



Graduate Trainee Program for Local Chinese Experts!

RECRUITMENT PLAN FOR THE YEAR 2021

学习和成长!

Graduate Trainee Program for Local Chinese Experts!

Learn & grow!

RECRUITMENT PLAN FOR THE YEAR 2021

Are you a young Chinese language graduate with global ambitions eager to develop your potential? Are you looking for a permanent position in ICBC Pakistan Operations?



About the Program:

Fast track your career and join **Graduate Trainee Program for Local Chinese Experts** which offers individually tailored program for confident, bright & creative minds who are up for a challenge to go beyond expectations at ICBC Pakistan. It is a structured program aimed at grooming new talents for Local Chinese language skills graduates into the banks desired corporate culture.

This program is specially designed for those young, talented and passionate graduates who have great expertise in Chinese. Our objective throughout this program is to develop qualified individuals into future business backbones who have Chinese language skills. Internship will be offered to selected trainees after the

training period. This program will also offer an opportunity to be the permanent employment in ICBC Pakistan, subject to performance during the training program and availability of job vacancies.

Why ICBC Pakistan?

ICBC is the largest commercial bank in the world. ICBC Pakistan has been the largest foreign commercial bank in Pakistan since 2016 with total assets of \$3.3 billion and paid-up capital of \$150 million. It has made significant and important contribution in supporting local economy since its inception in 2011. We, ICBC Pakistan, are driven to build a high-quality internal environment marked with respect, trust and support, in which individual talents are well recognized and rewarded.

What we Offer:

Our Benefits:

In addition to the opportunity to grow with multinational Chinese bank, we have built a robust program to attract, retain, and reward employees. We provide the exciting benefits to all our permanent staff. Our Total Rewards program is a combination of the following benefits:



You'll also get the benefits of:

- ❖ Extensive professional career development.
- ❖ Opportunity to work with Chinese colleague.
- ❖ Building your network while you learn about ICBC'S culture.
- ❖ Knowledge of branch banking operations.
- ❖ Enhancement of leadership and communication skills.
- ❖ Chance to become an employee of ICBC Pakistan.

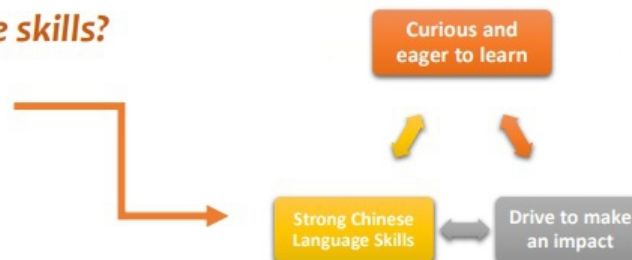
Program Framework:

Eligibility Criteria:

Candidates meeting the following criteria are eligible to apply for this program:

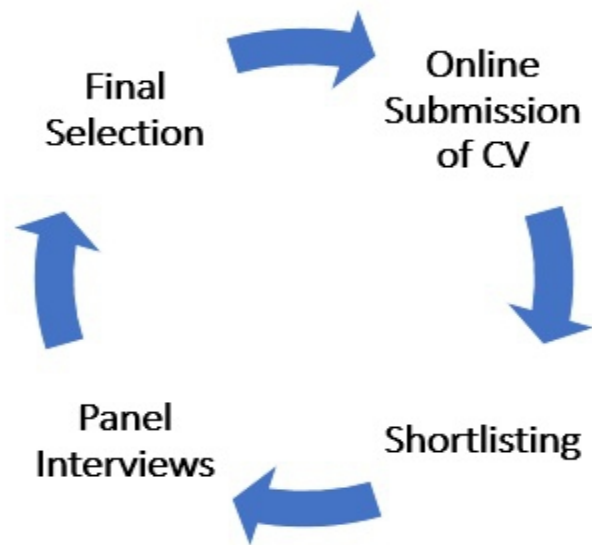
- **Chinese Language Skills:** HSK 5 & above
- **Degree:** Bachelor or above
- **Age Limit:** 25 & below
- Experience of studying in China will be an added advantage

Do you have these skills?



