

A man and a woman in business attire are looking at a tablet together in a modern office setting. The man is in the foreground, smiling, and the woman is behind him, also looking at the tablet. They are both dressed in professional clothing. The background shows a blurred office environment with other people and large windows.

Scotiabank Investment Specialists

Drive your career forward,
on your own terms

Scotiabank®

The Scotiabank advantage

- < The support you need
- < The compensation you deserve
- < The freedom to manage your time
- < The ability to develop your entrepreneurial spirit



A unique opportunity

At Scotiabank, we're dedicated to helping each and every customer realize their financial dreams—whether that's buying a first home, funding their child's education or planning for a secure retirement.

To further our commitment and better serve the financial needs of Canada's growing mass-affluent clients, we introduced our Investment Specialist role in 2014—a fully mobile role that allows you to meet customers at their convenience, while providing you with the freedom, support and compensation to succeed.

Our ideal candidate: driven, entrepreneurial, client-focused

As a dedicated entrepreneur, you understand that growing a practice is all about building long-term relationships. You know how to leverage your external networks and centres of influence, and welcome the freedom to grow your own practice. Most importantly, you realize that your clients are your greatest asset and your priority is providing investment and financial planning advice to help them meet their unique goals.

You also excel at building new relationships and enjoy the flexibility of being able to meet clients outside of the office, on a schedule that best suits you and your clients. Finally, you recognize the value of working within a collective Scotiabank framework that benefits both your clients and your practice overall.



A winning team starts with the right culture

At Scotiabank, we understand that growing a successful practice takes the right resources, the right support, and most importantly, the right people. That's why we're committed to helping you succeed in an increasingly competitive market.

When you become a Scotiabank Investment Specialist, you'll be part of a winning team that values:

- < An entrepreneurial culture with the freedom to develop your career
- < Building long-lasting client relationships through exceptional advice and service
- < Compensation structure that rewards growing and maintaining your client base
- < Fast-paced, flexible work environment
- < Partnering with branches to deliver an exceptional client experience

The freedom to grow your own practice

As a Scotiabank Investment Specialist, you'll have the flexibility you need to grow your own practice and direct your career, including:



Choosing your own clients and manage ongoing relationships.

Your success is built on forging long-term relationships. You'll have the autonomy to build a mass affluent client base best suited to your specific goals, while still benefiting from the support of Scotiabank.



Setting your own hours. Given that meeting clients when and where it's convenient for them is essential to building your practice, you're not constrained to working branch hours or maintaining a branch presence.



Focusing on what you do best. As a Scotiabank Investment Specialist, your main focus will be on investments and financial planning for your clients.

Leading-edge resources to support your growth

As a Scotiabank Investment Specialist, you'll have the tools and resources you need to succeed in building your mass-affluent client base. Scotiabank is committed to investing in the skills, knowledge and support of each Investment Specialist, including:

- < **Dedicated marketing support** to help you generate business
- < **Powerful mobile technology** and administrative support to easily transition and service clients—from anywhere
- < **Leading CRM software** to help manage and service your clients efficiently
- < **Robust portfolio software** to assist with investment planning and portfolio analysis
- < **Powerful financial planning software** to help deliver detailed planning solutions
- < **The strength of the Scotiabank brand**, recognized for integrity, sound advice and dedication to helping clients meet their financial goals

The best of both worlds: Access to Scotia Global Asset Management and the branch network

As a Scotiabank Investment Specialist, you'll have access to a full suite of products and solutions from Scotia Global Asset Management™ while partnering with Scotiabank branch(es).

