

RBC Corporate Employee & Executive Services (RBC cees) Management Development Programme – September 2010

RBC Corporate Employee & Executive Services (RBC cees)

- Is part of the RBC Wealth Management business
- Is one of the leading global providers of employee benefit and private equity and property fund services
- Currently operates from Jersey, Guernsey, Edinburgh, London, and Geneva
- Has approximately 215 staff members spread across all locations

Management Development Programme

▪ Educational Requirements

- Degree classification: minimum 2:1
- Degree discipline: any accepted

▪ Skills required

- Strong written and verbal communication skills
- Strong organisational skills and ability to prioritise and act on own initiative
- A high degree of accuracy and attention to detail
- Strong analytical, numeracy and IT skills

▪ The overall programme will

- Cover a period of 4 years, from initial post-graduate intake up to awarding of a management position
- Develop technical and managerial skills through both practical, on-the-job training and via completion of formal qualifications

The 4 year programme will be structured as follows:

▪ Years 1–3

- Formal development programme:
- Rotation around RBC Corporate Employee and Executive Services (RBC cees) and other key teams;
- Study for professional qualification: likely to be ACCA / ICSA

▪ Year 4

- Specialisation year to consolidate learning and develop key management skills
- Managerial Excellence Programme (MEX)

Each candidate accepted on to the programme:

- Will be assigned a mentor, who will be a member of the senior management team. The mentor will be responsible for the progress of the candidate throughout the 4 year period. They will also be responsible for supporting the candidate through their professional exams and acting as coach through the MEX
- Will be aware that progress through each year of the programme will be contingent on successfully completing each stage of the formal qualifications (i.e. first time passes for professional exams, all assessments submitted on time and successfully completed MEX etc.)
- Will have an overall assessment of their practical performance during each year. Evidence of this will be provided in the form of feedback from Personal Performance Assessments; outcome of project work undertaken and will also include 360 degree feedback

The application process

- Please submit your application by email, sending your CV and covering letter to: gradcareerswm@rbc.com

(Ref. RBC cees Jersey)

- Deadline for submissions: 26th February 2010. www.rbcwminternational.com
- For further information about RBC cees please visit: www.rbccees.com