

**Our Programmes**

**Capital Markets**

- Fixed Income
- Equities & Derivatives
- Commodity Derivatives
- Asset Liability Management and Treasury

**Investment Banking**

- Corporate Finance
- Financing Solutions
  - Structured Finance
  - Corporate & Transaction Group
- Client Coverage

**Functions**

- Technology
- Operations
- Human Resources
- Finance
- Compliance & Control



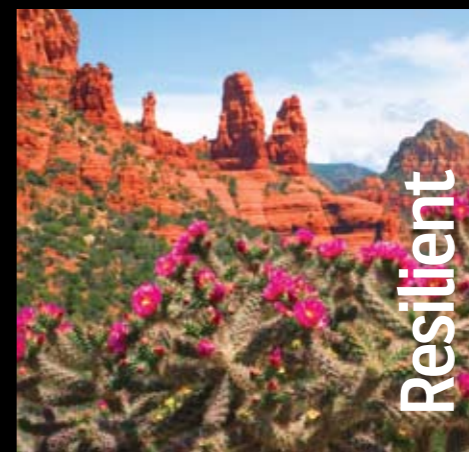
Global



Leading



Futures



Resilient

Careers in Corporate & Investment Banking

BNP PARIBAS



**BNP PARIBAS**  
CORPORATE & INVESTMENT BANKING

The bank for a changing world



**BNP PARIBAS**  
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The bank for a changing world

Careers in Corporate & Investment Banking  
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## Investing in ideas

BNP Paribas is a global leader in banking and financial services, and one of the world's top five banks. Despite challenges around the world, the bank's investment banking arm, BNP Paribas Corporate and Investment Banking, has continued to build its franchise and underline its reputation for practical, client-focused and technically sophisticated banking solutions. Our resilience, stability and continuing growth are a direct function of our relentless focus and discipline.

Innovators and entrepreneurs have fuelled our growth, and will continue to drive our future success with new ideas, new products and new strategies. Sound risk management has helped to propel us into the leading group of global banks and protected our clients and we will continue to innovate in this field too, preserving both our capital and our reputation. We have a tradition of doing things differently here, pursuing our own ideas and not simply following the sector trends. Pursuing our own ideas has served us well and we intend to continue leveraging our capacity to think independently, drawing on the creativity and vision of our outstanding people to strengthen our position at the forefront of our industry.

This is why, even in challenging times, we continue to invest in the power of ideas. We remain committed to attracting and developing the best people, and that's why we've created an environment that allows them, and their ideas, to flourish.



Alain Papiasse  
Head of Corporate & Investment Banking  
BNP Paribas

### BNP Paribas Group

## 5th

in the banking sector worldwide  
(Forbes 2008)

## Top 6

one of six strongest-rated global banks  
(Standard & Poor's)

## 13th

largest company globally  
(Forbes 2008)

### BNP Paribas Corporate & Investment Banking

## 17,000

employees around the world

## 127

nationalities among staff

## 50+

countries in our global network of offices

## 13

business areas recruiting high-calibre graduates

# Facts

At BNP Paribas Corporate and Investment Banking (CIB), we are today among the world's leading investment banks, both in terms of our performance and our geographical and product coverage. Our investment strategies, supported by a culture of strong risk management, have enabled us to maintain and grow our franchise despite market conditions. Our acquisition of Fortis Bank adds to this organic growth, strengthening our dominant position in Europe and enhancing our platform for international growth. Being a leading bank isn't simply a matter of scale – it's about being able to help our clients fulfil any and all of their financial and strategic goals with innovative and intelligent solutions. We're proud of our reputation as a technical powerhouse – a place where ideas are valued and problems are there to be solved, and where our people are the key to our competitive advantage. We're proud to lead the way.

For more information, please visit  
[www.graduates.bnpparibas.com](http://www.graduates.bnpparibas.com)

# Leading

A young boy in an orange shirt is flying a kite in a golden field. The kite is orange and has long, flowing ribbons. In the background, there are several wind turbines under a clear blue sky. The overall scene is bright and sunny, suggesting a clear day.

