

JOB-SPECIFIC LEARNING JOURNEY
JUNIOR MARKET PARTICIPANT
– FRONT OFFICE

ENTRIMA

Learning journey: "Junior Market Participant – Front Office"

To master job-relevant technical knowledge, for Juniors in a business function that have been employed by a Market Participant, the Learning Journey **"Junior Market Participant – Front Office"** provides an effective training solution.

- Total duration of this programme: **40** hours.

Series of learning journeys for "Market Participants"

ENTRIMA has developed and maintains a wide variety of learning journeys, some of which are topic-specific, while others are job-specific. In light of job-specific learning journeys, amongst others, there have been developed and are maintained nine (9) journeys for Market Participants. The expeditions reflect three functions (business, control, and support functions) and three upward levels (junior, medior, and senior – i.e. basic, intermediary, and advanced):

1. Learning Journey **"Junior Market Participant – Front Office"**
2. Learning Journey **"Medior Market Participant – Front Office"**
3. Learning Journey **"Senior Market Participant – Front Office"**
4. Learning Journey **"Junior Market Participant – Middle Office"**
5. Learning Journey **"Medior Market Participant – Middle Office"**
6. Learning Journey **"Senior Market Participant – Middle Office"**
7. Learning Journey **"Junior Market Participant – Back Office"**
8. Learning Journey **"Medior Market Participant – Back Office"**
9. Learning Journey **"Senior Market Participant – Back Office"**

This 1-year learning journey can be started any day throughout the year.

	Business functions		
Function (Job title)	Shift trader / Dispatcher / Operator	Trader	Originator
Tasks <i>(Roles & responsibilities)</i>	➤ Communications with system operators ➤ Assuring min. load ➤ Balancing portfolio ➤ Dispatch assets ➤ Start/stop choices ➤ Ramping decisions ➤ Transacting standard & non-standard contracts ➤ Spot market access & deal-making	➤ Transacting ➤ Contracting ➤ Hedging physical assets ➤ Hedging customer portfolio ➤ Proprietary trading ➤ Access forward / future markets	➤ Transacting non-standard supply contracts ➤ Structuring ➤ Conclude power purchase agreements ➤ Contracting physical & virtual capacity ➤ Access bilateral markets
Function requirements - Knowledge & Abilities <i>(Operational necessity and/or functional desirable)</i>	➤ Engineering skills ➤ Analytical capabilities ➤ Decision-making competences ➤ Master supply chain ➤ Market working, concepts, processes & terminology ➤ Superb product know how ➤ Ancillary services ➤ Understand price formation	➤ Analytical capabilities ➤ Decision-making competences ➤ Master supply chain ➤ Market working, concepts, processes & terminology ➤ Superb product know how, incl. derivatives ➤ Understand price formation ➤ Forward curves ➤ Options & optionality ➤ Market working, concepts, processes & terminology	➤ Market trends & developments ➤ Analytics ➤ Decision-making skills ➤ Supply chain ➤ Pricing ➤ Flexibility ➤ Options & optionality ➤ Market working, concepts, processes & terminology
Regulatory requirement <i>(Obligatory under market abuse regulations)</i>	➤ Inside information ➤ Insider trading ➤ Market manipulation	➤ Inside information ➤ Insider trading ➤ Markt manipulation	➤ Inside information ➤ Insider trading ➤ Markt manipulation

Getting individuals and teams to the required minimum knowledge level and the needed competencies is achieved by the following learning journey for juniors at the front office:

1. INSTRUCTOR-LED WORKSHOP:

"Fundamentals of Markets & Trading"

Learning-by-interacting

Learners attend an online 1-day public workshop (hence, open for subscription by any person, from any organisation).

ENTRIMA offers 3 occasions through the year to follow this workshop.
Hence, there are three cohorts:

- **FEBRUARY** cohort - 1st Monday of February
- **JUNE** cohort - 1st Monday of June
- **OCTOBER** cohort - 1st Monday of October

2. ONLINE PLATFORM – SELF-STUDY

Learning-by-listening-&-watching

Learners perform self-study at ENTRIMA's platform and follow the courses listed below.

Learners take related exams^{*)} to be certified^{*)}:

- Market participants
- Trading & risk management systems
- Weather risk
- Climate change & energy policy
- Futures, forward & other derivatives – Introduction
- Market analysis
- Commodity indices & price-indexation
- Price volatility
- Bilateral deals & OTC Markets
- Exchange-trading
- Types of traders
- The trading desk
- Brokers & brokerage services
- Fee structures
- Central order book
- Order types
- Liquidity
- Forward curves
- Price correlation

BEST PARTNER FOR A COMPETENT & COMPLIANT WORKFORCE

- Introduction to financial crime
 - General introduction to market abuse
 - Inside information
 - Fair & orderly trading
- + Annually recurring:
- (Stand-alone) Market abuse exam – Annual exam

Learning-by-doing

Learners perform self-study and run the simulations listed hereafter. They take related exams^{*)} to be certified^{*)}:

- Training Cluster
- ***“Fundamentals of Markets & Trading”:***
 - Market analysis
 - Screen-based trading
 - Financial performance
 - Investing & proprietary trading
 - Margin requirements
 - Exposure assessment
 - Value at risk
 - Forward curve
 - Futures – At position level
 - Futures – At portfolio level
 - OTC trading – Screen-based brokering
 - OTC trading – Quote request
 - Liquidity – Central orderbook & market depth
 - Central order book – Order initiation

^{*)} Each individual course and each individual simulationh includes an exam. Passing will lead to instant certification, whereby the digital certifiacte can be downloaded on the spot, ready for upload in the corporate files of the employer. Failure allow for re-taking the exam, as multiple attempts are allowed. At the end of the entire learning journey a final exam can be taken. Failure allow for re-taking the exam 3 times, leaving 4 attempts in total.

OPTIONAL^{*)}

3. STUDY BOOKS

"Commodity & Energy Markets"

"Commodity & Energy Trading"

"Trading psychology, behaviour & conduct"

"Futures"

Learning-by-reading

Learners develop their knowledge in various ways; reading one thereof. Books also serve as reference material.

OPTIONAL^{*)}

5. ONLINE PLATFORM – SELF-STUDY

Learning-by-listening-&-watching

Learners perform self-study at ENTRIMA's platform and follow the courses listed below.

Learners take related exams^{*)} to be certified^{*)}:

- Course(s) about the **market abuse regulation**(s) of relevance for the employee's work-related jurisdiction.
- + Annually:
- (Stand-alone) market abuse (regulation) exam – Annual exam

^{*)} Additional building block that is not included in the standard learning journey but requires a separate order.