

We understand the value of
global connections.
Do you?

Taiwan
Student and graduate careers
2014-2015

HSBC 

We're inspired by the way the world is changing

Across the world, economic growth is bringing new prosperity. Businesses are pioneering new trade routes and new centres of wealth and influence are emerging. We're inspired by these changes and the opportunities they bring for our business, our employees and our customers. The best and brightest people are also excited by this progress. These are the people we are looking to connect with, because these people will help shape the future of HSBC.

We have a proud history built on our values, which are reflected in everything we do. Our values are: to be **open** to different ideas and cultures, **dependable** in having the courage to make decisions based on doing the right thing without compromising our global standards and the integrity on which HSBC is built, and to be **connected** to our customers, communities, regulators and each other. It's these values that define who we are.

Achieve your potential at HSBC.

www.hsbc.com/careers



A world of knowledge and experience

As one of the largest banking and financial services organisations in the world, with offices across more than 75 countries and territories, our long-term success has been built on the value of local knowledge and being where the growth is.

Our international presence covers both established, and faster-growing markets across Europe, Asia-Pacific, Middle East and North Africa, North America and Latin America.

This ensures we are well positioned for long-term sustainable growth and to make a positive contribution to the environment and communities in which we operate.

See where your future could take you at HSBC.

Discover a world of opportunity

We believe there are opportunities everywhere, often in places you might not think. At HSBC we look for responsible people with ambition, drive and a curious mind – people who understand and are inspired by a business and work environment that is globally connected and will seek out these opportunities, wherever they are.

Inspired ambition

We recruit students and graduates into many areas of our organisation, providing the opportunity to learn, think and develop through experiences gained within a leading international bank. At every turn, you'll be able to build your professional network, making connections within your office and across the world and contribute to the long-term growth and success of the bank.

Wherever your journey with HSBC starts, you'll learn many new things, challenge your own perceptions and discover new skills while achieving a very rewarding career.



Open to different ideas and cultures

At HSBC, diversity is at the heart of our business. We're inspired by what we can achieve when we bring people together, in business and in communities. We foster an inclusive environment that supports flexible working, and where employees are valued, respected and their opinions count, at every level.

Our long-term success will be sustained by our continuing commitment to leveraging these different perspectives, ideas and abilities, enabling our employees to live our values every day and deliver the best service to our customers.

We believe in looking to the long-term

Through projects and investment in programmes like our five-year climate partnership with Earthwatch, the

Smithsonian, The Climate Group and WWF, we're bringing HSBC people together with their local communities and international experts to make a positive difference around the world.

Our work with many partners around the world also allows us to invest in improvements for people in harder to reach communities.

Making a positive contribution

Managing our environmental efficiency is key to becoming a more sustainable organisation, and vital to the societies and economies in which we operate. And this starts with our banking operations, from the buildings and IT systems we use, to the way we travel for business.



Working at HSBC

Across HSBC, there are many opportunities available to start your career with us. With four Global Businesses, 10 Global Functions and HSBC Technology and Services, there's a lot of opportunity to experience and learn across a wide range of different areas. You can get a taste of them here.

Commercial Banking

HSBC Commercial Banking serves millions of businesses ranging from small, to large corporates, providing commercial customers with a full range of banking services including Global Trade and Receivables Finance, RMB solutions, multi-currency business accounts, payments and cash management, and wealth management and insurance, , as well as a comprehensive range of financing solutions. With dedicated Relationship Managers and Product Specialists providing local support and advice in over 60 countries and territories, HSBC helps connect customers to opportunities.

Global Banking and Markets

HSBC Global Banking and Markets is an emerging markets-led, financing-focused business that provides investment and financial solutions. Through our international network, we connect emerging and mature markets, covering key growth areas. We partner with our corporate, government and institutional clients

to help them achieve consistent, long-term performance. Our products and services include advisory, financing, prime services, research and analysis, securities services, trading and sales and transaction banking.

Global Private Banking

HSBC Private Bank seeks to be the leading international private bank for business owners and their families. It provides clients with wealth, business and family succession solutions in the largest and fastest growing markets around the world. At HSBC Private Bank, we put our clients at the centre of everything we do.

Retail Banking and Wealth Management

Retail Banking and Wealth Management serves more than 50 million customers worldwide with a complete range of banking and wealth management services to enable them to manage their finances and protect and build their financial futures. It is a global business that brings together management

responsibility for Retail Banking, Wealth Management, Insurance and Asset Management with a focus on customer-centric propositions and innovative and efficient distribution channels.

HSBC Technology and Services

HSBC Technology and Services is a pivotal part of the Group, providing essential operational and technical support to our global businesses and helping improve customer service and efficiency. HTS combines global expertise and technology to help keep us ahead of the competition.

Company Secretary

The Company Secretarial function leads, develops and manages corporate governance throughout the Group. As principal advisors to the boards of directors on corporate governance matters, the team also holds responsibility for establishing and managing stock exchange listings; directing and managing shareholder meetings and equity raisings, and representing Group interests in the development of laws and regulations.

Global Communications

Global Communications, designs and implements communications strategies which support HSBC's business objectives, in line with our values, and enhance and protect our reputation among key stakeholders.

Global Finance

Global Finance is integral to HSBC's purpose and strategy, playing a valued role in managing costs and deploying capital in the most effective way. Our global team of finance professionals partner with the business to provide trusted insights and forward looking analysis; accuracy; efficiency and control to frame and influence business decisions.

