

# Technology Graduate Programme 2019

A new perspective



Join HSBC Technology Graduate Programme  
Send your CV to [tech-graduate.poland@hsbc.com](mailto:tech-graduate.poland@hsbc.com)

We thank all interested candidates for their applications. We reserve the right to contact only selected candidates. Applications sent to us will be taken into consideration only if they include the following statement: "I hereby declare that I have familiarized myself with the Privacy Statement for Applicants published at <http://www.hsbc.pl/careers> and hereby give consent for personal data included in my application to be processed for the purposes of recruitment in HSBC Service Delivery (Polska) Sp. z o.o. according to rules described in the Privacy Statement for Applicants, as per the Regulation (EU) 2016/679 of the European Parliament and of the Council of 27 April 2016 on the protection of natural persons with regard to the processing of personal data and on the free movement of such data, and repealing Directive 95/46/EC (GDPR)". In case you would like to resign from participation in recruitment process or withdraw previously sent to us application, please email us at [hrakow.recruitment@hsbc.com](mailto:hrakow.recruitment@hsbc.com).

## HSBC Technology in numbers

**HSBC** is one of the largest banking and financial services organisations in the world. Our global businesses serve more than 39 million customers in 66 countries. We aim to be where the growth is, enabling businesses to thrive and economies to prosper and, ultimately, helping people to realise their ambitions.

**HSBC Technology** develops best products, services and processes to make life simpler, better and faster for HSBC customers. We're opening **Technology Graduate Programme**, two-year rotational programme, to innovate the way we serve our customers and transform HSBC, the world's leading international bank.



**40,000** technology professionals

Our platforms serve more than **39 million** customers

We process **USD1.5 trillion** of payments a day

We run more than **6,300** services

Over the next **2 years**, we'll be investing **USD15-17 billion** to fuel our growth through technology and making banking simpler, better and faster

On **90,000+** servers

Using **102 PB** of data

# The Technology Graduate Development Programme:

## Getting your offer

of a role on the HSBC Technology Graduate Scheme

## Getting to know HSBC Technology

over the first 12 weeks

## Starting your career

in your first 12 month placement aligned to your areas of interest, skills and abilities to enable you to have an impact from day 1

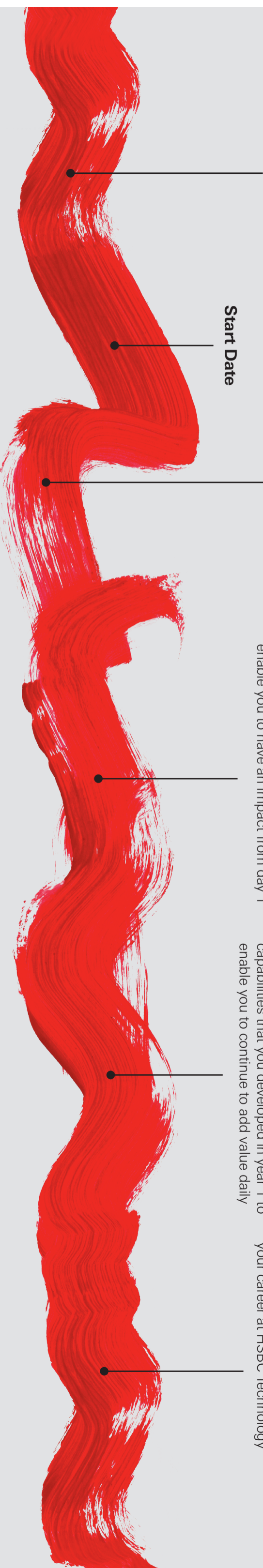
## Continuing to develop

in your second 12 month placement aligned to your areas of interest, building on the capabilities that you developed in year 1 to enable you to continue to add value daily

## Graduating

from the graduate programme into a destination role of your choice to continue your career at HSBC Technology

### Start Date



## SUPPORT FOR CONTINUOUS DEVELOPMENT THROUGHOUT THE PROGRAMME

### Prior to joining

you will have the opportunity to connect and engage with HSBC Technology through regular communications and activities

As part of the 12 week induction you will join the **2019 Group Graduate Induction in London** to learn about HSBC and Technology, to network, socialise and make connections across the Bank

You will then have the opportunity to learn key technology foundation skills before attending our **5 week technical training programme in India:**

Mobile
API
Analytics
Cloud
Cyber Security
Ways of Working

**Each rotation role has a specific learning curriculum** already mapped out and available through the Technology on line learning platform, to support your continuous learning wherever and whenever works best for you

**Personal and professional skills development days** will be scheduled throughout the 2-year programme to support the development of core and common capabilities, giving you an opportunity to not only learn new capabilities, but also to reconnect with your regional cohort as a whole

Alongside this, you will receive ongoing **technical skills training** through the specific technical learning curriculum developed to support your role

**Extra-curricular and Corporate Social Responsibility activities** will be in place to enable you to keep in contact as a cohort and to 'give back' to HSBC and the local communities which we serve

### Ongoing support

throughout your Technology career as your career journey continues, and you continue learning, developing and supporting others in the roles and locations of your choice within HSBC

## SUPPORT COMMUNITIES

### Graduate Committee

which is formed by members of the graduate community in each region which is sponsored by an ExCo member and is supported by a Graduate SteerCo

### Manager Community

as a support community which includes Line Managers, Graduate Development Manager, buddies, mentors and Technical Learning Coaches

### Communities of Practice

are in place across Technology where people with similar technical interests can meet and share thoughts and ideas

### Employee Resource Groups

which focus on gender, age, ethnicity, LGBT+, faith, working parents and carers, and ability are available for everyone to connect with across HSBC globally