Hang Seng Entity Management Trainee Programme

What to expect

The three-year structured Management Trainee Programme offers unique broad based development experience to build core capabilities in functional areas such as Digital Business Services, Risk, Compliance, Financial Control, Audit and placements in Hang Seng Indexes Company, middle office in Wealth & Personal Banking and Wholesale Banking. Your first 24 months will include orientation, a well-rounded learning curriculum, exposure to a wide range of initiatives in the Bank, and placements in businesses and functions. You will focus on your learning and job rotations in one of the four mainstreams, either in Risk, Compliance, Financial Control or Hang Seng Indexes Company for 12 months and then will rotate to areas outside of these mainstreams. Subsequently, you will be assigned to a designated team for your remaining 12 months to build focused professional competencies. The Programme prepares you for a strong professional career in the banking industry. Your development in the Entity Management Trainee Programme will open up opportunities across the Bank in businesses or functions to suit your interests and skills.

- **1 month**
  - Training & Familiarisation

- **12 months**
  - Job Attachment in mainstream
    - Either in Risk, Compliance, Financial Control or Hang Seng Indexes Company

- **11 months**
  - Job Attachment outside of mainstream

- **12 months**
  - Placement & Graduation
Job attachment (Mainstream)

Risk

**Wealth and Personal Banking (WPB) Risk**

You will be able to participate in the WPB Risk team's Risk Steward and Risk Advisor roles to set the risk appetite for retail lending and monitor the portfolio of WPB products to inform and refine credit policies, procedures and models via a wide range of risk management governance frameworks and controls.

**Wholesale Credit and Market Risk**

You will develop knowledge and practical experience in setting and monitoring policies and appetite for wholesale credit risk across a range of dimensions to approve credit facilities requested by wholesale banking businesses while providing independent reviews of risk and managing problem exposures. You may also understand how Risk Identification, Credit Policy, Portfolio and Controls, Analytics, etc. collaborate to fulfil the second line of defence role.

Compliance

**Compliance Advisory WPB Team**

You will be expected to form good partnership with different business streams and provide professional advice in compliance matters for line management by offering independent and objective oversight. After your attachment, you will strengthen your advisory skills to become a strategic partner who provides risk consulting service for the business.

**Compliance Assurance**

Compliance Assurance (CA) sits within the second line of defence (2LoD) and provides independent assurance services to assist the Bank in the timely identification, evaluation and mitigation of regulatory and financial crime risks. Working closely with Chief Compliance Officers and other Group Compliance Capabilities, CA delivers time-sensitive independent insight on the management of regulatory, conduct, financial crime and reputational risks, mainly through the assessment of associated controls, to provide assurance to stakeholders of the effectiveness of the Group's financial crime and regulatory risk management.

**Regulatory Conduct**

You will be expected to develop and maintain good partnerships with internal stakeholders from lines of business and functions to provide professional advice on regulatory conduct matters by offering independent and objective oversight. You will also be given opportunities to interact with regulators in fulfilling regulatory demands. After your attachment, you will strengthen your communication and advisory skills to become a strategic partner who provides risk consulting for these business areas.

**Financial Crime**

You will be able to undertake the duty of Financial Crime Compliance Subject Matter Expert Advisory and/or conduct Financial Crime Risk investigations in a professional and efficient manner so that the Bank and regulatory standards are fulfilled. You will also be required to keep
abreast of the new development and intelligence associated with Anti-Bribery and Corruption as well as Sanctions.

Financial Control

The Financial Control Division operates like a bank inside the Bank. All of the bank’s strategic initiatives, tactical plans and business decisions must flow through the financial system - a system for which this division is the key driver. You will work closely with stakeholders, including business partners, regulators and external examiners. You will function as an accountant and business partner to provide comprehensive information on financial management, capital management, financial planning, financial and compliance reporting, insurance finance, finance policy and control, tax, and global markets finance.

Hang Seng Indexes Company Limited (HSIL)

You will have a chance to gain experience in end-to-end index management including index research, constituent review, and index operations for the Hang Seng Family of Indexes which covers HK and A-share markets. Also, you will have exposure to index business, marketing and data management.

Online Application Here

Application Deadline: 31 December 2021