Careers in Banking

Presented by:
Michael Rankin,
Key Resource Advisor, Finance
Agenda

- Banking Career Options
- Major Banking Divisions
- Differences Between Canadian Banks
- Other Options in Finance
- Finance Career Planning
- Fall Campus Recruitment Process
- Finance Recruit Prep Details
Goal 1

Understanding Banking Career Options

How to Prepare and Stand Out

Connect!

Set yourself up for success
Activity 1

• Write down at least 1 job/career path in banking that interests you
• Identify why you are interested in this role/path

Optional (bonus points!):
• Identify at least 1 company/employer who may hire a BBA graduate in this role/path
## Activity 2: Careers in Banking

<table>
<thead>
<tr>
<th>Team</th>
<th>Role / Career Path</th>
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<tbody>
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Activity 2

• Scan through the materials and sample job descriptions for the role / career path

• Note key elements of the role and what employers look for in potential candidates

• Each group will prepare a presentation (max. 5 minutes) regarding the role / career path

Note: Presentations cannot include the job title nor any other role-specific wording (e.g. “Investment banking/banker”)}
## Activity 2: Suggested Format

<table>
<thead>
<tr>
<th>Job Description</th>
<th>Desired Skills + Experience</th>
<th>Optional</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Overview of role</td>
<td>• What are the required (“must have”) skills?</td>
<td>• What is the selection process: do they actively recruit or is this based on networking / referrals / “leads”?</td>
</tr>
<tr>
<td>• Typical responsibilities/tasks (“day in the life” of…)</td>
<td>• What are other desirable (“nice to have”) skills that may appear on an employer’s “wish list”?</td>
<td>• What does the interview process entail? What styles of interviews are used (behavioural, technical, panel?)</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• What are the employment options like in Vancouver?</td>
</tr>
</tbody>
</table>
Banking Divisions

- Retail Banking
- Corporate & Investment Banking
- Operations & Technology
- Corporate Office
Banking Careers Map

Source: CSI (www.csi.ca)
Retail Banking

- Consumer/Personal Banking
- Wealth Management/Private Banking
- Small Business Banking
- Brokerage
- Commercial Banking

SFU

BEEDEIE SCHOOL OF BUSINESS
CAREER MANAGEMENT CENTRE
Career Options - Retail Banking

- Teller/Financial Services Representative
- Personal Banker
- Financial Advisor
- Branch Manager
- Private Banking Assistant
- Mortgage Specialist
- Commercial Account Manager
- Investment Representative
- Fraud Analyst
- Portfolio Analyst
- Underwriter
CSI Career Map

Contains useful information for specific roles:

- Job Description
- Required Skills
- Earnings Potential
- Required Credentials and Certifications (usually offered by CSI)
Corporate & Investment Banking

Front Office
- Corporate Finance, M&A
- Sales & Trading (Derivatives, Fixed Income, Equities, etc.)
- Research
- Transaction Services (cash management, hedge funds, etc.)

Middle Office
- Treasury
- Risk & Compliance
- Financial Control

Back Office
- Operations
- Technology
Career Options - Corp & Invest Banking

- Investment Banking Analyst
- Research Associate
- Analytics Analyst
- Treasury Analyst
- Cash Management Specialist
- Risk Analyst
- Compliance Analyst
- Financial Analyst
- Operations Specialist
- Derivatives Trader
- Corporate Banking Analyst
Operations & Technology

- Programmer/Developer
- Securities Processing Representative
- Business Analyst
- Quality Assurance Analyst
Corporate Office

- Marketing
- Risk Management
- Finance
- Compliance
- Legal
- Human Resources
What’s the difference?
# Other Financial Institutions

<table>
<thead>
<tr>
<th>Credit Unions</th>
<th>Domestic</th>
<th>Foreign Subsidiaries</th>
<th>Global</th>
</tr>
</thead>
<tbody>
<tr>
<td>Vancity</td>
<td>National Bank</td>
<td>HSBC</td>
<td>Deutsche Bank</td>
</tr>
<tr>
<td>ATB Financial</td>
<td>Canadian Western Bank</td>
<td>Bank of America</td>
<td>BNP Paribas</td>
</tr>
<tr>
<td>Coast Capital</td>
<td>Laurentian Bank</td>
<td>Citi</td>
<td>Royal Bank of Scotland</td>
</tr>
<tr>
<td>Savings</td>
<td></td>
<td>ICICI Bank</td>
<td>Barclays</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Société Générale</td>
<td>Credit Suisse</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Goldman Sachs</td>
<td>Morgan Stanley</td>
</tr>
<tr>
<td></td>
<td></td>
<td>UBS</td>
<td></td>
</tr>
</tbody>
</table>
Other Options

