

Hints and tips: Internships and graduate assessments

Yan, HSBC graduate

Hi, I'm Yan. It was only a few years ago when I was in your position – applying for internships and graduate opportunities... looking back, there was a lot to consider.

To help you understand what to expect when applying to HSBC, I wanted to show you what's involved and give you some tips on how to best present yourself as you go through the application process.

The very first stage is an online application with questions and a form that will take around 10 minutes to complete.

You'll then be invited to watch a video that follows the story of four HSBC graduates, including me.

The aim is to give you the opportunity to see what it is like working at HSBC and to think about how you would react in different situations similar to those we experience day-to-day. During the video you'll be asked some questions that you'll respond to.

It'll take between 60-90 minutes to complete but it's not timed. My tip would be to use a laptop with strong internet access rather than a mobile device and to have a pen, paper and calculator to hand, and ensure you're somewhere quiet where you can really pay attention.

One of my favourite features of this stage is the personalised feedback you receive after completing the assessment.

Those who succeed in the immersive assessment are invited to take part in a stage we call the job simulation.

You'll watch a video with a mix of questions built in about realistic 'on-the-job' situations. Some you'll record a video answer to, others will require a written response. This is a timed exercise, so make sure you have a practice run – we offer you the chance to do this as many times as you like. It takes approximately 35 minutes to complete.

For this you'll need a laptop or tablet with a webcam and audio because this stage uses a video interview platform which gives you the opportunity to tell us more about yourself.

My advice is to prepare for this the same way you would a face-to-face interview, for example dress smartly and do your research about your chosen business area.

The final stage is an invite to an assessment centre. Here you'll meet other candidates and HSBC leaders before taking part in some short exercises and having a one-to-one interview with an experienced manager. This is all designed to enable you to showcase your strengths and takes around two-and-a-half hours to complete.

Looking back, what helped me was being prepared with an in-depth understanding of HSBC, the division and the programme I was applying for, so do your research.

I hope you find the application and assessment process a rewarding experience. There are no right answers, you really just have to be yourself. It's an opportunity for us to find out about you and for you to learn more about what makes HSBC such a special place to work. Good luck!