



**NSM Group  
Pathway  
Programme**

# Aimed at A level leavers and graduates, start your career with the **NSM** Group Pathway Programme.

Starting in September 2025, our dynamic pathway programme has been professionally structured to develop the technical and personal skills you need to progress your career.

The programme lasts for up to eighteen months and once completed, providing performance is at the required standard, you will commence your career in your chosen business area.



## Who are NSM?

NSM is an independent financial services group, headquartered in Guernsey, providing tax, trust and funds services. Established in 2014 by our current management team, NSM understands the need for efficiency and effectiveness at all times, our leaders bringing experience and expertise gained from holding senior positions at multinational companies.

We have continued to grow whilst remaining true to our core principles; agility, independence & client service excellence.

Client service is at the heart of what we do and the launch of this programme is part of our ongoing commitment to develop the next generation of talent within the NSM group.

Guernsey | London | Dubai

# Why NSM?

You will receive first class support and structured mentoring whilst developing your skills through on-the-job training further underpinned by high quality formal learning leading to studying towards professional qualifications.

Our programme is designed to give you the opportunity to discover more about the diversity of each of our three core business areas.

Whether you are leaving school after A-Levels, or you are a university graduate, this is an opportunity to experience the world of business with a view to finding out what you enjoy and where your talents lie.

## Trust | Tax | Funds

At the end of the programme you can choose the business area that best matches your skillset and career aspirations. You will then start your studies towards a globally recognised professional qualification. If you are a graduate, we are delighted to offer you the additional option to start studying earlier with an MSC in Corporate Governance.

## What we offer

- Professional growth through a structured programme focussing on technical and personal skills development.
- An extensive range of sports and social events for you to get involved in as well as the opportunity to take part in our volunteering scheme.
- Extensive rewards and benefits.
- A deep understanding of our business with a range of placements and exposure to both interesting and challenging work.
- The chance to work with a team of motivated, inspirational and talented people.
- A group committed to creating a positive working culture and a psychologically safe environment where everyone has a voice.



# Agility fuels ambition.

“ When I left school, I didn't know what I wanted to do for work, so I joined NSM with no experience or understanding of Trusts, Companies, Funds, or Tax.

However, as soon as I joined, I immediately began to learn and develop the skills required for the job with support from my colleagues. I felt welcome as soon as I walked through the door.

Now, having been at NSM for nearly 5 years, I couldn't be happier with my decision to join, as I have developed so many skills, made great relationships, and found the career that is right for me. ”

Calum MacDonald  
Senior Trust Administrator

# Why NSM?

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## What we look for

- A strong academic record at GCSE (minimum 6 GCSEs at grade 5 or above, including Maths and English) and A Level estimated grades at C or above, or for graduates a 2:1 degree or above (achieved or predicted).
- Commitment, enthusiasm, and a drive to learn and grow both professionally and personally.
- Strong interpersonal and communication skills.
- A team-player with a positive approach to work and learning.

## What you'll get

### Technical and professional development training

We recognise that every individual is unique, and our philosophy is to provide a tailored approach to development. We focus on understanding your key development areas and will work with you to put in place a personal development plan.

As well as developing knowledge and skills through a blend of on-the-job experience and mentoring we will fully fund your professional studies and support you with study leave. You can choose to study CGI, ACCA, STEP, ICA, ATT or CIOT.

If you are joining us straight from A Levels, there is an expectation for you to complete the full eighteen-month programme before selecting your qualification route. If you are a Graduate you may wish to start your studies earlier. Our pathway will be tailored to your specific experience and requirements and may differ subject to qualifications and experience.

So that you receive exposure to a variety of work and projects your training plan will also include shorter placements in other key business areas such as operations, accounting and compliance as well as completing some external, introductory courses on Trust, Tax and Funds.



### Rewards & benefits

You will be well rewarded for your efforts with a competitive salary and package of benefits from day one, including study leave, annual holiday allowance and a bonus on completion of professional qualifications. We offer private health cover, permanent health insurance, pension, payment of annual professional memberships fees and an annual discretionary bonus scheme.

### Access to an active support network

Starting at a new company can be a daunting process and we will make sure you are supported throughout with regular one to one conversations with your line manager. You will also have an assigned mentor to help you settle into your new working environment and guidance from one of our senior employees who will take an active interest in your development, share knowledge and help you to realise your potential.

### Employee wellbeing

We place a high priority on employee well-being. Our Employee Wellbeing team regularly organise a range of activities and initiatives. Swim and sip, boxing, pilates, nutrition talks are a just a few past examples. We also have an Employee Wellbeing Newsletter which is published on a quarterly basis and staff have the support of a Mental Health First Aider.

**For more information please contact**  
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Full information (including regulatory details) can be found on [nsm.group](https://www.nsm.group)