

The Vanguard Group Acceleration Into Management Program

With all the available job choices, how can you tell if a position may be the start of something big?

With The Vanguard Group's Acceleration Into Management (AIM) Program, you'll have the opportunity both to learn and to lead. As a participant in AIM, you'll be exposed to diverse business disciplines and innovative ways of serving clients. You'll work on team projects that bring you into contact with senior members of Vanguard's management. You'll learn valuable skills in each assignment, while being encouraged and challenged to share your ideas on improving work processes.

After a year of rotational assignments and extensive training, you will be placed in a supervisory position. There you'll have an opportunity to experience progressively greater responsibility, accountability, and visibility.

The AIM Program is for highly motivated bachelor degree candidates who are interested in the exceptional opportunity for a career in management offered by Vanguard. Applicants need to have or be candidates for a bachelor's degree, preferably with a major in management, finance, business, marketing, information technology or the liberal arts. The Vanguard Group seeks individuals who are well-rounded, motivated, adaptable, enthusiastic, and team-oriented. We look for candidates with demonstrated academic achievement and leadership attributes, as well as the desire to be a leader in a managerial position. Applicants with a minimum 3.0 grade point average receive first consideration.

The Vanguard Group values diversity. We are an equal opportunity employer. We screen job candidates for drug usage, and we maintain a drug-free, smoke-free environment.