Global Sustainability

At HSBC, the term sustainability means achieving sustained profits for our shareholders, developing long-lasting customer relationships, valuing our highly committed employees and managing the social and environmental impact of our business. Global Sustainability sets global strategy on sustainability and focuses on managing the challenges

of climate change, managing the social and environmental risks of projects that we finance and identifying business opportunities that have an environmental or social dimension. Global Sustainability oversees HSBC's global philanthropic programmes - which focus on education and the environment.

Global Internal Audit

Global Internal Audit provides independent, objective assurance to management and the risk and audit committees as to whether the framework of risk management, control, and governance processes, as designed and represented by management, is adequate and functioning.

Global Legal

Global Legal plays an important role in protecting the Group's reputation by helping to future-proof the organisation through robust legal risk and issue advisory. Responsible for providing comprehensive legal advice to senior management and all global businesses and functions, the team offers a diverse range of legal skills, jurisdictional experience and practice specialisms across all countries and territories in which our businesses operate.

Global Marketing

Global Marketing uses creativity and business flair to help drive top-line revenue growth for our Global Businesses by optimising marketplace opportunities, our brand strength and customer insight.

Global Risk

Global Risk is a thriving and expert risk management function supporting HSBC globally with all aspects of risk management. The team actively manages a varied and dynamic range of risk types, including security, fraud, information security, contingency, geopolitical, operational, credit, pension, insurance, financial crime and regulatory compliance, market and reputation risks. All parts of the Global Risk team use their skills, insight and integrity to handle established threats and those they see emerging, acting to protect and enable HSBC to deliver sustainable growth.

Global Strategy and Planning

Global Strategy and Planning helps inform strategic decision-making and acts as a catalyst and driver for strategic change. The team constructively challenges the business with critical thinking and innovative insight to improve the way we do business.

Human Resources

Human Resources leads the implementation of the Group's people strategy in line with business objectives. It facilitates talent management, succession planning and employee mobility while defining and overseeing frameworks that support employee performance management, reward, learning and development, resourcing and engagement.

Your future starts here

There are so many opportunities to inspire and be inspired at HSBC. You will develop existing skills and learn new ones, meet new people and build an international network of colleagues. Take control of your future while you contribute to and help shape ours.

Our student and graduate programmes pave the way for you to experience different areas of our business, as well as the opportunity to specialise, should you choose to. You'll take on responsibility early on, develop valuable skills and gain real-life experience. We'll provide an excellent support, training and developmental environment enabling you to embark on a successful career while being recognised and valued as an individual, and for the contribution you make.

What happens next is up to you.



Taiwan

Student and graduate programme
2014-2015

Taiwan Young Banker Development Programme

Over the course of this two-year programme, you will gain valuable insight and develop with a leading global bank. The programme provides opportunities to learn and develop, gain a global perspective and, on completion, hopefully progress quickly into your first leadership role.

What to expect

Over the two-year programme, you will be developed as one of our future leaders. You will explore in depth the banking business within a chosen career stream such as: Retail Banking and Wealth Management, Commercial Banking, Global Functions or HSBC Technology and Services. You will be able to decide which career stream is right for you, with your choice confirmed at the final selection stage.

Learning, development and support

You will start with a comprehensive introduction to HSBC's organisation and operations, where you will see the workings of a major global bank. Through a combination of formal and on-the-job training, you'll develop strategic and leadership skills.

Throughout the programme, you will also benefit from:

- Job postings in different departments within your chosen stream to broaden your experience
- The opportunity to gain overseas experience through the Regional Graduate Development Programme or an overseas attachment. These provide a platform to expand your key networks and gain exposure to best practices across regions.

Duration: Two years

Business areas: Retail Banking and Wealth Management, Commercial Banking

Who can apply: Graduates and postgraduates

Please note: You must be able to gain a work permit from the Taiwan Government.

台灣滙豐年輕銀行家培育計劃

在為期兩年的年輕銀行家培育計劃中，您將獲得寶貴的洞見，並與全球領先的銀行一起發展。這項培育計劃提供您學習和發展的機會，讓您擁有全球視野，希望透過這個培育計劃，讓您很快成為滙豐的經理人。

計劃內容

透過為期兩年的培育計劃，公司期望培育您成為未來的經理人之一。您可以在自己所屬的領域裡深入探索，例如：個人金融與財富管理、工商金融、環球職能、或科技及營運處。在招募初期，您可以選擇適合自己的領域，並在最後徵選階段確定您的志願。

學習、發展和支援

培育計劃初期，我們將全面介紹滙豐的組織架構和經營模式，讓您了解一間大型環球銀行如何運作。接著，透過一系列的正式訓練和在工作中實際學習，累積您的專業能力及培養您策略思考與管理能力。

透過這項計劃，您可以：

- 在您所選的事業單位內，輪調不同性質的工作，增加並拓展您的經驗
- 透過「區域培訓發展計劃」或海外業務見習，體驗海外的工作經驗及建立跨文化網絡。

培育期間： 兩年

領域： 個人金融暨財富管理事業處、
工商金融業務處

申請資格： 大學以上學歷

請注意： 您需取得台灣政府的工作許可證。



Notes



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www.hsbc.com/careers

HSBC is committed to building a culture where all employees are valued, respected and opinions count. We take pride in providing a workplace that fosters continuous professional development, flexible working and opportunities to grow within an inclusive and diverse environment.

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