By relentlessly focusing on our clients and how we can help them achieve their objectives we have consolidated our place as a major investment bank with global reach and capabilities. With over 17,000 employees and over 100 nationalities working in offices in 53 countries, BNP Paribas CIB delivers the financial solutions that define our clients' futures. One fifth of our people now work in our Asian offices and despite the economic slowdown we have been able to strengthen our business, growing our market share throughout 2008 and taking a lead in the world's major markets. Our technical strength and entrepreneurial mindset, allied to our increasingly global presence, make us uniquely qualified to create and take advantage of new opportunities wherever they arise. Around the world we have introduced our 'One Bank' vision, an initiative to ensure that we operate to the same high standards and maintain the same collaborative culture across all our business areas and geographies.

# Global

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[www.graduates.bnpparibas.com](http://www.graduates.bnpparibas.com)

Our Company

Investment banking is about calculated, deliberate risk taking, and success is as much about understanding and mitigating risk as it is about identifying opportunities. This is a balance we know well at BNP Paribas CIB, and it lies at the heart of our continuing success. We prefer to set trends rather than follow them and have sought to implement our own strategies to help our clients to achieve their goals. Strength and security are also important, providing the stability from which to innovate with confidence. As part of the fifth largest bank in the world – and the 13th largest company according to Forbes 2008 – we have the stability, and the liquidity, to keep investing, keep innovating, and keep evolving to better serve our clients. It's this balance that has sustained our growth and enabled us to become a European leader with global operations.

# Resilient

For more information, please visit  
[www.graduates.bnpparibas.com](http://www.graduates.bnpparibas.com)

Our Company

## You and BNP Paribas CIB

Starting your career with BNP Paribas CIB, you will be joining a bank with a proud European heritage and an increasingly global reach. Our success is largely attributable to the quality of the people who work for us. We need graduates who value learning, teamwork and creativity and who want to develop the confidence and business knowledge to be able to act decisively under pressure. By joining us you will enjoy many opportunities to contribute to our success, take on new responsibilities and develop your skills. You will also be well supported – in terms of the training you receive, the people around you and the environment in which you work which emphasises openness, collaboration and the free flow of ideas. BNP Paribas has a diverse community of talents and you will find yourself among people from a wide variety of backgrounds, cultures and academic disciplines.

Our policy is to hire strictly according to business need, so when you join us you'll be hired into a real role, with real responsibilities and real prospects for a long and rewarding career. As your career develops you'll also enjoy the opportunity to work in different locations and business areas. Our international mindset is expressed in our 'One Bank' vision, which promotes the spread of a consistent CIB approach throughout our business, enabling our people to access the skills and experience of our entire organisation and helping them to grow personally and professionally.

### Beyond business

Corporate and Social Responsibility (CSR) at BNP Paribas CIB is an integral part of our business ethic. Each of our businesses considers and takes responsibility for the impact its activities may have on the environment and the communities in which we operate.

We are committed to sustainable development, both in our client and product approach. We have teams developing carbon finance, renewable energies, infrastructure financing and CSR derivative indices and we have recently adopted the Equator Principles for our Project Finance activity. Our commitment to the environment and society is illustrated through the many global initiatives we are taking – visit [www.graduates.bnpparibas.com](http://www.graduates.bnpparibas.com) for full details.

### Entry routes

We offer a range of routes into the Bank providing you with the opportunity to gain experience of our business and culture before you commit to a full-time position, either as an analyst or, if you have a higher degree or some industry experience, as an associate.

### Easter Insight

Our London office runs a week-long Easter Insight programme for first-year university students, offering an introduction and valuable insights into the world of corporate and investment banking, and our Bank. The Easter Insight week is a structured programme combining practical workshops and business presentations with social events and networking opportunities, designed to help you meet more of our people and learn about where you might best fit into our organisation. This programme also introduces our Summer Internship programme, for which Easter Insight candidates are encouraged to apply.

