



PROGRESSIVE MINDS APPLY

Global student and graduate programmes

2017 / 2018

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HSBC 

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an exciting
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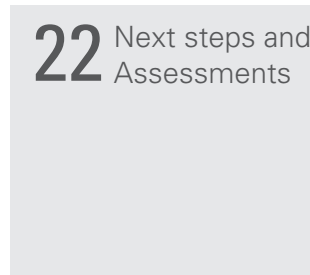
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**Apply now at
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DRIVERS WANTED

Are you ready to take
the wheel?



COACHES NEEDED

Are you ready to help
us all pull together?



ARCHITECTS REQUIRED

Are you ready to design
a better future?



THE START OF AN EXCITING JOURNEY



We're looking for people who are forward-thinking, driven and perceptive, open to different ideas and cultures, and who enjoy being part of a team.

As one of the most international banking and financial services organisations in the world, we need people who can design a better future for our customers and colleagues; people who can take the wheel and drive through change; and people who can help us all pull together. Or, as we might say, architects, drivers and coaches.

What do you get in return? We will provide world-class development opportunities with formal training programmes and learning on the job. You will work in a supportive and inclusive environment and have the chance to develop skills outside the office by getting involved with our many sustainability and volunteering initiatives.

If you're the kind of progressive mind that we're looking for, then read on.

World's Best Bank 2017





WHO WE ARE AND WHAT WE DO



Throughout our history we have been where the growth is, connecting customers to opportunities. We enable businesses to thrive and economies to prosper, helping people fulfil their hopes and dreams and realise their ambitions.

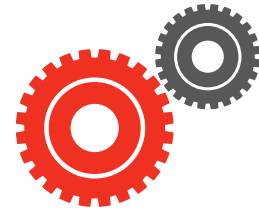
HSBC was founded in 1865 to finance trade between Asia and the West. Today we are one of the world's largest banking and financial services organisations serving more than 38 million customers with around 3,900 offices in both established and emerging markets.

Our network of businesses covers the world's largest and fastest-growing trade corridors and economic zones.

We serve our customers through four global businesses: Commercial Banking, Global Banking and Markets, Global Private Banking and Retail Banking and Wealth Management, which includes Global Asset Management. These businesses are supported by a range of operational and functional teams.



OUR APPROACH AND VALUES



At HSBC, how we do business is as important as what we do. Putting principle into practice is vital. We seek to embed sustainability in the way we do business, embrace diversity and inclusion, and encourage employees to be open, dependable and connected.

The talent and diversity of our people is the foundation of our success. We hire, develop and promote employees based on merit and offer an open, supportive and inclusive working environment. We want you to be yourself and achieve your full potential.

Our values are reflected in everything we do. They are assessed throughout the recruitment and selection process and annual performance review. We want you to speak up, do the right thing and act with courageous integrity at all times.

Sustainability also plays an important role at HSBC. We find commercial value by prioritising long-term social, environmental and ethical considerations in our decision-making and strategy.

Being sustainable extends across many areas of what we do, including our people. We want a connected workforce that reflects the communities where we operate and helps us meet the needs of customers from all walks of life.

Stonewall, 2017

Top Global Employer and Global Trans Inclusion winner



1.6 million people

have gained access to fresh water since 2012 thanks to the HSBC Water Programme

ABOUT



Throughout our history we have been where the growth is, **connecting customers to opportunities**. We enable businesses to thrive and economies to prosper, helping people fulfil their hopes and dreams and realise their ambitions.

HSBC was founded in Hong Kong on **3 March 1865**

Today, HSBC has around

3,900

offices in

67



countries and territories worldwide



Around **38 million**
customers bank with us

1

Named
'World's Best Bank'
in the Euromoney
Awards for
Excellence 2017

We employ

233,000

people around the world*

*Full-time equivalent



We speak
144
different languages



HSBC employees
volunteered
255,000 hours
during work time
in 2016



In 2016 HSBC donated
USD137 million
to community
investment
programmes around
the world



HSBC reported
profits of
USD
10.2
billion
before tax
in the first six
months of 2017

We paid
USD
10.1
billion
in shareholder
dividends for 2016





CAREER DEVELOPMENT



Your world-class development starts in 2018 when you join the global induction which will prepare you for your programme. This is just the beginning of your exciting journey with us – one where you are always learning.

