



Opening a world of opportunities

Global Operations Graduate Programme

This two-year rotational programme offers final-year students and recent graduates the opportunity to join our Global Operations function and develop an international career.

- For: Final year students or recent graduates
Duration: Two years
Areas: Global Operations
Start date: July 2022 onwards
Location: Krakow
Requirements: You will be globally and nationally mobile. You will be fluent in English. Be legally permitted to work in Poland.
Applications close: 8 April 2022
Start date: July 2022 onwards
Actions: [Global Operations Graduate Programme | HSBC Holdings plc](#)

We encourage you to apply for your programme of choice as soon as possible as we recruit on a rolling basis and may close applications before the advertised date if all vacancies are filled.

Overview

We are looking for exceptional candidates and future leaders of Global Operations. You will need to be forward-thinking and innovative, with a passion for driving change and an openness to different ideas and cultures. You will join our two-year rotational programme which will lead into a managerial role.



What to expect

Global Operations is HSBC's largest global function, employing some 30,000 colleagues in 53 countries and territories.

Graduates who join our programme will complete four six-month rotations, gaining experience of different Operations business services and locations, including our Global Services Centres.

You will learn to manage projects, build stakeholder relationships, manage risk and deliver innovative change at pace.

You will have the opportunity of working abroad through an international rotation. You will be actively involved in key transformation programmes that will help shape the future of Global Operations. All graduates joining our graduate programme are required to be mobile, both nationally and globally.

Learning and development

We will invest in helping you to develop the type of skills and problem-solving capabilities that Operations will need for the future. And we'll provide an environment where you can fulfil your potential.

We offer excellent opportunities for you to grow your career within one of the world's leading financial services organisations. This starts with a comprehensive induction that provides you with an overview of HSBC, and an opportunity to connect with your peers and business leaders from across the world.

During the programme you will work in an open, collaborative environment that values learning. You will receive technical training relevant to your role and have access to the HSBC University.

A mentor and buddy will be assigned to give you advice and share ideas. You will also have a dedicated programme manager to help you during your programme.



We'll encourage you to build a network of contacts, which will be invaluable as your HSBC career unfolds. We will be here to support your development but, as a forward-thinking, motivated individual, it will be up to you to drive it.

We offer

- Interesting path of career in an international organization
- Professional trainings
- An environment where you will be given space to take ownership and accountability for your work
- A Team of professionals that will help you develop & succeed
- Exposure on all HSBC lines of business and markets

What it takes to apply

You will have to submit an online application form and successfully complete an online immersive assessment, online job simulation and a half-day assessment day.

The graduate programme is the bed rock of our emerging talent proposition and we want graduates to be challenging, curious and motivated to make a difference. You will need to possess the legal right to work in the location that you are submitting an application for. Graduates will also have to be globally mobile to meet overall business requirements.

Successful candidates will have commercial acumen, be comfortable with change, display creativity, show drive and excel at solving problems and building relationships.

We assess all applicants against our values and our graduate capability framework.

Should you require any assistance prior to an assessment, please email [**host.graduateteam@hsbc.com**](mailto:host.graduateteam@hsbc.com)

