

IT WASN'T AN ACCOUNTANT THAT DESIGNED THE ATM.

The opportunities available at First National Bank aren't just for bankers. There are prospects for engineers, actuaries, statisticians and IT specialists, and the many other types of studies that form the infrastructure of our bank.

Visit the FNB Graduate Recruitment site on www.fnb.co.za - you'll see which opportunities are waiting just for you.

So, how can we help you *spread your wings*?



First National Bank - a division of FirstRand Bank Limited.
An Authorised Financial Services and Credit Provider (NCRCP20)



How can we help you?

First National Bank



AS THE OLDEST BANK IN SOUTH AFRICA, FNB'S HISTORY IS FIRMLY GROUNDED IN THE NEEDS OF THE PEOPLE WE SERVE. OUR ROOTS CAN BE TRACED ALL THE WAY BACK TO 1838 TO THE EASTERN PROVINCE BANK IN GRAHAMSTOWN. TODAY, FNB STANDS AS A DIVISION OF FIRSTRAND BANK LIMITED WITH BRANCHES THROUGHOUT SOUTH AFRICA, SWAZILAND, LESOTHO, BOTSWANA, ZAMBIA AND NAMIBIA.

We're proud to be a National Supporter of the 2010 FIFA World Cup™ as the first South African company to sign a sponsorship deal for FIFA's coveted National Supporter status.

FNB builds and manages its reputation through living and delivering on its promise of 'How can we help you?' FNB is an innovative, entrepreneurial and non-hierarchical company that supports values-based decision making.

Employee value proposition

At FNB, we follow a 'care and growth' approach in terms of our people. We aim to create an environment where employees are looked after and encouraged to grow and develop – supported by a number of programmes.

We partner with several external wellness service providers to ensure all employees and their immediate families have access to comprehensive support, helping them cope with both work and personal issues.

FNB offers competitive salaries and access to innovative banking products and services. As an FNB employee, you get to enjoy special offers on many of the bank's products and services. In addition, we have reward and recognition programmes across all our business areas.

Graduate Development Programme / candidate skills and character

The Graduate Recruitment Programme (GRP) aims to address the specific needs of our business, as well as cater to the different needs of graduates. The programme primarily sources candidates that will operate in a head office environment. All participating graduates are placed amongst a variety of business units spanning the segments of Mainstream, Personal, Wealth, Corporate, Commercial and Public Sector Banking.

On joining the programme graduates are taken through a week long training programme that imparts life skills that equips graduates for the corporate arena. We cover topics like time management, professional and inter-cultural communication as well as business writing skills. Graduates meet regularly to network and share learning's with each other. The programme is designed to assist graduates to fast track their business experience.

If you're a self-starter who would like to take accountability for your future in a values-based environment, then FNB is the place for you. We value people who are comfortable supporting FNB's values of accountability, pride, respect, ubuntu and innovation; who are able to operate in an owner-manager culture; and who display a passion for customer service.

Career opportunities

Among the many opportunities available to our graduates are strategic marketing, business analysis, IT development, quantitative analysis, product development, business case development and many more positions.

AREAS OF STUDY

- Agriculture
- Business Administration/Management/Strategy
- Commercial Marketing
- Education
- Engineering
- Economics/Finance/Commerce
- Human Resources
- Information Technology
- Journalism/Media
- Law
- Logistics
- Natural Sciences
- Procurement and Logistics

STARTING DISCIPLINES

- Administration
- Civil/Industrial Engineering
- Communication/Marketing
- Financial Management
- Auditing/Tax
- Human Resources
- Information Technology
- Law
- Marketing/Sales
- Management Trainee/Strategy
- Production
- Research and Development
- Information Management

STATISTICS

Total employees: Approximately 30 000
Total graduates recruited annually: 200
Average starting salary for graduates: Market-related

For information on the FNB Graduate Development Programme or to submit applications please visit our website at www.fnb.co.za. Applications are open from May to August 2009.