At the beginning of your programme, you'll be assigned a mentor who will help you get the most out of the experience, and a buddy to share ideas with and to call on for advice. Regular business events, including "lunch and learn" sessions, and social activities will help you build a network of contacts, from peers to senior leaders.

Throughout the duration of your programme you'll be provided with the support, tools and opportunities to help you develop and thrive. You'll receive both on-the-job learning and structured technical training, and as your career develops, you'll be set measurable objectives and receive regular feedback.

Graduating from our global programmes is not the end of your journey, it is just the beginning. Read on to find out more about our global businesses and where you could take your career.



NAVIGATORS WANTED

Lead the way with Commercial Banking



COMMERCIAL BANKING

We help millions of businesses in many countries and territories around the world to thrive and grow. Our programmes offer opportunities in Relationship Management and Global Trade and Receivables Finance.

An ambitious local business needs working capital. A major company wants to fund a new acquisition. A multinational company needs to manage its funds across a number of countries. Commercial Banking puts clients at the heart of everything, helping millions of businesses around the world to thrive and grow.

We want Navigators to lead the way in Commercial Banking. Working with both colleagues in your home market as well as around the globe, you will partner with clients, providing them with dedicated products and services. Guiding our clients towards new opportunities and helping them to establish trading partners are some of the most rewarding and challenging aspects of working at HSBC.

Our **Commercial Banking Internship** gives students who are in their penultimate year of study exposure to the full range and complexity of our Commercial Banking business. Perform well and

you could be offered the opportunity to join our Commercial Banking Global Graduate Programme.

Our 18-month **Commercial Banking Global Graduate Programme** provides the in-depth technical training and the experience required to prepare you for opportunities in Relationship Management and frontline roles within Commercial Banking.

Our 18-month **China Programme** is primarily aimed at final year university students and graduates studying in the UK who wish to be based in China. You will experience a number of areas within Commercial Banking in the UK, leading to a long-term international role.

Once you have completed our global graduate programme, you could take your career to the next level with a challenging relationship-led or specialist role, before moving into senior management as a global, regional, country or product head.



EXPLORERS WANTED

Be a great discovery for Global Banking and Markets

GLOBAL BANKING AND MARKETS

We provide financial services and products to corporates, governments and institutions worldwide. Our programmes will enable you to develop your skills in Global Banking, Global Markets, Global Liquidity and Cash Management, Global Research and HSBC Securities Services.

A corporate client wants to enter into a joint venture. A government needs to raise debt capital. A financial institution is seeking advice on equity capital markets. Our network helps clients build and achieve consistent, long-term performance.

We want Explorers who can help shape the future. You will search for international opportunities and enable us to develop products and services for governments, corporates and institutions.

Our internships are mainly for students in their penultimate year, however we do offer internships at other undergraduate years in select markets. Each provides an ideal introduction to the fast-paced world of investment banking, helping you decide how to develop your career further. If you impress following our penultimate year internships, you should expect to receive an offer to join one of our Global Graduate Programmes.

Our two-year **Global Banking and Markets Global Graduate Programmes** will provide the indepth experience required to develop specialist expertise in your area.

Global Banking combines global expertise and local knowledge to connect multinational clients to the products and services that meet their financial needs.

Global Markets specialises in foreign exchange, credits and rates, structured derivatives, equities and debt, equity and equity-linked capital markets.

Global Research delivers high-quality research and analysis to investors around the world covering economics, currencies, equities, fixed income and climate change.

HSBC Securities Services provides fund administration, global custody, sub-custody and clearing, and corporate trust and loan agency services.

