



RISK GRADUATE PROGRAMME

EMERGING TALENT FOR EMERGING MARKETS



CONTENTS

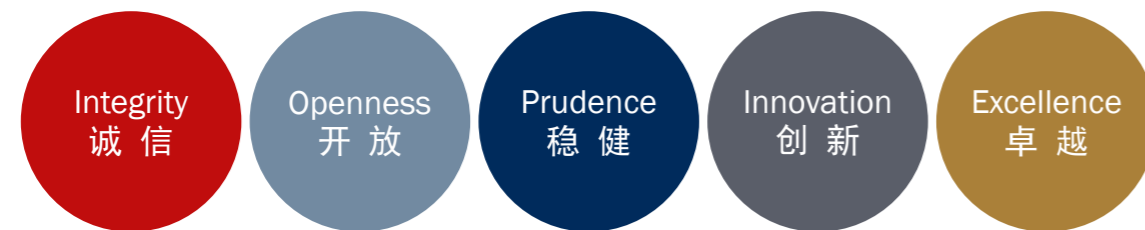
KEY FIGURES IN 2020	06
ICBC AND ICBC STANDARD BANK IN NUMBERS	07
PROGRAMME STRUCTURE	08
APPLICATION PROCESS	10
THE RISK FUNCTIONS	12
THE ROLE OF A RISK MANAGER (EXAMPLES)	14
APPENDIX A - ICBCS SERVES A BROAD RANGE OF INTERNATIONAL CLIENTS	16
APPENDIX B – FIC PRODUCTS AND CAPABILITIES	18
APPENDIX C – COMMODITIES PRODUCTS AND CAPABILITIES	20

ICBC Standard Bank is a joint venture between ICBC and Standard Bank Group specialising in commodities and emerging markets serving a global client base from four international offices.

OUR PURPOSE

To serve our clients globally as the Commodities and Financial Markets hub of ICBC

OUR VALUES



KEY FIGURES IN 2020

\$27.7bn
Balance
Sheet Assets

\$1.3bn
Shareholder
Equity

c.850
Employees

15.2%
Tier 1 Capital
Adequacy Ratio

9.4%
Return on Equity

\$116m
Profit

\$489m
Operating
Income

A-
Fitch Long
Term Credit
Rating

ICBC AND ICBC STANDARD BANK IN NUMBERS

ICBC 

\$4.3 trillion
in assets

- The largest Chinese bank
- World's largest bank by assets, deposits and Tier 1 capital
- ICBC continues to expand its geographical capabilities
- Access to internationalisation of the Renminbi

8.6 million
Corporate customers

- Over 8 million corporate customers and presence in 49 countries/regions

ICBC  Standard Bank

\$27.7 billion
in assets

- Extensive global reach
- Bespoke investment solutions
- Experienced financial service provider
- Access to Chinese corporate companies
- Links to African economies
- China's leading emerging markets bank covering countries across the Belt and Road initiative

90
Countries in which ICBCS' clients are located

- International client base covers clients from 90 countries

PROGRAMME STRUCTURE



The inaugural Risk Graduate Programme 2021 is a rotation-based programme run over 2.5 years that starts in October 2021.

Risk Analysts on the programme should aim to develop into well-rounded risk managers, with the highest achievers expected to form the next generation of the bank's Risk management specialists and leaders.

- A classroom **training course** providing an introduction to the financial industry, tailored to the bank's products and risk management, and using case studies and simulations to bolster learning.
- Three 9-month **rotations** within the risk functions, with some opportunities to spend a rotation in Singapore, subject to availability.
- The option to undertake a 3-month rotation outside of Risk, depending on business requirements.
- Sponsorship to complete, via self-study, the **Financial Risk Manager (FRM®) qualification**. Alternatively sponsorship to complete the Chartered Financial Analyst (CFA) qualification should you prefer.
- An assigned **mentor** to provide support and advice.

APPLICATION PROCESS

Who are we looking for?

- Final year undergraduate/masters students or equivalent who expect to graduate in the summer of 2021 and recent graduates with some work experience.
- A 2:1 degree (expected or obtained), or equivalent.
- Personal attributes required:
 - Self-starter with a strong work ethic.
 - Confident and effective communicator (both verbal and written) in order to communicate ideas/recommendations effectively.
 - A proactive approach to relationship building.
 - Problem solving and able to navigate complexity.
 - Ability & comfort in decision making.
 - Strong organisational and multitasking skills.
 - Attention to detail.
 - Results-orientated.
 - High level of integrity.
- An ability to communicate in Mandarin is considered beneficial.



How to apply

STAGE 1:

Upload your CV to our careers portal. You will find the Risk Graduate Programme **listed here**.

