

Are you excited by new challenges?

Our Global Internships and Graduate Programmes will help you develop the skills needed to make a real, positive impact within HSBC and beyond.



[hsbc.com/earlycareers](https://www.hsbc.com/earlycareers)

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Will you be a
standout candidate

or a candidate
who stands out?



2024 Global Internships and Graduate Programmes

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Welcome

Is it about making a difference or being the difference?

Welcome. The next stage of your life is starting and you're facing important decisions. I remember how exciting that can be. I also remember that it can be a challenging time. I hope this brochure will help you decide if a career with HSBC is right for you. As an organisation, we exist to open up a world of opportunity – for our customers, but also for our colleagues around the world. We are looking for diverse thinkers who are interested in global topics and can bring broad perspectives to help solve the challenges we face. In return, we offer a career with opportunities to learn and grow whilst also working in a globally connected community.

Learning and growing is the theme that underlines my own career at HSBC. I joined the organisation after qualifying as an accountant in 1987 and quickly saw the opportunities to develop an interesting career that could take me around the world. I've learned about many areas of financial services, such as equity finance, insurance, and commercial banking, but perhaps the most important thing I've learned is how to work with people from around the world to get things done.



We're a global bank operating in 62 countries and territories across six continents. The diversity that this reach brings is one of our greatest strengths. Our success over the past 158 years has been based on this strength and a simple principle – focus on the unique needs of our customers and connect them to opportunities both near and far.

I hope you'll find many opportunities in our internships and graduate programmes that interest and excite you. Your career is exactly that – yours. No matter your interests, your skills or your goals, if you've got the ambition, drive and determination, we'll give you the opportunities, experience and training to succeed.

There's no limit to how far you'll go.

Noel Quinn
Group Chief Executive

Welcome

Our global connectivity sets us apart, bringing people, ideas, and capital together. Founded in Hong Kong and headquartered in London, we have **223,770 employees***, speaking **144 languages***, connecting more than **39 million customers*** to opportunities across **62 countries and territories***.

Our purpose

is to open up a world of opportunity. It explains why we exist.

Our values

guide us in all our actions – from strategic decisions to day-to-day interactions with customers and each other.

Our strategy

supports our ambition of being the preferred international financial partner for our clients.



\$116.8m

US DOLLARS

contributed to charitable programmes in 2022



Total assets of

\$2.99bn

US DOLLARS

as of March 2023 for Q1



We aim to provide

\$750bn – \$1tn

US DOLLARS

in financing and investment to clients before 2030 to help them transition to net zero



1.2bn

transactions

screened every month for signs of financial crime

Our climate strategy, our people and our commitments

People are at the core of what we do. We invest in our people through career opportunities and continuous learning and development. And we support the communities in which we operate with charitable giving and volunteering programmes, that help you develop new skills outside of work.

We are committed to building a business for the long term, maintain high standards of governance and meet our responsibilities to society. We're leading the transition to a net zero economy by transforming ourselves, and supporting and financing our customers to make their own transitions.

And our employees lead eight global networks to promote diversity. With their shared passion and lived experiences, members champion education and awareness programmes and actively guide our senior leadership to help us to create a culture where everyone feels included.



Our key hiring areas

Our ambition is to be the preferred international financial partner for our clients. We support businesses to grow and help people manage their money around the world through three Global Businesses: Commercial Banking, Global Banking & Markets, Wealth and Personal Banking. All are supported by our global Digital Business Services team.

Commercial Banking



We help small enterprises focused on their domestic market to large companies operating internationally with our network that covers three-quarters of global trade flows.

Explore our programmes:
grp.hsbc/cmbprogrammes

Global Banking & Markets



We provide financial services and products to corporates, governments and financial institutions.

Explore our programmes:
grp.hsbc/gbprogrammes

Digital Business Services



We provide essential support across technology, operations and key central business services for our global businesses and functions to drive great customer experiences and enable HSBC's strategy.

Explore our programmes:
grp.hsbc/dbsprogrammes

Wealth and Personal Banking



We help individuals, families, business owners, investors and entrepreneurs take care of their day-to-day finances and to manage, protect and grow their wealth.

Explore our programmes:
grp.hsbc/wpbprogrammes



Our programmes

Our Global Internships and Graduate Programmes help lay the foundation for you to build and grow your professional network – an essential factor in helping you to succeed in banking and financial services, or wherever your career takes you.