### Summer Internships

Our London and New York offices recruit approximately 80 Summer Interns for a 10 and 12-week structured programme respectively. Aimed at penultimate-year students, the scheme will give you greater insight into BNP Paribas CIB and help inform your final-year career choices. The programmes are very interactive and include training, workshops, speaker series, and networking and social events. Our internship programmes are highly regarded and viewed as a high-potential pipeline for our graduate programmes. As an intern, you will be well supported both by the people you meet and by your 'buddy', who will work with you to maximise your exposure to our business and help you to get the most out of your summer with us.

### Long-term Internships

We recruit 500+ Long-term Interns globally on a rolling basis with contracts ranging from 4 – 11 months. A Long-term Internship will provide you with a detailed understanding of the investment-banking sector and give you the opportunity to experience a full-time role in any one of our business areas. From the outset you will be contributing to the output of your team, taking responsibility, working with sector-leading professionals on key projects and adding to your portfolio of skills and experience. Long-term Internships provide an exceptional platform from which to launch a career. To be eligible for a Long-term Internship you must still be in full-time higher education.

### Full-Time analysts and associates

In 2010 we are looking to recruit full-time analysts and associates onto our two-year development programme in each of our core regions – Europe, the Americas and Asia.

	Capital markets				Investment Banking				Functions			
	Fixed Income	Equities & Derivatives	Commodity Derivatives	Asset Liability Management	Corporate Finance	Structured Finance	Corporate & Transaction Group	Client Coverage	Technology & Operations	Human Resources	Finance	Compliance & Control
<b>Europe</b>												
France				x	x	x	x	x	x		x	x
Germany		x			x		x			x		
Italy						x				x		
London	x	x	x		x	x	x		x	x	x	x
Spain					x		x					
<b>Americas</b>												
Brazil	x											
New York	x	x	x		x	x			x		x	
<b>Asia</b>												
Hong Kong	x	x			x	x		x		x		
India					x							
Korea	x											
Singapore				x	x	x			x			

For current information on the roles available please visit [www.graduates.bnpparibas.com](http://www.graduates.bnpparibas.com)

Our world-leading Capital Markets businesses are the home of our Sales, Trading, Structuring and Research experts. From cash and plain vanilla derivatives across all asset classes – equities, interest rates, currencies, credit, commodities – to bespoke structured products and complex derivatives, we create solutions to meet our clients' needs with precision. Joining the Capital Markets Programme you will be training for a role in one of the following business areas:

#### Fixed Income

BNP Paribas CIB's Fixed Income business is one of the most recognised in its field globally. It boasts the largest Euro-bond business in the world today and a global platform with a comprehensive product range across credit, interest rates and foreign exchange. Fixed Income's clients include multi-national corporations, institutional investors and governments from around the world. Its world-leading status has been confirmed by a succession of awards, including *IFR* magazine's Euro Bond House 2008 and *Risk* magazine's Inflation Derivatives House of the Year 2009.

We work with clients in three main ways:

- Raising capital – by developing, structuring and distributing bonds on behalf of clients.
- Investing capital – by providing solutions for buying and selling a broad range of credit, interest-rate and currency products quickly and easily.
- Managing risk – from hedging against future changes in foreign exchange rates to protecting against defaults by bond issuers and potential losses caused by natural disasters.

#### Equities & Derivatives

Equities & Derivatives' (EQD) strength has been recognised by a number of the industry's key indicators including Risk's Equity Derivatives House of the Year 2009, *IFR*'s Equity Derivatives House of the Year 2008 and *Structured Products* magazine's Equity Derivatives House of the Year 2008. A 20-year heritage and expertise in innovative equity derivatives combined with a culture of strong risk management has positioned EQD at the forefront of the industry. We bring solutions and services to financial institutions, hedge funds, corporates and wealthy individuals in every region and continent.

EQD operates at an exceptionally fast pace with professionals collaborating across teams and business lines to provide cutting-edge equity and fund-linked derivative products. The division has developed new strategies for growth areas and is a specialist in working with more exotic assets, including volatility, correlation and dividends.