This program will help them to gain valuable experience and knowledge in the field of banking.

Our Application Process:

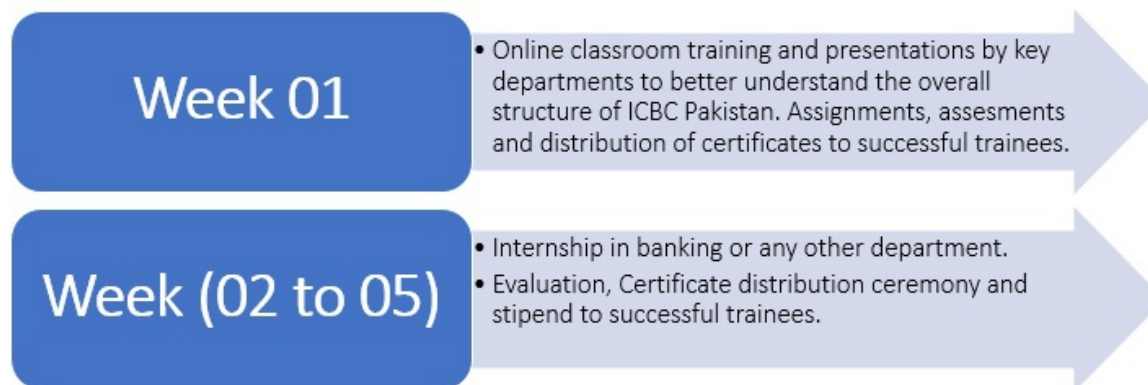


Candidates can submit their CVs through our HR email address. Shortlisted candidates will then be invited for a panel interviews. During the interviews, they will also be evaluated through a brief test to assess for Chinese language skills & other components.

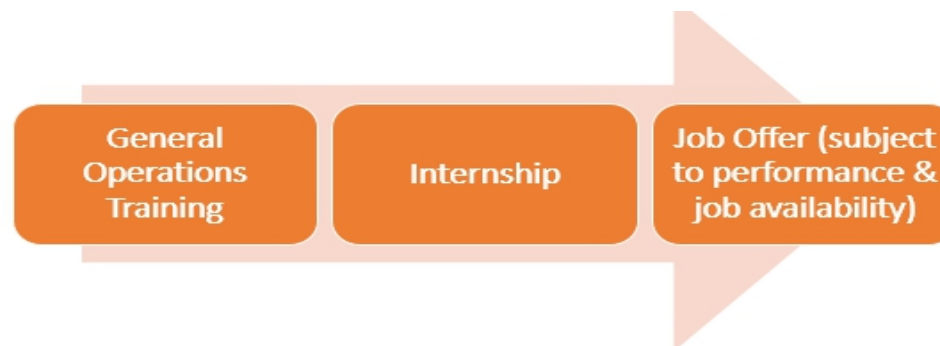
Location: The location for the trainee program is any 03 branches of ICBC Pakistan (**Karachi, Lahore & Islamabad**). Further, selected trainees who will be offered an internship will also place in any branch of ICBC Pakistan.

Duration: The overall duration of the training will be **01 week**. Internship period will be for **01 month**.

Training Details:



The brief description are mentioned below:



1 -General Banking Operations & Key Departments Training:

Appointed trainees will go through a **01 week** comprehensive program to equip them to be our future business backbones. Through this program, trainees will get experience about how the banking system working. It also offers diversified learning opportunities to help trainees map their path to success. At the end of the training, selected trainees will be offered an internship.

2 -Internship:

Successful trainees will be provided **01 month internship** where they will be placed in banking or any other departments of ICBC Pakistan (final confirmation will be communicated to selected trainees). This training will give more exposure for ICBC structure, Branch Banking Operations and Procedure. It will also give them chance to get practical knowledge of the work assignment. The incredible journey where the candidates will plan and execute ideas when they work on real time projects.