Global Liquidity and Cash Management helps maximise control over cash flows with our global payables, cards, receivables and clearing services as well as an array of liquidity and investment solutions.

Global Asset Management programmes are located in Retail Banking and Wealth Management, but aligned to Global Banking and Markets as we connect both our institutional and retail clients to investment opportunities.



TAILORS NEEDED

Be a perfect fit for Global Private Banking



GLOBAL PRIVATE BANKING

We help high-net-worth individuals and their families to grow, manage and preserve their wealth. Our programmes will enable you to build your expertise in private banking, investment and wealth management services.

A high-flying executive needs help to restructure their personal wealth. A leading entrepreneur is keen to make the most of investment opportunities around the world. A family business owner wants to grow the company and leave it in a strong financial position for the next generation.

We need Tailors who can provide a bespoke service to our most prestigious clients, helping them to diversify their investment portfolios and structure their personal finances.

Our **Global Private Banking Internship** gives students the opportunity to discover how we build relationships with high-net-worth clients and learn

about our investment offering. If you excel during your internship you'll be considered for a place on our Global Private Banking Global Graduate Programme.

Our two-year **Global Private Banking Global Graduate Programme** provides a detailed understanding of what it takes to manage relationships with our clients and create a wealth management strategy that meets their financial goals.

Once you have completed our global graduate programme you could take your career to the next level as a Relationship Manager or product specialist and progress towards a senior management role.



CAPTAINS NEEDED

Get on board with Retail Banking
and Wealth Management





RETAIL BANKING AND WEALTH MANAGEMENT

We serve millions of customers worldwide through our branch network, call centres, and digital and mobile banking. We also connect institutional and retail clients with investment opportunities through our Global Asset Management division. Our programmes help you develop in areas such as Products & Propositions, Sales & Distribution, Digital and Asset Management.

A couple needs a flexible mortgage for their first home. A customer wants advice on how to maximise their income after retirement. An institutional client needs specific investment products to grow its business.

We need Captains to get on board to help steer our path. We'll help develop your leadership abilities and provide you with the skills and experience required to progress your career and HSBC's future.

Our **Retail Banking and Wealth Management Internship** delivers experiences focusing on enabling you to add value across many different areas of the business.

The **Global Asset Management Internship** gives a detailed insight into the world's investment markets.

The **Digital Internship** provides exposure across our digital banking business in areas such as product development, performance marketing, business innovation and analytics.

Our **Retail Banking and Wealth Management Global Graduate Programme** provides you in-depth knowledge and experience across many different areas of our business, our customers and our people, helping set you up for a senior role in the future.

The **Global Asset Management Global Graduate Programme** provides an excellent, rounded understanding of our asset management division. On completion you could join an investment, product or client strategy team.

The **Digital Global Graduate Programme** provides opportunities to work on cutting edge digital developments through various placements across our business.

Once you have completed our global graduate programme you could take your career to the next level in a multitude of roles within Sales & Distribution or Products & Propositions, or as a senior asset manager or a leading digital specialist.

NEXT STEPS AND ASSESSMENTS



Our assessment approach is based on learning about you, your passions and strengths. Each of our businesses have different needs so we want to find out where you will fit best.

We welcome individuals from any degree discipline to apply for our global internships and graduate programmes. Our assessment includes several steps:

Online application: this gathers your basic details.

Immersive tests and Job simulation: you will get an insight into what it is like to work at HSBC. We will also assess your strengths, numerical and/or cognitive ability as well as how you'd fit in with our company culture.

Assessment centres: we want you to meet senior leaders and graduates to find out more about HSBC. This stage focuses on team work, communication skills and your reasons for working with us. There are exercises and interviews and also the chance to ask questions.

Application

All applicants will receive a feedback report during the assessment process where we'll let you know what your strengths are and what areas you can look at developing too.

Final stage

**Online
application
form**

**Online
immersive
assessment**

**Job
simulation**

**Assessment
centre**



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