#### Commodity Derivatives

In our fast-growing Commodity Derivatives business, we serve the needs of diverse clients through trading and hedging in oil, gas, power, metals, soft commodities and carbon emission reduction. Clients include producers and consumers, including several utilities, refineries and airlines in the Americas, Europe and the Far East, gas marketers, trading companies, hedge funds and other financial institutions and dealers.

#### Asset Liability Management and Treasury

Asset Liability Management (ALM) and Treasury is responsible for BNP Paribas' liquidity strategy and market risk – exposure to interest rate and currency movements. Professionals within ALM and Treasury ensure that BNP Paribas CIB always has sufficient liquidity to honour its commitments to clients and counterparts, providing the funding to meet cash requirements and placing cash surpluses. BNP Paribas's increasingly global presence means that assets and liabilities are held in a wide range of currencies, and transactions are made in different markets and across varying maturities. At the same time, regulatory pressure means that accuracy and rigour in cash management are more important and more sophisticated than ever before.

Case study

**Jason**  
**Structuring, Fixed Income,**  
**London, Class 2008**

*"Fixed Income Structuring is all about developing bespoke solutions to meet clients' needs. That means looking at complex derivatives that are based on more than one underlying asset – in my case interest-rate derivatives across all major European currencies and also US dollars. Part of the role is technical – understanding how the sophisticated models our quant teams have developed will behave – so you have to be comfortable with the analytics. But the other side is about client skills – being able to understand the clients' needs, their goals and their appetite for risk. We bring those two aspects together to come up with complex structured products that meet specific needs and which just aren't available anywhere else."*

**Jason**  
**Structuring, Fixed Income, London**

**Our Programmes Capital Markets**

Our Investment Banking Programme provides training for roles in Corporate Finance, Financing Solutions – which includes Structured Finance and Corporate & Transaction Group – and Client Coverage. These businesses deliver specialist financial and strategic advice to a diverse client list, develop innovative financing solutions and support the global network of client relationships that are fundamental to our business.

#### Corporate Finance

Corporate Finance is one of the fastest-growing business areas within BNP Paribas CIB. It offers specialist financial advice on Mergers & Acquisitions (M&A) and Equity Capital Market (ECM) transactions. The M&A teams advise both buyers and targets as well as offering advice on other strategic financial issues such as privatisations, leveraged buyouts and financial restructuring solutions. Our ECM services include advice on and execution of initial public offerings, share placements, capital increases, convertible bond issues and other equity-linked transactions. Corporate Finance is structured along geographic and sector lines to offer clients the best combination of local and specialist experience and expertise.

#### Structured Finance

Structured Finance designs and structures a broad range of complex and innovative financing arrangements. From short to medium and long-term facilities including syndicated loans, acquisitions and leveraged buyouts as well as project and export financing, our individually tailored packages combine global capability with local, on-the-ground expertise. We help our corporate, governmental and institutional clients realise their strategic goals by delivering complete multi-sourced financial solutions across a range of sectors including energy and commodities, aviation, shipping, media, telecommunications and real estate.

#### Corporate & Transaction Group

Corporate & Transaction Group (CTG) brings together all flow banking activities into one cohesive unit to offer clients an integrated global approach. It also consolidates the global requirements of multinational clients to ensure all their needs are met swiftly and efficiently. The division drives revenue by delivering excellent service on our clients' more vanilla activities while introducing them to the bank's wider, multi-product offering. With a presence in over 45 countries, and ambitious growth and revenue targets, Corporate & Transaction Group offers a dynamic and international investment-banking career.

#### Client Coverage

Long-term, profitable relationships lie at the heart of BNP Paribas CIB's success in investment. Client Coverage serves as a relationship manager for all our major multi-product, high-potential clients, including over 1,500 corporates in markets around the world. Working closely with other areas of the bank, Client Coverage seeks to maximise the value of each client relationship by understanding their business goals and needs and identifying opportunities for cross selling from BNP Paribas CIB's extensive offering. Structured along regional lines, Client Coverage teams focus on four main sectors: Corporates, Financial Institutions, Financial Sponsors and Energy & Commodities. These teams form a tight-knit global network that delivers each client with a comprehensive array of financial solutions, whatever their business needs.

