

Company Description:

Chatham Financial is a 200-person company based outside of Philadelphia, with offices in Denver, London, Krakow and Singapore. Chatham Financial is the largest independent interest rate and foreign exchange risk management consulting company, serving clients in the areas of interest rate risk, foreign currency exposure, accounting compliance, and debt valuations. Annually we advise more than 1,000 clients on over 8,000 transactions and \$350 billion notional from our offices in the US, Europe and Asia.

Chatham has worked hard to create a distinct work environment that values people, teamwork, integrity and hard work. We always strive to do what is right, just and fair, even when no one is looking. We would rather be governed by principles than rules. We believe leadership should be gained through influence and personal character, not by title. As a result, we have a non-hierarchical, team-oriented organization. While we are not a software company, we do view technology as a critical part of our value proposition and therefore are looking for individuals who are team oriented and can work with people on both the technology and business sides of Chatham.

The Team:

The Pricing and Analytics Team ("Panda Analytics" or "Analytics") functions as an interface between the technology and client consultant teams. It is easiest to understand the responsibilities of the Panda Analytics team by separating them into **Pricing** responsibilities and **Analytics** responsibilities.

Pricing

As part of our "Pricing" responsibilities, Panda Analytics owns all the numbers generated by our derivative pricing models. We work to ensure the accuracy of our models and the market data used as inputs in the models. We are heavily involved in determining the valuation methodology implemented in our systems, and we are responsible for the market data that is used as input into the models. As such, we participate in procuring market data, manage relationships with data providers, determine the correct data to pull into our system, set up the data to be stored and accessed correctly by our systems, and ensure the accuracy of that data on a daily basis.

Panda Analytics also serves as an internal help desk to answer questions related to our pricing methodology. Based on our strong understanding of the pricing methodology, we answer questions for client consultants about the function and output of the model. Often a member of a client-facing team will have questions about the model output that requires Panda Analytics to dig into and then explain the valuation. This requires not only a strong grasp of the material but also the ability to clearly communicate the pricing methodology at the level of the audience.

As part of our pricing responsibilities, Panda Analytics is also heavily involved in the Chatham Month-End processes. Part of Chatham's service offering is to provide an end of month Valuation Report to each client which includes the current market value of all their derivatives. The Month-End process is highly involved and requires coordination from many teams across the company as well as attendance at several planning meetings throughout each month. Panda Analytics is on call to validate all of our system's month-end valuations as well as actively provide manual valuations for all the exotic derivatives not handled by our systems. Panda Analytics also manages all internal and client responses to the Valuation Report emails that go out each month-end.

Analytics

The "Analytics" responsibilities of the team include creating custom models for specific deals, researching a new type of derivative to explain to a client consultant or to price correctly, or performing custom analyses (including Monte Carlo analyses) for clients to identify sources of interest rate and foreign currency risk and the best way to mitigate that risk.

Positions on the Panda Analytics team offer the opportunity for team members to develop substantial knowledge about how the US and International Capital Markets function, especially as related to interest rate and foreign currency transactions. Candidates do not need to be market data, derivatives or finance experts, but they must be willing to learn over time.

Responsibilities:

Analytics Team members will work in collaboration with senior team members to:

- Use advanced financial concepts and numerical methods to develop financial models and analytical tools used to price individual and portfolios of derivative and fixed income instruments
- Understand our clients' risk positions and create innovative risk management tools to measure and hedge these risks
- Understand the mathematics and financial intuition behind the pricing of vanilla and exotic derivative contracts and be able to communicate these principles in a clear and succinct manner to the rest of the firm and our clients
- Build scalable analytical tools for use in analyzing interest rate and FX risks on multiple investments across investment platform
- Interact with clients and derivative counterparties in determining and implementing appropriate risk management strategies

Minimum Technical Skills:

- Good people and communication skills – this individual should expect significant interaction with client relationship managers
- Innovative problem solving ability
- Solid quantitative skills - a candidate must have a fundamental quantitative ability in order to learn and excel in our business
- Familiarity with technology and comfort in using it to find innovative and efficient solutions to analytical problems
- Degrees in engineering, mathematics, finance and economics are highly desirable
- Familiarity with Microsoft Excel is essential
- Understanding of SQL Server and VBA is a plus

We seek individuals that will thrive in our culture and can make a significant impact over the long term. Before we examine specific skill sets, we filter candidates for their ability to strongly contribute in a team environment, their love of learning and their track record of demonstrated drive, determination, and academic/professional accomplishment throughout their lives. Turnover at Chatham is purposely very low. We make a large investment in our employees and we are looking for individuals who want to make a long-term commitment to the company.