

BDM Promotion Process

6 Step Process

Step 1 – Discussion with Team Leader and submission of completed Application Form to Group Head of BDM

Step 2 – Review of Application Form by Management

Step 3 – Career Meeting with HR, Group Head of BDM and a Director to discuss:

- Location
- Team
- Pay Structure Options as below (details to be discussed with Management)
 - **OPTION 1** - Commission only
 - **OPTION 2** – 12 month retainer set against commission
 - **OPTION 3** – 12 month salary with reduced commission

Step 4 - Completing an Advisor Training Course led by a Group Director

Step 5 – Promotion to Financial Planner – First 6 Months in London

- Job title changed to Financial Planner and beginning to see clients
- Moving on to pay structure option of your choice, fixed for a minimum period of 6 months
- Can be allocated to any region, but based in London and all video-based advice
- Close supervision and training by Management

Step 6 – 6 Month Review and Potential Move

- Opportunity to review and change pay structure for months 7-12
- Potential move out to work in another office e.g. Geneva, Dubai

Any salary payments made during the first 12 months as a Financial Planner will be treated as a training cost and therefore be subject to the same tie in period as cost for exams. If a Financial Planner leaves within 1 year then they will be liable to pay back this salary cost.

A BDM will qualify for promotion to Financial Planner after achieving:

- Level 4 Qualification
- Consistent satisfactory performance
- A successful application