#### Case study

**Vincent**  
Project Finance,  
Structured Finance,  
New York, Class 2008

*"Fundamentally innovation is what we do. There are a lot of plain vanilla products that clients can use, but when they need something different then it's up to us to figure out how to do it. We're dealing with tangible assets – power stations, toll roads, big infrastructure projects – to be financed off balance sheet so it's about creating special structures to achieve that, and doing the groundwork, the due diligence, and risk assessment to really understand what it is you're financing. And the fact is, a lot of what you are trying to do hasn't been done before – there's something about the underlying asset or the circumstances that make it unique, so you can't simply replicate what you did on the last deal. You have to come up with something new that suits the clients' purposes. You have to be able to work as a team and share ideas, to think laterally and to have a problem-solving mindset."*

**Vincent**  
Project Finance, Structured Finance, New York



**Our Programmes Investment Banking**



The professionals working within Functions fulfil an enormous range of tasks to deliver the infrastructure, processes and systems for BNP Paribas CIB's revenue-generating divisions to perform at peak efficiency. The Functions Programme will prepare you for a role in Technology, Operations, Finance, Compliance or Human Resources.

### Technology

In an increasingly crowded global marketplace, technology infrastructure and innovation plays an ever-more important role; it is fundamental to developing the insights and strategies that will generate profit for our clients, to completing transactions accurately, and connecting our people around the world. Our industry thrives on the flow, analysis and interpretation of information, and technology has the power to deliver competitive advantage. This is why BNP Paribas CIB sees investment in Technology as a central part of its strategy for growth and success. Our technology professionals are responsible for developing, implementing, supporting and maintaining cutting-edge applications across the business. Their key objective is to apply expertise in technology to business problems and deliver high-quality, practical solutions. That could mean developing new applications for our trading floors, coding new modelling strategies, setting up the infrastructure for a new office, or working with colleagues in other functions to develop tools to enhance our risk measurement. Whatever the task our technologists work in a fast-moving environment where solutions move from concept to implementation in weeks and months rather than years.

### Operations

Increasingly the design and implementation of processes and systems that enable us to complete transactions accurately and on time is a point of competitive differentiation – particularly in areas such as flow trading where it's not the product but the quality of client service that matters. Operational excellence enhances our reputation and encourages clients to work with us again and again. Operations professionals work with every business area to develop the processes and structures that deliver smooth, accurate and timely completion on all transactions. Their work enables the bank to conduct business globally, supporting, enhancing and optimising the performance of the other divisions and helping to integrate new acquisitions smoothly. From facilitating the launch of new offices, business lines and products to managing projects, risk and large volumes of complex transactions every day, Operations professionals are at the heart of everything CIB does.

### Human Resources

Human Resources (HR) supports CIB around the world, providing a full range of strategic advisory and transactional services – from payroll and recruitment to career management, learning and development and employee relations. In an industry where people and their ideas are the fundamental points of differentiation, HR plays a central role in identifying and developing the talent that drives our growth, and in developing the strategies and structures that enable us to keep our people engaged and motivated.

### Finance

BNP Paribas CIB is a major global business and strong financial management is fundamental to our success and reputation. Finance provides the accounting expertise and financial control that enables the bank to function across multiple financial jurisdictions. Its role is wide ranging, from financial and management accounting and implementing financial standards to supporting the bank's internal and external development.

### Compliance & Control

The focus on compliance and control within the financial sector has never been greater and at BNP Paribas CIB these functions provide integrated, high-standard, internal control frameworks to protect the firm's assets and reputation around the world. This means an up-to-date appreciation of regulatory frameworks in all territories, and the development and implementation of a compliance and control culture with an emphasis on professional ethics – helping all our teams throughout the business to better understand and further mitigate our risk.