STAGE 2:

9 questions (see below) will then be sent to you after you apply so we can learn about you.

STAGE 3:

After this stage, successful applicants will be asked to participate in further rounds of assessment that will include an assessment day in the summer of 2021.

The application questions (each maximum 100 words)

1. Why are you the right candidate for this programme? Please do not reference 'knowledge' of banking and/or Risk Management you may have gained through academic studies or work experience.
2. What attitude and/or skills do you think are important to work within Risk at ICBC Standard Bank?
3. Outside of your current studies/role how do you enjoy spending your time?
4. Describe an example of a time you had to make a difficult decision quickly.
5. Describe an example of your involvement in a team and your contribution.
6. Describe an example of a mistake you made and how you dealt with it.
7. Please tell us about one of your achievements that you are proud of and why.
8. What do you know and what interests you about ICBC Standard Bank?
9. Please explain the key elements that you are looking for in a role (no more than three).

THE RISK FUNCTIONS

Risk Management (Executive Office)

Credit Risk

Credit Risk

Country Risk

Business Support & Recovery

Credit Risk

Managing the risk of a counterparty failing to fulfil its obligations. Credit analyses clients, sets limits, monitors exposures, performs ratings, advises on deal structures and interprets world events to minimise this risk.

Country Risk

Analysing global economic and political events and applying the work to risk managing the bank's portfolio. Includes managing the sovereign credit portfolio.

Business Support & Recovery

Managing non-performing exposures and advising on watchlist exposures.

Quantitative Risk & Analytics

Risk Methods & Analytics

Market Risk

Model Validation

Liquidity Risk

Risk Methodologies & Analytics

Risk model development and ownership covering Trading and Banking Book models across multiple risk classes, with core focus on Market and Credit Risk.

Market Risk

Market analysis, Market Risk management and broader management control setting (VaR and risk factor limits) covering FIC and Commodity markets.

Model Validation

Validation of Valuation and Market Risk models.

Liquidity Risk

Early Warning Indicator monitoring, IRRBB and stress testing review.

Operational Risk

Operational Risk

Data Protection / CISO

Risk Assurance

Business Continuity Mgmt.

Operational Risk

Manages the risks that arise from inadequately designed processes, people, systems and external events. The team sets risk appetite, monitors key risk metrics and performs root cause analysis on loss events.

Risk Assurance

Independent second line assurance over the FIC and physical commodities business including transaction reviews and control testing.

Business Continuity Management

Framework oversight to ensure the bank can continue operating in the event of a disaster.

Data Protection / Chief Information Security Officer

Oversight of information security and data protection (GDPR).

Risk operates across 11 distinct functions.

Risk provides independent oversight and acts as a 'challenge' function to ensure the bank is doing the right business to ensure financial losses are minimised.

THE ROLE OF A RISK MANAGER

Examples

Financial Institutions Credit Risk Manager

Managers interact closely with origination teams, particularly to understand the new business pipeline e.g. a new proposal to enter into a structured financing trade with a Ghanaian bank. The team provides early thoughts and highlights any challenges so these can be ironed out early-on in the deal structuring process.

A typical day as a Credit Manager often starts with reviewing credit limit breaches- however it's rare that someone has intentionally breached limits as breaches can often be explained by a technical reason. Credit Committee is usually twice weekly in the morning and Managers present their credit analysis, recommendations and engage in discussions. Afternoons are often the best time to focus on client meetings/calls, analysing new proposals or updating analysis and ratings on existing clients, project work, as well as monitoring the news for any negative implications on the portfolio.

Working for a smaller bank in the UK means that Managers typically have broad responsibilities and lots of exposure to senior management.

Operational Risk Manager

Operational Risk managers work to identify, assess, monitor and report on how the bank's people, processes, systems and external events could lead to not just financial losses, but penalties from regulators too.

Most days Operational Risk managers are working with stakeholders to investigate loss events that have occurred. The team identifies an event's root cause and lessons to be learned, as well as tracks actions to prevent reoccurrence. Furthermore, Managers monitor external loss events to determine how the bank can learn from such events too. Managers also set and track regular risk and control indicators based on the bank's appetite.

The team participates in new product and transaction forums to advise other teams on appropriate controls to mitigate any inherent operational risk. In addition to annual risk and control assessments that are presented to management and the Board, control testing and assurance reviews are conducted on an ad-hoc basis to give management an independent view on the state of the control environment and to provide recommendations on areas for improvement.

Market Risk Manager

The role of a market risk manager is to identify, measure, monitor and report on the market risks that the bank is exposed to by the activities of the trading desks.

