



1. Company website:

www.statestreet.com
<https://www.crd.com/>

2. Company Overview:

State Street is one of the largest asset management companies in the world. We partner with institutional investors all across the globe to provide comprehensive financial services including investment management, investment research and trading, as well as investment servicing.

Investment firms, asset owners, wealth managers, hedge funds and insurers in more than 30 countries rely on Charles River's front and middle office investment management platform to manage more than US\$30 Trillion in assets. Together with State Street's middle and back office capabilities, Charles River's cloud-deployed software technology forms the foundation of State Street AlphaSM. The Charles River Investment Management Solution (Charles River IMS) is designed to automate and simplify the institutional investment process across asset classes, from portfolio management and risk analytics through trading and post-trade settlement, with integrated compliance and managed data throughout. Charles River's growing partner ecosystem enables clients to seamlessly access external data and analytics, applications and liquidity venues that support the demands of their product and asset class mix. Headquartered in Burlington, Massachusetts, we serve clients globally with more than 1,000 employees in 11 regional offices.

3. Listing of any/Internship Opportunities:

State Street

Summer Internship Program

https://statestreet.wd1.myworkdayjobs.com/Global/job/Boston-Massachusetts/MCB-and-Work-Without-Limits-Summer-Internship_R-657488

CRD specific

Summer 2021 Software Engineering Internship

Posting Link:

https://statestreet.wd1.myworkdayjobs.com/en-US/Global/job/Burlington-Massachusetts/Summer-2021-Software-Engineering-Internship--Charles-River-Development--Intern_R-651363

4. Current Hiring Needs:

Full-Time Associate Consultant Training Program(4 year degree required; program starts in July 2021 as a class start)

Posting Link:

https://statestreet.wd1.myworkdayjobs.com/en-US/Global/job/Burlington-Massachusetts/Associate-Consultant-Rotational-Program--Charles-River-Development--Senior-Associate_R-657156

5. Potential locations (Cities/Towns) of job and internship opportunities and/or remote working:
Summer 2021 Summer Internship Program will be remote due to COVID-19, but will be located in Boston, MA if the company determines that it is safe to return to the office in-person.
Summer 2021 Software Engineering Internship will be remote due to Covid-19, but will be located in Burlington, MA if the team(s) determine that it is safe to return to the office in-person
6. Brief description of your company’s diversity and inclusion initiatives, accolades, etc.:
You’ll find that inclusion and diversity are strategic imperatives at State Street. As a global company, we value the qualities — experiences, interests and capabilities — that make our more than 30,000 plus employees unique. With our Global Inclusion program, we work to make you feel engaged and valued by recognizing and applying your unique talents.

Below are just a few of the programs offered through Global Inclusion:

- Flexible Work Program
- Global Mentoring Program
- Various employee networks and affinity groups, a grassroots foundation for our inclusion efforts
- Sponsorships of external events and organizations focused on diversity and inclusion
- A formal Work/Life Program to help you balance your professional life and personal responsibilities
- A recognition program for employees who display best-practice inclusion behavior
- Inclusion-focused leadership initiatives, with a 30-member global working group
- Performance goals focused on inclusion-related behavior
- A Global Employee Engagement Survey, “Voices of Inclusion” program and other opportunities to share feedback

7. Brief description of company culture: ‘
At State Street is focused on recruiting top talent and creating an inclusive and rewarding culture. This is our approach for developing human capital — among our potential and current employees and within our communities. By encouraging growth and creativity, we help our employees develop invaluable skills, find new ways to meet our clients’ needs and play active roles in our communities.

Charles River Development, we're focused on promoting high levels of customer and product delivery through the development and execution of advanced and data-driven SaaS deployed buy-side trading platforms. By partnering our technical talent, and continuing to attract curious problem-solvers in tech, we will work with State Street to deliver on ALPHA the first fully front-to-back buy-side trading platform.

Global Inclusion

By recognizing every employee's unique talents, we open the door to change – to improvement, innovation and progress. And by making our employees feel valued, engaged and respected, we are letting them know that they are part of that process. Their individuality, creativity and collaboration are the reason for our success. This is Global Inclusion at work:

Diversity

We are committed to creating an inclusive environment. Our diversity strategy is built on strengthening accountability, building a diverse talent pipeline and improving our communications to support our diversity goals and efforts.

Employee Engagement

Employee engagement leads to enhanced effort and provides a view of employees' intention to stay with the organization. By understanding engagement levels among our employee base, we make employee-focused decisions and ensure that we position the company for success. On a regular basis, State Street conducts a global employee engagement survey to learn more and to respond in ways that help us advance engagement and productivity across the organization.

Employee Networks

Employee networks are created when employees come together around a common goal and seek to share their unique perspectives. Open to all employees, these networks create volunteer, career development and cultural opportunities. State Street supports 24 employee-established networks and affinity groups with over 100 chapters globally.

Flexible Work Program

Flexible work arrangements have been available at State Street for more than a decade, initially on an as-needed basis. Now formalized, the Flex Work Program is integrated with our business strategy, and has transitioned from a disparate collection of employee-initiated arrangements into a proactive, manager-initiated program supported by tools, technologies and resources. We assigned the Flex Work Program a dedicated staff and built it by partnering with teams across the company, including Human Resources, Information Technology and Real Estate.

Corporate Citizenship

State Street is committed to improving the wellbeing of the communities where we live and work. It's essential to our way ahead. But we can't succeed without engaging our employees— their support of our programs is directly linked to our success.

Volunteer Program: The volunteer program provides two paid days a year for State Street employees to provide service — both individually and on teams — in local communities for causes they're passionate about.

Environmental Sustainability: The objective of the environmental sustainability (ES) program is to reduce State Street's global environmental footprint, making ES an integral part of State Street's culture through our Green Your Team programs.