Case study

**Angel**  
**Business Process Improvement,**  
**Operations, Hong Kong,**  
**Class 2008**

*"Having studied Risk Management Science at university, I targeted a firm that was serious about risk – and BNP Paribas has risk management woven into its fabric; everyone has it in mind. My department works in two main areas – project management and 'kaizen'. We look at operations and workflows, analyse them from end to end to identify gaps and inefficiencies. I'm working on a system deployment across several territories at the moment, migrating from one system to another. The challenge is that the new system behaves differently so you have to check and validate everything, talk to the users and investigate discrepancies. You're also looking at how it interfaces with other systems to make sure that data carries across accurately. And then it's a question of volume – I'm looking at multiple territories and Hong Kong alone sees upwards of 10,000 transactions per month. We have to make sure they all complete smoothly."*

Angel  
Business Process Improvement, Operations, Hong Kong



Our Programmes Functions

1



*"I learn a lot from the people I work with; they've been in the business a long time and have developed a strong intuition for the way the markets will behave."*

2



### 1. Sam, Capital Markets, Fixed Income, Trading

"Working on the trading floor is different to how I imagined it would be. I thought it was going to be more stressful, but it hasn't worked out that way at all. You're constantly surrounded by people talking, making deals, or laughing and there's always streams of information coming in for you to analyse."  
[www.graduates.bnpparibas.com/sam](http://www.graduates.bnpparibas.com/sam)

### 2. Jennifer, Investment Banking, Structured Finance

"It's been a very steep learning curve for me since I started with no financial markets background at all. The graduate training programme has been very, very interesting, and initially it was very useful in raising my financial knowledge and giving me the skills I needed to be able get straight to work."  
[www.graduates.bnpparibas.com/jennifer](http://www.graduates.bnpparibas.com/jennifer)

### 3. Shelly, Investment Banking, Client Coverage

"I really enjoy the client-facing and more dynamic aspects of my job. I need to keep myself constantly updated about what is happening within the bank and also with our clients and prospects, so that I'm well placed to pitch for new ideas."  
[www.graduates.bnpparibas.com/shelly](http://www.graduates.bnpparibas.com/shelly)

### 4. Kunal, Functions, Technology

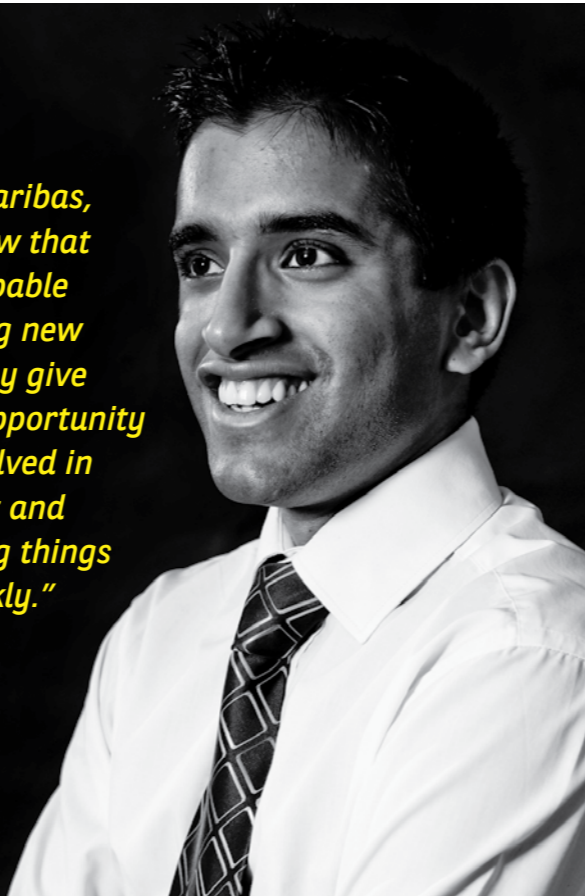
"One thing that I enjoy is demonstrating to the business how much effort is put into IT, showing them the enormous level of systems and infrastructure that helps them do what they do. I find that when I explain it to people, one to one, they really understand and appreciate it; they're very approachable people, just very busy."  
[www.graduates.bnpparibas.com/kunal](http://www.graduates.bnpparibas.com/kunal)