A typical morning for a market risk manager will be spent reviewing risk and P&L reports, market updates and model outputs. Limit breaches (though rare) would also be escalated to ensure they are properly resolved. The market risk manager spends a significant portion of their day liaising with the traders to understand how evolving market conditions are affecting trading and hedging strategies and reviewing limits to ensure they provide sufficient room for the desk, remain appropriate for market conditions while still respecting the bank's risk appetite. Proposals to trade new products or new markets also need to be reviewed, and the manager works closely with the model development and validation teams as well as teams such as Product Control on these.

The managers have significant exposure to senior management, providing them with concise reports and analyses to ensure potential loss scenarios under both normal and stressed market conditions are well understood.

APPENDIX A: ICBCS SERVES A BROAD RANGE OF INTERNATIONAL CLIENTS

Client Market Risk

Flow

- Electronic price streaming available across our main tradable products
 - Platforms: single-dealer, multi-dealer and API interfaces
- Extensive and deep market access and contacts in China, and across Emerging and Frontier markets

Corporate and Investor Solutions

- Across all our asset classes

Client Base Composition

- Institutional investors
 - All major international fund managers, private banks, hedge funds
- Central Banks, Financial Institutions, Sovereign Wealth Funds, non-governmental organisations
- Commodities
 - Miners, refiners, oil majors, trading houses, airlines, ETFs, auto companies, chemicals

Client Service

- International client coverage from London, New York, Singapore and Shanghai offices
- Multi-lingual subject matter expert account executives
- Global 24-hour service providing clients price risk management products

Shareholder Support

- Long term investment grade credit ratings
 - Fitch (A-)
 - Moody's (Baa3)
- Backed by ICBC's strong support

Regulatory Compliance

- ICBCS is primarily regulated by the UK's FCA and PRA
 - International offices regulated by FINRA, SEC and MAS
- Compliant with all key international regulatory requirements e.g. MiFID, EMIR, Volcker, Dodd Frank, IOSCO





APPENDIX B: FIC PRODUCTS AND CAPABILITIES

Special focus on emerging markets

	Products		Capability Highlights
Foreign exchange	<ul style="list-style-type: none"> • Spot • FX linked notes • Deliverable and non-deliverable forwards • Swaps • Options 	60+ countries	<ul style="list-style-type: none"> • Market making in over 500 currency pairs • Management of cross-border risks and transfers using our Nostro accounts in over 60 currencies • Specialists in sub-Saharan and Belt and Road currencies • Electronic trading via our eMarket Trader platform
Interest Rates	<ul style="list-style-type: none"> • Structured and vanilla interest-rate swaps • Cross-currency swaps • Interest-rate caps/floors 	100+ currencies	<ul style="list-style-type: none"> • Interest-rate products covering over 100 currencies including deliverable and non-deliverable currency swaps • Specialists in long-dated RMB and Emerging Markets • Management of client's counterparty (credit valuation adjustment) risk on long-dated derivatives.
Credit	<ul style="list-style-type: none"> • Bond performance linked notes • Repo and reverse-repos • Total return swaps • Collateralised loans • Securities lending • Debt Capital Markets: structuring, distribution, trading 	1,500+ securities	<ul style="list-style-type: none"> • Secondary liquidity and intraday updates on over 1,500 securities • Organise, diversify and re-arrange corporate borrowers' funding streams. • Experience in Chinese onshore and offshore bond markets including CIBM • Specialist team creating bespoke client and financing solutions.

APPENDIX C: COMMODITIES PRODUCTS AND CAPABILITIES

Significant physical and derivative expertise in metals and energy

	Products	Capability Highlights
Precious metals Gold, silver, platinum, palladium, rhodium, ruthenium and iridium	<ul style="list-style-type: none"> Standardised spots, forwards, options, swaps, margin trading facilities and lease rate swaps Loans (leases), overdrafts, consignments and pre/deferred payments Physical custody of metal Allocated and unallocated clearing 	<ul style="list-style-type: none"> Owner of a London precious metals vault Direct clearer of loco London metals Extensive international physical operation and logistics Market leading derivative and physical capability COMEX membership
Base metals Aluminium, copper, lead, nickel, tin, cobalt, steel and zinc	<ul style="list-style-type: none"> Futures, forwards, spreads, options and average price contracts (LME and OTC) Physical trading of primary metal Physical repo financing Long-term offtake/supply 	<ul style="list-style-type: none"> 24 hour market-making Client exchange access and LME derivatives clearing International physical logistics: storage and transport Structuring capabilities
Energy Crude oil, refined products	<ul style="list-style-type: none"> Physical energy products include repos, financing, tripartite, and options Price-risk management products and structures including futures, swaps, distillate spreads 	<ul style="list-style-type: none"> International physical capabilities Voyage and in-terminal financing Physical and derivative structuring capabilities



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