Scotia Global Asset Management is trusted for its global strength and thorough investment process, executed by domestic and global specialists. Scotia Global Asset Management provides a wide range of investment solutions while leveraging their global experience to help your clients achieve their goals, including:

- < Innovative thinking and evolving investment products to meet client needs
- < Portfolio manager views and detailed market commentary and insights

By partnering with branches, you'll also benefit from:

- < Access to promising client leads with high investment potential
- < Opportunity to engage clients who have a developing branch relationship and material investment needs
- < Ability to work with the branch to deliver complete financial advice (i.e., credit card, bank account and borrowing solutions)
- < Access to branch space to host client meetings and special events



Total rewards: committed to growing together

In order to attract and develop the best talent, we've designed a competitive compensation package aligned to the growth and success of your practice, including:

- < **Guaranteed base salary** for stability and security
- < **An uncapped variable compensation model** that grows with your assets
- < **Compensation for building long-term relationships.** At Scotiabank, we realize that your clients are your greatest asset. That's why we compensate you for managing ongoing relationships, which in turn increases client satisfaction and client referrals.
- < **Ongoing incentive awards** for new sales, referrals, maintenance of assets and growth of long-term mutual fund assets.

Setting you up for success: a simple model

- < **Shorter clawback periods (six months).** Unlike some institutions, which clawback earnings up to two years, we let you keep more of the money you've earned.
- < **An easy to understand compensation model.** You know exactly how you are being measured and rewarded.
- < **Dependable metrics** that have remained relatively consistent over the years.

Leading investment solutions from Scotia Global Asset Management

We give you the building blocks to help your clients attain their financial goals. As a Scotiabank Investment Specialist, you'll have access to a comprehensive range of investment solutions that are constantly evolving to meet client needs—from individual mutual funds and portfolio solutions from ScotiaFunds and Dynamic Funds, as well as GICs and complementary savings products from Scotiabank.

ScotiaFunds®

- < Money Market
- < Fixed Income
- < Balanced
- < Equity
- < Index Funds
- < Corporate Class
- < Portfolio Solutions

Dynamic Funds® *Invest with advice.*

- < Equity
- < Fixed Income
- < Corporate Class
- < Private Investment Pools
- < DynamicEdge Portfolios
- < Marquis Portfolio Solutions



Committed to cultivating a world-leading workplace



Most Attractive Employers in Canada

Universum – 2019, 2018



Bloomberg Gender-Equality Index

Bloomberg – 2019



Top Companies Award

LinkedIn – 2019, 2018



World's Best Workplaces

Great Place to Work Institute – 2019, 2018

What our Investment Specialists are saying...



The transition to Scotiabank was seamless for my clients and for me. From client onboarding to customized marketing, the ongoing support I receive is outstanding.”

Investment Specialist, Vancouver, BC



Mobility helps me excel in this role. It provides me with the ability to meet my clients when and where they need me, making me a key resource for their financial security.”

Investment Specialist, Kitchener, ON



My clients tell me every day that our relationship is extremely important to them. I’m thrilled to be part of an organization that places as much value on building enduring client relationships as I do.”

Investment Specialist, Toronto, ON

To learn more about an exciting future
as a Scotiabank Investment Specialist,
visit scotiabank.com/careers



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Scotia Global Asset Management is a business name used by 1832 Asset Management L.P., a limited partnership, the general partner of which is wholly owned by Scotiabank. Scotia Global Asset Management offers a range of wealth management solutions, including mutual funds, and investment solutions for private clients, institutional clients and managed asset programs.

ScotiaFunds® and Dynamic Funds® are managed by 1832 Asset Management L.P., a limited partnership the general partner of which is wholly owned by The Bank of Nova Scotia. ScotiaFunds and Dynamic Funds are available through Scotia Securities Inc. and from other dealers and advisors. Scotia Securities Inc. is wholly owned by The Bank of Nova Scotia and is a member of the Mutual Fund Dealers Association of Canada.

Commissions, trailing commissions, management fees and expenses may be associated with mutual fund investments. Please read the prospectus before investing. Mutual funds are not guaranteed or insured by the Canada Deposit Insurance Corporation or any other government insurer, their values change frequently and past performance may not be repeated.

Scotiabank®