3



4

*"At BNP Paribas, if you show that you're capable of learning new things they give you the opportunity to be involved in important and interesting things very quickly."*



5



### 5. Larissa, Functions, Human Resources

"I'm finding the graduate programme very exciting. I attended a few weeks of training in New York and London, which seems like a lot, but I really enjoyed it primarily because I've learned so much and met so many people. I have contacts now in 18 different countries with individuals of varying levels and types of experience within the business, which will be invaluable for me throughout my career."  
[www.graduates.bnpparibas.com/larissa](http://www.graduates.bnpparibas.com/larissa)

### 6. Tommy, Capital Markets, Equity Derivatives, Trading

"I enjoy the pace of this environment - the markets are moving all the time and you have to pay close attention all day. The feedback is immediate, through your daily P&L so you know how well you are doing, but there's always more to learn and, thankfully there are always people here who are prepared to help you learn more."  
[www.graduates.bnpparibas.com/tommy](http://www.graduates.bnpparibas.com/tommy)

6



If you are ambitious and looking to rapidly advance your career in finance and the markets, our two-year development programme will provide the ideal platform. Alongside tackling real responsibilities and real work you will gain all the training and skills development you need to begin building a long-term career within BNP Paribas CIB.

## Year one

### Induction

Your programme will begin with up to five weeks of intensive induction training, depending on whether you enter the Capital Markets, Investment Banking or Functions programme. Delivered to small groups by leading external training professionals, it is a comprehensive package of financial and technical training to give you the tools and knowledge to begin contributing to your team's success. You'll also benefit from presentations by key leaders from around our business, broadening your understanding of our activities and helping you to appreciate how different parts of our business interact.

### Personal Development Workshops & Networking Events

A range of personal development workshops throughout your programme will help you to understand our core behaviours and integrate CIB's key attitudes.

Throughout the programme you will have the opportunity to participate in a wide range of cross-functional social and networking events, giving you exposure to senior managers and peers around our diverse businesses.

### Ongoing development

Throughout your development programme you will continue to access a variety of development opportunities including business-specific training and online financial training modules. You will also benefit from continuous learning through our experts and internal seminars, such as the CIB Academy, which are all designed to shape and spread CIB culture globally across all business lines.

Alongside this formal, structured learning you will be performing a real role and receiving on-the-job coaching and support from your colleagues and peers. We are committed to early and rapid development and you will be given as much responsibility as we feel you can handle and the opportunity to develop as fast as your ambitions allow.

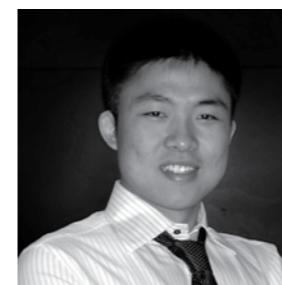
## Year two

This highly tailored approach to learning and development will extend throughout your second year at BNP Paribas CIB where you will continue with your structured training programme. During your two-year programme we will work with you to determine a career development plan and this will lay the foundations for your ongoing learning and development – we see learning as a lifelong journey.

## Our two-year development programme

YEAR ONE			
0-3 MONTHS	3-6 MONTHS	6-9 MONTHS	9-12 MONTHS
Graduate buddy scheme			
Internal global seminars - CIB Academy			
On the job coaching			
Online financial training			
Induction - Technical training - Key leader presentations	Personal development workshop	Personal development workshop	Personal development workshop

YEAR TWO			
0-3 MONTHS	3-6 MONTHS	6-9 MONTHS	9-12 MONTHS
Graduate mentor scheme			
Internal global seminars - CIB Academy			
Business specific training			
Online financial training			
Career development	Personal development workshop	Personal development workshop	Personal development workshop



*"I've obviously learned a lot about the financial markets since I've been here, but I also really value the other skills that I've also learnt: communication techniques, problem-solving methods, the best way to propose an idea to a client and then follow through and close the deal. These are all important new skills I'm learning and will be really valuable throughout my career, wherever it takes me."*

*Justin, Equities & Derivatives*

Our website [www.graduates.bnpparibas.com](http://www.graduates.bnpparibas.com) features detailed information about the programmes at BNP Paribas CIB, the roles available and our requirements. This is also where you can start your online application. Before clicking the 'Apply now' link, however, we recommend you take some time to explore the site and learn more about where you would best fit within our global organisation.

