

## **2023 Management Trainee Programme**

Established in 2006, our Management Trainee ( "MT" ) Programme aims to nurture high-calibre individuals to become future leaders who are ready to take up challenges and excel in any parts of our businesses. Positioned as the cradle of leaders, we are determined to invest considerable amount of resources into our MTs, through the provision of multi-facets of developmental opportunities to facilitate their ever-learning total experiences and pave the promising career path. MTs who joined us in early years have evolved as subject matter experts running their teams.

### **Programme Structure**

Shed light from the characteristics of our different business segments, our 18-month MT Programme provides you with classroom trainings, on-the-job training, and departmental rotations. You will also be offered the oversea exposure, driving various projects across departments to broaden your horizon and build your own networks. We also provide ongoing mentoring, buddy guidance and performance coaching to help Management Trainees develop the required skill sets.

### ***Training and development***

#### **Orientation: 0.5 months**

The MT Programme orientation will last for two weeks, including both classroom training and action-based learning. You will have a chance to gain insights into the Bank's structure, corporate culture and regulatory requirements as well as features of our business strategies, products and services through social learning with business heads.

#### **Job Rotation: 16.5 months**

Job rotation offers you to build up the knowledge about functions of different departments. We highly treasure your opinions towards your rotation plan, so that you can have a better understanding of the Bank's end-to-end service chain which will lay a solid foundation for your long-term success.

#### **Overseas Exposure: 1 month**

You will be offered a valuable opportunity to work across the mainland and / or Southeast Asia, which is a challenging business environment to help you build a wide working network for future career development and deepen the understanding of financial markets in China and / or Southeast Asia.

### ***Mentoring***

Throughout the 18-month, an experienced business executive will be assigned as your mentor to help envision your future establishment by providing guidance on your career development. The mentor will facilitate your overview of the Bank's business strategy and assistance in developing your confidence. During your job rotation, experienced leaders will provide you with technical sharing and constructive feedback for your development.

Experienced HR Managers will provide you the career coaching to ensure you have a holistic and solid development.

Mentors and the HR managers will also provide you the assessment session in order to assess your performance regularly.

### ***Professional qualifications***

You will be encouraged to attain the Hong Kong Institute of Bankers related professional qualifications in order to enhance your professionalism.

### ***Career Path***

Upon completion of programme, you will be granted on-going opportunity for sustainable development at our Bank. Managerial positions will be offered to those who have successfully completed the Programme with leadership potential. BOCHK sets up a well-established and comprehensive talent management system for our staff. We are committed to continuously enhancing our staff's professionalism and unleashing the potential for sustainable success.

## **Requirements**

- Bachelor's degree holder with at least second upper honors or GPA 3.3 or above (4-point scale), or Master's degree or above educational qualification
- Less than 3 years of work experience
- Proficient in both English and Chinese. Fluency in Cantonese or Mandarin is required
- Self-motivated, passionate, responsible and strong team spirit
- Excellent organizational competence, strong learning ability and communication skill, potential for growth

### **Application Link:**

<https://careers.pageuppeople.com/798/cw/en/job/498687?|ApplicationSubSourceID=>

**Application deadline: 18 November 2022**