studies.

## Performance Metrics Examples

Technical accuracy, analytical reasoning, methodology, assumptions, data interpretation, commercial judgement, communication clarity, teamwork, adaptability, speed of completion.

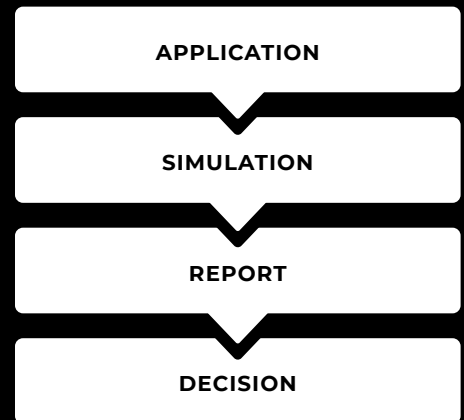
Category	Metrics	Candidate Score	Cohort Average
Overall Score	Overall Score	8.9	7.5
	Overall Technical score	8.9	8.3
	Overall Behavioural score	8.9	6.3
Technical Skills	Output	8.7	8.0
	Method	9.2	8.6
	Reasoning and Understanding	8.8	8.4
Soft Skills	Intellectual Capacity & Effectiveness	9.4	8.3
	Problem Solving & Time Management	8.9	8.0





# How Our Clients Use Assessments

- Early-stage filtering – Optimise first-stage candidate selection, highlighting potential, decision-making, and quantitative skills
- Complementing interviews – Provide actionable insights into candidate behaviour for smarter interview decisions
- Internship & development tracking – Track performance over multi-week programs, identify top talent objectively



## Built on Science, Proven in Practice

**Every AmplifyME assessment is grounded in real data and behavioural science, designed to measure how candidates think and react under pressure, not just what they know.**

Our scoring models are validated against real-world performance to ensure accuracy, fairness, and predictive power.

Leading this work is **Dr Lara Montefiori**, our VP of Product and Behavioural Science Lead. With a background in neuroscience and psychometrics, Lara ensures every assessment meets the highest scientific and ethical standards.

**The result: assessments that are robust, inclusive, and truly reflective of potential.**







# Discover Talent with Confidence

AmplifyME Assess allows hiring teams to identify the candidates who thrive under pressure, make better decisions, and deliver results, all while future-proofing hiring against AI-driven resumes and assessments.

BOOK A CALL

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