Investment Firms
- Phillips, Hager & North
- Raymond James
- Connor, Clark & Lunn

Pension Funds
- bcIMC
- AIMCo

Private Equity / Venture Capital
- Beedie Capital Partners
- CAI
- Growth Works
- Kensington Capital Partners

Insurance
- Intact
- The Co-Operators
- Chubb

Government-owned/Affiliated
- Bank of Canada
- Business Development Bank of Canada
- Export Development Canada
Activity 3

• Review the “Finance Career Planning Grid”
• Recall your preferred role(s) from Activity 1 and discuss with other students in your group
• Go to the designated letter (A, B, C, or D) that you feel best describes your role/path
• Reveal & debrief
Finance Career Planning Grid

Transaction Frequency

Client Focus

<table>
<thead>
<tr>
<th>Internal</th>
<th>External</th>
</tr>
</thead>
<tbody>
<tr>
<td>A</td>
<td>Lower</td>
</tr>
<tr>
<td>Finding Businesses to Value and/or Manage</td>
<td></td>
</tr>
<tr>
<td>Finding Business Processes to Improve</td>
<td></td>
</tr>
<tr>
<td>B</td>
<td>Higher</td>
</tr>
<tr>
<td>Finding Clients to Advise on Trades or Investments</td>
<td></td>
</tr>
<tr>
<td>Finding Trading or Investing Opportunities</td>
<td></td>
</tr>
<tr>
<td>C</td>
<td></td>
</tr>
<tr>
<td>D</td>
<td></td>
</tr>
</tbody>
</table>
## Job Possibilities

### Transaction Frequency

<table>
<thead>
<tr>
<th>Client Focus</th>
<th>Lower</th>
<th>Higher</th>
</tr>
</thead>
<tbody>
<tr>
<td>Internal</td>
<td>Investment Banking</td>
<td>Institutional Sales</td>
</tr>
<tr>
<td></td>
<td>Financial/Corporate Restructuring</td>
<td>Private Banking</td>
</tr>
<tr>
<td></td>
<td>Venture Capital</td>
<td>Commercial Banking</td>
</tr>
<tr>
<td></td>
<td>Private Equity</td>
<td>Corporate Banking</td>
</tr>
<tr>
<td>External</td>
<td>Corporate Finance</td>
<td>Asset Management</td>
</tr>
<tr>
<td></td>
<td>Strategic Planning</td>
<td>Securities Research</td>
</tr>
<tr>
<td></td>
<td>Internal Audit</td>
<td>Trading</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Risk Management</td>
</tr>
<tr>
<td></td>
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<td>Treasury</td>
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</tbody>
</table>
Goal 2

Understanding Banking Career Options

How to Prepare and Stand Out

Connect!

Set yourself up for success
## Fall Campus Recruiting

<table>
<thead>
<tr>
<th>Employer</th>
<th>Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>RBC (&quot;Time 4U&quot;) Sessions (contact Preet at CMC for details)</td>
<td>Wednesday August 20</td>
</tr>
<tr>
<td>Telus (Financial Management Development Program - FMDP)</td>
<td>Thursday August 28</td>
</tr>
<tr>
<td>CIBC</td>
<td>Monday September 8 (at UBC)</td>
</tr>
<tr>
<td>BMO</td>
<td>Wednesday September 10</td>
</tr>
<tr>
<td>Fidelity Investments</td>
<td>Wednesday September 17</td>
</tr>
</tbody>
</table>

*Additional sessions may be added; please continue to check the “Events” Calendar on Beedie Community for details.*
Finance Recruit 2014

Recruiting Events
• Registration will open in coming weeks; join “Finance Recruit” subscription on Beedie Community for notification.
• Details on target audience will be provided – read carefully!