3 -Job Offer:

In the last stage, based on their performance and evaluation, they will be offered a job and placed to Banking and other related department as per the **availability of job vacancies**.

Program Dates:

- **Last date to apply:** October 10, 2021
- **Shortlisting of Candidates:** October 11 - 14, 2021
- **Interviews timeline:** October 19 - 25, 2021
- **Final Selection of Candidates for training:** October 27 - 30, 2021
- **Commencement of classes:** 2nd week of November, 2021

When will the program take place?

The **Graduate Trainee Program for Local Chinese Experts** will commence from **02 week of November, 2021**

Stipend & Certificate:

The successful trainee will be provided a training certificate. However, selected trainees who will be offered an internship will be provided an internship certificate and stipend between **Rs. 15,000 to Rs. 20,000** at the end of internship program.

Areas of Training:

- Overall structure of ICBC Pakistan
- Banking & Operation Management
- Corporate & investment Banking

- Internal Control & Compliance
- Finance & Accounting
- Information Technology
- Human Resource & General Affairs
- Treasury Operations

Career Path:

After successful completion of the training and internship program, trainees will be eligible for consideration in to an entry-level professional position offering a variety of career paths throughout the bank, subject to their performance during the training program and availability of job vacancies.

Application Deadline:

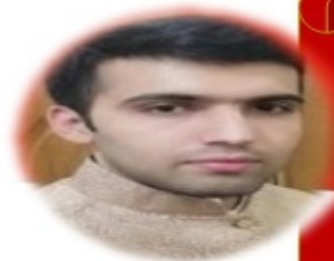
The last date to apply is **October 10, 2021**, interested candidates must apply before the deadline; after due date no application will be entertained for further procedures.

Hear from our Graduates:



It Honored for me to become part of ICBC Family. For me, its a good opportunity because I have there competitive learning and professional development environment. Everyone is friendly and likes to help each other. ICBC provides equal opportunities for all Employees. ICBC Management has formulated an appropriate career development plan based on the skills and abilities of Employees. ICBC annually Provide market complete bonuses based on Employees Performance. Welcome to join world largest Bank ICBC.

Mudassar Zia
Officer, Treasury



I joined ICBC through Graduate Trainee program (Local Chinese Experts) in 2019. During this tenure, I felt Industrial and Commercial Bank of China is the world's largest career oriented bank with lot of opportunities and diverse cultural knowledge. ICBC provide platform to everyone with complete trainings in different departments. I am very proud to be able to contribute to the development of CPEC projects and both for the countries (Pakistan and China). I recommend everyone to join the world's largest bank-Industrial and Commercial Bank of China.

Qamar Uz Zaman
Officer, Corporate Banking



I joined ICBC in 2019 and I am very honored to be the part of World's largest bank. I have gone through the training of three months in Banking Department (Operations) initially and then I transferred to Corporate Banking Department (Marketing). For the individuals who want to pursue their career in banking industry, ICBC has a great opportunity to learn and progress. ICBC provides an excellent platform to learn and progress. Chinese management and colleagues are very harmonious and cooperative. Chinese management strongly support and provides equal development opportunities for every employee.

Salman Mazhar
Officer, Corporate Banking



At first, I would like to thank ICBC team for giving me an opportunity to be a part of Graduate Trainee Program in 2019. I am very thankful for providing us useful and valuable information during the 1 week training program. Apart from it, I hope that our team efforts and learning will contribute to ICBC in order to make it more strengthen on the way to progress. Thanks to ICBC Team!

Muhammad Saad
Officer, Banking



My name is Rahim Khan. I have joined ICBC through graduate trainee program (local Chinese experts) in 2019. Currently I am working as a customer service officer at ICBC. As ICBC always encourages and appreciates hard work and dedication of their employees; therefore they promoted me in this short period of time. ICBC is great bank it provides employee friendly learning environment, it supports us and encourages us to participate in other activities other than our routine job. I feel proud and delighted to be part of prestigious ICBC family.

Rahim Khan
Officer, Banking