Internships

Our internships give you first-hand experience of what it's like to work for a global bank and will prepare you to join our global graduate programmes. They are mainly for students in their penultimate year of undergraduate study. They typically run for eight to twelve weeks.

Graduate programmes

Our graduate programmes are designed to challenge you. We provide the skills and experience to help you succeed and progress your career. The programmes are for final year students, recent graduates and post-graduates. They typically run for 18 to 24 months.

Are these your
formative years



or your
transformative
years?

Your development

We believe the key to your growth is to equip you with the skills, knowledge and experience that will help you navigate your own path at HSBC. You're the one in charge, but you'll have plenty of support, including a placement manager and programme manager, as well as access to our HSBC University, which offers more than 20,000 courses to help you develop communication, leadership, presentation skills and more. In 2022, HSBC employees collectively completed 6.3m hours of training.

Internships

During your internship at HSBC, you'll build your skills and gain valuable hands-on experience. We'll work with you to nurture and develop your strengths, as well as understand your potential and what motivates you, before you have the opportunity to join us on our global graduate programme.

Graduates

As a graduate, you'll be keen to gain the skills and experience you need to launch your professional life. That's why our programmes are designed to promote continuous learning, networking opportunities, early responsibility and offer insights from across the business.





Who we look for

We're building a bank that's fit for the future, now. It's why we welcome applications from students and graduates with any degree, from any background. We look for talented people with different experiences and ways of seeing the world.

For us, diversity also includes neurological and physical differences.

To help us employ the widest possible range of candidates, we aim to provide an easy and accessible process.

If you need us to adjust our recruitment process or provide additional support, please contact your recruiter.

How to apply

1

Choose your programme

You can only apply for one programme globally, so think carefully. What excites you? What do you want to learn? Where do you see yourself in the future?

To see the programmes available per country, visit our programme finder at grp.hsbc/programmefinder

2

Apply online

Complete our online application form. We'll ask you to answer a series of questions to determine your eligibility before you move forward. Please note application deadlines will vary by location.

After registering your details, you'll be invited to join our Candidate Hub, which will provide support for each stage of the application and assessment process.

3

Online Immersive Assessment

If you meet our requirements, you'll be invited to take the Online Immersive Assessment. This includes watching a short film about life at HSBC and answering questions to assess your behavioural and cognitive skills. It's a great opportunity for you to learn more about HSBC and our values.

Regardless of whether you progress to the next stage or not, we'll give you a feedback report to support your ongoing development.

4

Job Simulation

If you pass the Online Immersive Assessment you'll be asked to analyse numerical data and provide written and verbal answers through our Job Simulation. This will help you gain deeper insight into the business area you applied to. Some business areas require candidates to also complete a brief technical assessment.

5

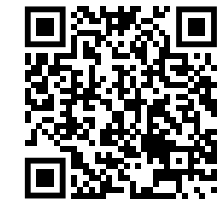
Virtual Experience Day

The final stage is the Virtual Experience Day where you'll meet HSBC employees virtually and have the opportunity to learn even more about working at HSBC. You'll be asked to complete some practical exercises online and complete a strengths-based, motivational, and technical interview.

Every candidate receives a personalised feedback report following the Virtual Experience Day.

We do not use artificial intelligence during our process. We offer candidate drop-in sessions while vacancies are open and have a 24/7 chatbot to answer your questions about our application process.

If you require support or adjustments at any stage of the process, please let us know and we'll be happy to provide you with support to meet your needs.



Our Practice Zone is open to everyone, regardless of application status. It contains practice assessments for every stage of our selection process. It's a great way of preparing for your application and knowing what to expect.

HSBC Virtual Work Experiences

Our virtual work experiences enable you to explore the different areas of the bank to see which would be the best fit for your skills and career aspirations. They are designed to give you a real-life insight into the different roles available to interns and graduates across the bank and help you build the real-life skills required for a career with us.

1

Register

The programmes are free to complete and you can do as many as you like. All you need to do is complete a short registration form.

2

View the tasks to get started

Each experience includes a series of tasks which have been designed by our graduates to give an insight into the work they do on a daily basis.

3

Get video instructions

Each task has accompanying video instructions delivered by a HSBC employee where they provide an overview of their work and the skills required.

4

Complete the tasks and upload your work

Completion of tasks will unlock example model answers for you to compare your work against, fostering your continued professional development.



Access our virtual work experiences here

