

International Capital Market Association  
**Future Leaders**





The International Capital Market Association (ICMA) Future Leaders initiative is designed to benefit the younger generation of finance professionals in ICMA's membership, connecting them with the services and networking opportunities which can enhance their careers in debt capital markets.

ICMA Future Leaders focuses on three core areas: Career Progression; Education; and Networking.

It is led by a steering committee composed of 20 individuals in the early stages of their capital markets career, drawn from ICMA member firms across Europe. The committee will be extended to represent all 15 ICMA global regions shortly. A full list of the committee members can be found on the ICMA website [www.icmagroup.org/futureleaders](http://www.icmagroup.org/futureleaders)

The committee meets regularly to provide input to ICMA on how it can better communicate with their peers, addressing the needs and concerns of those just starting out in their careers, as well as to generate ideas on events and initiatives which are specifically designed for market participants like them.

Open to all staff at ICMA member firms, the initiative aims to develop a sense of community between junior colleagues across geographic borders and functional areas, such as already exists at a more senior level amongst ICMA members. It works alongside member firms' own graduate programmes and internal youth networks.

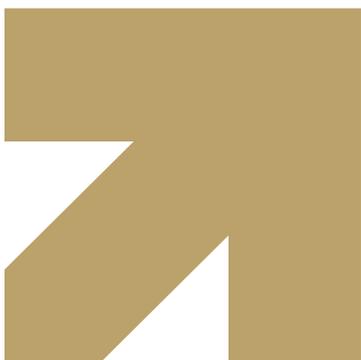
## Join the network!

ICMA encourages everyone working for an ICMA member firm to become involved with the Future Leaders initiative, regardless of their level of experience and position. While the core principles are aimed at benefiting junior level staff, we welcome senior members to join in to share their experiences and offer guidance in the key issues they face.

Meetings and events are held in locations across Europe, open to all individuals from ICMA member firms and are free to attend.

**Join the ICMA Future Leaders Group on LinkedIn™** to be kept up to date on the latest initiatives and events.

For more information on the committee and how to participate, please contact: [FutureLeaders@icmagroup.org](mailto:FutureLeaders@icmagroup.org)



## International Capital Market Association

ICMA, which has around 500 members in 60 countries, has been bringing together participants in the cross border debt securities market for almost 50 years, to discuss issues facing the market and to come up with market led solutions wherever possible. It provides the framework of internationally recognised best market practice for international debt capital markets through its Primary Market Handbook, Secondary Market Rule Book and repo documentation, including the Global Master Repurchase Agreement (GMRA). It supports its members by providing information and feedback on the latest regulatory developments.

There is great value for the younger generation working at ICMA member firms, especially those who wish to pursue a career in debt capital markets (front office, legal/compliance to operations), from tapping into the information that is available. For example, there is a legal and regulatory helpdesk, numerous FAQ documents, publications and reports, as well as globally recognised education courses at all levels. There are also over 100 events per year focusing on specific themes in the international debt capital markets which members can attend for free.