



Global Requirements

Show us You are a Star

FUNDAMENTALS

The primary objective of the BNP Paribas Group is to achieve excellence throughout the organisation. In order to maintain the shareholder's confidence and customer loyalty, the bank requires a high degree of expertise, a commitment to professionalism, and an exemplary work ethic.

ACADEMIC AND PROFESSIONAL REQUIREMENTS

50% of our recruits are fresh undergraduates and graduates, and the other 50% have at least three years of experience. B2B activities generally look for graduates while retail activities target both undergraduates and graduates.

Required competencies and backgrounds vary significantly given the wide range of jobs we are looking to fill. We generally look for individuals with an economics background, a banking/financial services background and/or who are customer-service oriented.

Language skills are much appreciated, although it is not mandatory to speak French.

BEHAVIOURAL REQUIREMENTS

We look for 3 key behaviours:

- Adaptability and ability to respond proactively to change
- Team oriented with good communication skills
- Ability to convince, and service minded.

Because our core values are key to our success and our client service, BNP Paribas employees are annually assessed on their application of these values on a daily basis. For our best performance, BNP Paribas looks for new hires who embody and can integrate our core values.

MAIN OPPORTUNITIES

BNP Paribas is essentially looking for:

Client representatives: amounting to 70-80% of our recruits - **Where:** Retail activities

Financial analysts - **Where:** B2B activities (Corporate Investment Banking, Investment Solutions, support functions except for IT)

Computer Scientists - **Where:** in all business lines

Admin and operations staff: **Where:** Back office activities (BP2S, Insurance, Corporate Investment Banking)

Experts: actuaries, jurists, tax experts, etc.

IN 2008
BNP PARIBAS
HIRED MORE THAN
26,000
PEOPLE WORLDWIDE

