



Some careers open more doors than others.

VIETNAM MANAGEMENT ASSOCIATE PROGRAMME COMMERCIAL BANKING

If you're looking for a career that will unlock new opportunities, join HSBC and experience the possibilities. Whether you want a career that could take you to the top, or simply take you in an exciting new direction, HSBC offers opportunities, support and rewards that will take you further.

Application process

With a wide array of management programmes on offer, we carry out a rigorous selection process that ensures we recruit the right talent. From submitting an application to attending Human Resources Business Partner Manager – Mrs. Duong Vu by e-mail duongvu@hsbc.com.vn, you can explore each stage of the selection process in further detail below.

Application requirement

You must have at least a second class honours degree in any discipline or equivalent from a recognised university in Vietnam or overseas. We also consider recent graduates with up to three years' work experience. Applicants to the Vietnam Management Associate Programme must possess the right to work in Vietnam. The Regional Specialist Development Programmes accept applicants from all nationalities.

Please note that all programmes are offered based on Vietnam local employment terms.

Our selection time-line

	Time-line	Channel/Venue
Initial Application	13 Jan to 24 Jan	On-line
On-line Verbal and Numerical Reasoning Tests	15 Jan to 24 Jan	On-line
First Round Interview	15 Jan to 24 Jan	On-phone
Graduate Assessment Centre	7-Feb-14	Viet Nam
Offer	10 Feb - 14 Feb	On-line

Our selection process

Candidates will undergo a rigorous selection process to assess their capabilities and leadership potential. All assessors are trained and have received accreditation to conduct interviews and assessment centres to ensure that applicants are evaluated through a fair and consistent procedure.

Initial Application

Submit your application Mrs. Duong Vu by e-mail duongvu@hsbc.com.vn. Based on the information you provide, we will assess your eligibility for our management programmes.

On-line Verbal and Numerical Reasoning Tests

If you pass our initial screening, we will invite you to the next stage of the selection process: online verbal and numerical reasoning tests.

These tests are designed to assess whether you have the verbal and numerical reasoning skills that are needed to be successful in our management programmes. You will be given a five-day window period in which to complete these tests. Once these tests are initiated, they must be completed within 36 minutes.

First Round Interview

Upon completion of the online reasoning tests, shortlisted candidates will be invited for a telephone interview. You may like to bear in mind the following tips:

- Before the interview, review your application and ensure that you have a full understanding of your chosen programme and career objectives.
- We want to know about your skills and interests so be prepared to talk about yourself in a wider context, with examples from your previous work and extracurricular involvement.
- During the telephone interview, ensure that you can be reached at your primary telephone number, have good reception, and will not be disturbed

Graduate Assessment Centre.

For most of our programmes, the half-day assessment at our Graduate Assessment Centre at Ho Chi Minh comprises of various exercises that will give you the opportunity to demonstrate your leadership capabilities and potential. Senior Managers will identify your strengths and areas for development. You may like to bear in mind the following tips:

- Be yourself, relax and let your personality come through naturally.
- Get involved in all the exercises and be proactive, as we can only assess your potential and record what you say, not what you may have been thinking.
- Demonstrate sound time management skills and prioritise what you need to do.
- The assessment is based on your performance throughout the exercises.
- Try to keep your energy level and enthusiasm high throughout as we are looking for consistency of performance during the entire assessment.

Offer

Upon successful completion of these assessments, you will be offered a position on one of our programmes. *

* Subject to achieving our minimum education requirements and completing satisfactory background and reference checks.

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