Job Postings
• Watch Beedie Community job board
• Deadlines are not flexible!
• Applications include cover letter, resume, unofficial transcripts
The Opportunities

Rotational Programs
- Wealth Management
- Capital Markets
- Management Trainee
- Leadership

Full-time positions (upon graduation)
- Investment Banking Analyst
- Technology Solutions Associate
- Sales & Trading Associate
- Commercial Banking Associate

Summer Internships
<table>
<thead>
<tr>
<th>Job ID</th>
<th>Position</th>
<th>Organization</th>
</tr>
</thead>
<tbody>
<tr>
<td>7685</td>
<td>Financial Advisor</td>
<td>Sun Life Financial</td>
</tr>
<tr>
<td>7774</td>
<td>Client Service and Sales (Japanese Speaker - Fall 2014)</td>
<td>Bloomberg</td>
</tr>
<tr>
<td>7808</td>
<td>Product Analyst</td>
<td>First West Credit Union</td>
</tr>
<tr>
<td>7830</td>
<td>Financial Security Advisor</td>
<td>Freedom 55 Financial</td>
</tr>
<tr>
<td>7862</td>
<td>Investment Analyst</td>
<td>Jiacheng Overseas Immigration and Education Corp</td>
</tr>
<tr>
<td>7863</td>
<td>Financial Analyst, Budgets</td>
<td>BC Public Service Agency</td>
</tr>
<tr>
<td>7872</td>
<td>Manager, Financial Planning and Analysis</td>
<td>BCLC</td>
</tr>
<tr>
<td>7875</td>
<td>Portfolio Administrator</td>
<td>Connor, Clark &amp; Lunn Financial Group</td>
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<tr>
<td>7917</td>
<td>Financial Security Advisor</td>
<td>Freedom 55 Financial</td>
</tr>
<tr>
<td>7926</td>
<td>Director of Finance</td>
<td>RainCity Housing and Support Society</td>
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<tr>
<td>7937</td>
<td>Financial Analyst</td>
<td>York HR Solutions Inc</td>
</tr>
<tr>
<td>7947</td>
<td>Analyst, Investment &amp; Corporate Banking</td>
<td>BMO Financial Group</td>
</tr>
<tr>
<td>6731</td>
<td>Director, Compliance</td>
<td>ZSA-X Financial Services Recruitment</td>
</tr>
</tbody>
</table>
Recruitment Process

Online application process
1\textsuperscript{st} round of interviews (telephone)
2\textsuperscript{nd} round of interviews (in-person)
3\textsuperscript{rd} round of interviews (Super Day)
Offers go out

Refer to Finance Recruit bookmark for important interview dates!
What they look for….

- Interest in financial services
- Knowledge of financial products/services
- Team player
- Problem solving ability
- Time management skills
- Communication skills (verbal and written)
- Customer service oriented
- Leadership skills
- Influencing ability
- Ability to work in an ambiguous/changing environment
- Related designations/certifications
How do I prepare?

• Do your research
  – Industry
  – Companies
  – Jobs
  – Yourself!

• Look the part
  – Buy a suit
  – Get a hair-cut

• Participate in Finance Recruit Prep

• Develop your cover letter, resume and networking skills

• Know what’s happening in the financial markets!
Resources

Beedie Resources:

• Career Leader (Self-Assessment Tool)
• Sokanu (Self-Assessment Tool)
• Strengths Finder (Self-Assessment Tool)
• Careers in Business Guide
• Career Insider “Vault” Guides
• “Breaking into Wall St” Guides
• Other Finance-related resources
Additional Resources

• LinkedIn
• Industry Associations
• Business publications
  – Wall Street Journal
  – Globe & Mail Report on Business
  – Financial Times
  – Business in Vancouver
  – Economist
• Business / Financial Journals
Goal 3

Understanding Banking Career Options

How to Prepare and Stand Out

Connect!

Set yourself up for success
Take-Home Activity: Research Using LinkedIn

- Identify 2 to 4 people who are in a role or with an employer that you’re interested in
- **Hint:** If you’re not sure where to start, try searching for Beedie alumni
- See what kinds of activities and experiences they did through university
- Considering adding to your Action Plan
- Reach out & connect…Build your Network!
Commercial Banking
- Senior Manager – Diversified Banking

Investment Management
- Associate Portfolio Manager

Wealth Management
- Associate Advisor

Investment Banking
- Analyst (Mining)
Goal 4

Understanding Banking Career Options

How to Prepare and Stand Out

Connect!

Set yourself up for success
Finance Recruit Prep Program

Mock Networking Event

- Careers in Banking
- Professional Business Networking
- Impactful Resumes & Cover Letters
- Succeeding at Banking Interviews
Think. Pair. Share.

Brainstorm 4 ways you can learn more about careers in banking

(Bonus points if you can think of something that involves face-to-face communication)
Activity: Your Action Plan

• On your own, brainstorm 3 specific things you can do to be better equipped for your career of interest.
Questions?

Career Management Centre (CMC)

Location: WMC 2329  
Email: bbacareers@sfu.ca  
Phone: 778.782.9471  
Web: beedie.sfu.ca/careers

Beedie Community:

beediecommunity.sfu.ca