Depending on which area you are applying for, our application and selection process is a combination of the following stages:

- Online application form
- Competency based questions (where applicable)
- Online tests (where applicable)
- Business interview or assessment centre

#### Minimum requirements

You'll need to have, or be on track to receive, a 2.1 degree (or regional equivalent) in any subject – though we view Maths, Economics, Sciences, Business, Engineering and Computer Science as the most relevant. We also have opportunities at Masters, PhD and MBA level in some business areas and locations.

You will need to be able to demonstrate good business English irrespective of which location you are applying for; other relevant languages may also be an advantage. Beyond this we are looking for you to demonstrate a real interest in finance and banking, intelligence, creativity and client focus – an understanding of the way our clients' needs and objectives drive everything we do.

#### Your application

Each stage of our selection process is designed to allow you to highlight your potential. To ensure you are fully prepared, we recommend you research our business in as much detail as you can and develop an understanding of the financial and banking world as a whole.

To give you the greatest chance of success, think about which roles and business areas best suit your experience, qualifications, personal skills and abilities, and highlight this 'fit' in your application. Remember, this is a diverse business that hires talented people into real, substantive roles from the outset – you should be comfortable with our culture, engaged with our commitment to our clients, and excited by the prospect of working with a top-tier bank in the fast-moving and challenging world of corporate and investment banking.

If you are applying for a role in another country you should also highlight what you could bring to the role – relevant language skills or knowledge of the local market, links in the area or any specialist expertise that will make you particularly useful to that office. If you think you are the right person for a role in one of our overseas offices, then we encourage you to apply. We value people who are internationally minded and prepared to take on new challenges and responsibilities.



*"There are a lot of opportunities here so it's worth spending time researching our business areas and the roles available. Spend time thinking about your skill-set and which role fits your profile and then tailor your application accordingly. We are often out visiting different campuses, come and see us and we would be happy to talk through the different opportunities available."*  
**Natalia, Graduate Recruitment & Development**

## Your Career Requirements, Application & Selection

#### Your interview

Our competency-based interviews are based on the following framework, which identifies key behaviours:

<b>Leadership</b>	Influencing, and supporting others to accomplish team and organisational goals, overcoming obstacles and setbacks, and continually looking forward to new challenges.
<b>Team player</b>	Building effective relationships and working with others to share relevant information and achieve results.
<b>Influence</b>	Expressing views effectively, listening and negotiating.
<b>Strategic thinking</b>	Formulating effective strategies based on objective analysis and broad perspectives, and maintaining focus on long-term objectives.
<b>Client focus</b>	Ensuring all actions – individual and team – support the clients' needs and objectives.
<b>Innovation</b>	Generating original ideas and solutions, adapting to change, and challenging convention where appropriate.
<b>Drive for results</b>	Focusing on delivering high-quality, simple solutions to complex problems using sound judgement and clear decision making.
<b>Corporate role model</b>	Conveying an image that reflects the CIB behaviours and acting with discipline and high ethical standards.
<b>Risk/return mentality</b>	Understanding risk aspects of one's work in the broadest sense and taking initiative where appropriate.
<b>Cross cultural perspective</b>	Understanding and adapting to varying interpersonal styles and norms across cultures.

At all stages we will be looking in more detail at your university and work history, discussing your motivation for applying and your plans and hopes for the future. We will also examine your technical ability to ensure you are applying for the business area that will most benefit from your abilities.

For more information about our firm, the roles and programmes available and the application deadlines that apply visit [www.graduates.bnpparibas.com](http://www.graduates.bnpparibas.com) or come and meet us at one of our presentations or skills sessions.