

# First National Bank

FNB prides itself on being a values-based company. It is guided by the values of accountability, Ubuntu, respect, pride and innovation. FNB builds and manages its reputation through living and delivering on its promise of 'How can we help you?'



**F**NB employs people with skills across the spectrum, although its greatest need is, naturally, for financial and commercial skills.

We seek to people our graduate programme with individuals who have degrees in the fields of technology, process engineering, finance and accounting, maths and statistics as well as actuarial sciences, law, marketing and human resources.

Our candidates are required to think in a manner that is at once creative, practical and analytical. While still studying, students can prepare themselves for joining the world of FNB by finding out as much as possible about the culture, values and career opportunities at the organisation. This can be done by talking to our current graduates when we visit the campus and taking part in initiatives organised by career centres, such as mock interview programmes or company presentations. Our graduates are also profiled on our web page, which provides a great platform for getting to know FNB's more personal side.

A student who has taken the time to understand more about our business and is able to articulate why they feel they would fit in well at FNB, is one that will stand out.

In FNB's entrepreneurial, owner-manager culture, an ability to go above and beyond the minimum requirements of a job is essential. This is a business that thrives on innovation and creativity of its staff.

Matriculants are able to join our business through a learnership programme, which provides the opportunity to hone their skills while working. As a financial services provider, all staff are required to have a minimum qualification of NQF 5.



S'onqoba Nonkululeko Maseko: B.Sc. Hons in Actuarial Science (Wits)

### The Grad Perspective

S'onqoba Nonkululeko Maseko is employed in FNB's Strategic Credit and Analytics division as an Actuarial Analyst. 'I started my career getting acquainted with FNB's data, and carrying out targeted marketing data extractions,' she says.

She explains that FNB was her first choice as an employer because she had previously worked as a brand ambassador for the organisation, while still a student. 'When it came to applying for a job, FNB stood out because I had already built a relationship with the organisation, and with the brand itself.

S'onqoba reports that she enjoys FNB's working environment, which is at once relaxed and results-oriented. 'I have flexible working hours and, thanks to the owner-manager culture, I have a sense of independence. The bank's culture is such that I am given responsibility according to my performance, and not according to how long I have worked here.

'What I love most is the interaction with a multitude of business units within the bank. FNB's structure means that it's like being part of several companies, all at once,' she concludes.



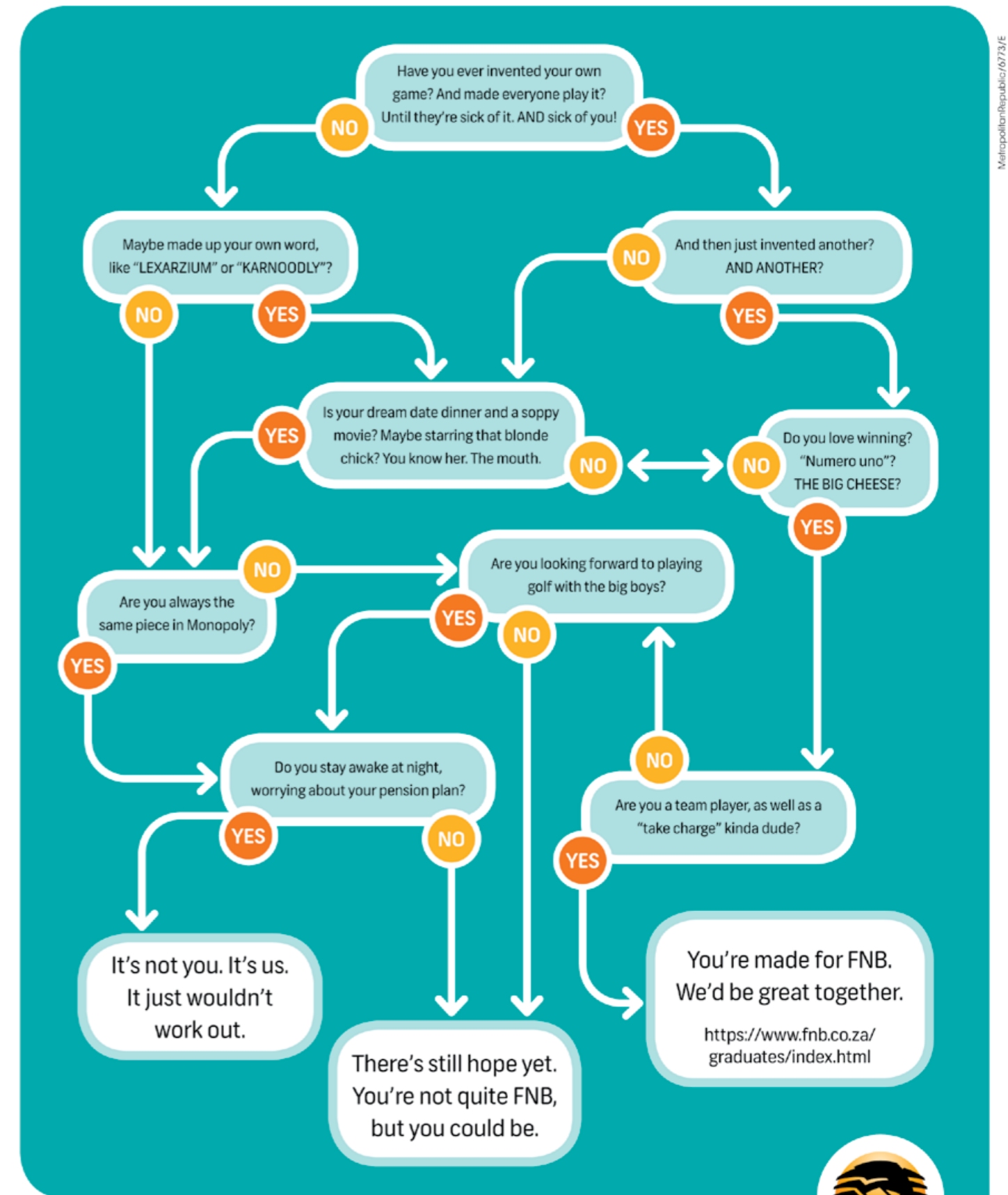
**Total staff:** 28 510  
**Total grads:** 75  
**Average starting salary:** Market related  
**Male/female staff component:** 36% male; 64% female

- Business Activities:**  
Financial services
- Organisational Culture:**  
Innovative and entrepreneurial

### Graduate Recruitment Contact

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**FNB**  
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how can we help you?