

A photograph of a city skyline at sunset. The most prominent building is the Gherkin (Swiss Re Building) with its distinctive triangular glass and steel facade. Other modern skyscrapers are visible against a backdrop of a warm, cloudy sky.

Where talent

A close-up portrait of a young woman with dark, curly hair, smiling warmly at the camera. She is wearing a light-colored, textured blazer over a dark top.

meets opportunities

A photograph of a city street at night or dusk. A traffic light is visible in the foreground, showing a green signal. In the background, there are blurred lights from buildings and street lamps.

LET'S THRIVE TOGETHER

A photograph of a person's hands holding a silver tablet computer. The person is wearing a light-colored, textured blazer. The background is dark and out of focus.

Our Intern Programme

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We thrive together

Welcome to ICBC Standard Bank

We are a leading Global Markets bank, offering Commodities and Foreign Exchange, Interest Rates and Credit (FIC) products with a focus on Emerging and Frontier markets.

We offer our clients specialist knowledge and expertise to develop and grow their investments across the globe.

We offer our people a remarkable and rewarding place to work. We are a diverse, close-knit, global team with a unique heritage and purpose. We share the same values, challenges and opportunities. So we put people first, and give talented, self-driven professionals the flexibility, rewards and freedom to grow their expertise, seek new opportunities and realise their potential.

The internship programme

Overview

We believe our internships offer a fantastic platform to shape your future career. The Summer Internship Programme is run annually in multiple functions and regions across ICBCS, for 8 – 12 weeks. Our programme gives us access to a diverse junior talent pipeline for entry level roles in the Bank while also providing interns an opportunity to be immersed in a banking culture and demonstrate real value add within their roles.

Our intern programme offers centrally run events to enhance networking, training opportunities and career development support.

Our summer intern programme is a key component of our junior talent pipeline strategy. We offer great opportunities for interns to experience real jobs and meet diverse professionals. Our interns are truly part of our teams while they are with us and can really make a difference.

Nicki Auret
HEAD OF HUMAN RESOURCES



Overview of the programme

Within their respective functions, interns receive the opportunity to shadow and learn from others, work on projects, perform research as well as daily tasks. Line managers will challenge interns to an appropriate level and tailor work to develop their skillset in line with their career aspirations.

Before the candidate comes in, I try to understand what they have learnt at university, whether this is a career goal they want to achieve in the next two to three years and their personal goals.

Lingjia
GLOBAL MARKETS

In addition to on the job experience, the programme of central events offered for all interns is as follows:

Corporate Briefing

An overview of the Bank, our Culture and our Business

Intern and Graduate networking session

A lunch session to meet the current graduates, find out about what they do in the Bank, as well as obtain tips on career planning, job applications and more

In House Training

Hear from experienced ICBCS employees about their field of work

Introduction to Financial Markets

Extensive course run by an external provider to fully equip interns with the knowledge to navigate Financial Markets

Where expertise meets our divisions

Our intern programmes are derived from business demand on a yearly basis. On the following page you will find an overview of each division in the Bank, where intern opportunities are available. We will ask that you indicate on your application which area you are interested in working, so please consider which aligns best with your learning aspirations and passions.





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Global Markets – FIC

Our FIC business offers a comprehensive set of foreign exchange, money markets, interest rate and credit products. We are focused on emerging and frontier market clients and cover all major African, Central and Eastern European, Middle Eastern, Asian and Latin American currencies and markets.

Global Markets – Commodities

Our Commodities business provides global trading, sales and structuring expertise through its Base Metals, Precious Metals and Energy teams. The division's expertise extends to the management and financing of physical commodity inventories across these asset classes.

Risk

Risk provides independent oversight to ensure the Bank does the right business and financial losses are minimised. The Risk department consists of specialists managing Credit, Country, Market and Operational Risks, as well as teams focusing on specific risks around Physical Commodities, Non-Performing Assets and Business Continuity Management.

Compliance

The Compliance Department is responsible for managing the Bank's regulatory risk. This includes the Bank's policies for Anti Money Laundering, Counter Terrorism Financing, Sanctions, Anti Bribery & Corruption and Fraud Prevention.

Client Management Unit

The Client Management Unit is a business enabler, supporting the front office across the client lifecycle. Its key role is to onboard clients, analysing and certifying client data to fulfil our regulatory Know Your Client obligations, make anti-money laundering checks and ensure that clients are ready to trade with us.

Finance

The Finance function provides consolidation and reporting of ICBCS's financial results. It comprises a number of important control functions along with a Treasury and Capital Management function and a Tax team.

Legal

The Legal Department provides legal, transactional and documentation services to the Bank. It is accountable for the identification and management of all legal risk arising in our business.

Human Resources

Human Resources delivers a range of people services and advice to every part of the Bank. Setting policies and promoting good practice, it is comprised of a business partnering function, centres of excellence and shared services.



Operations

Operations supports the processing of trades booked by the front office, protects client assets and is responsible for timely reporting to several global regulatory bodies.

Technology

IT develops the vital systems that support the Bank's front and back office operations. We offer a wide-range of technical and non-technical roles, working with the business to define requirements, manage change and deliver secure trading platforms.

Executive Office (Corporate Development)

The Executive Office supports the Bank and its senior management, with strategic change and growth initiatives, shareholder relationship management, rating agency management and investor relations.

“Our people are self-driven and seek new opportunities, knowledge and experiences.”

What you will gain from an internship

Where ideas meet opportunities



ICBCS as a financial entity recognises the importance of training and development of emerging talent and provides interns a rewarding and productive experience during their time at the Bank.

Meaningful Work

“It’s a give and take between the Bank and the interns. We give interns the right experience and promote ICBCS, while also getting valued help with our deliverables.”

Sonali

HUMAN RESOURCES

Experience in Industry

“Interns will say that they had a good exposure to the world of commercial work, rather than the world of education. It’s also an illuminating experience as they are working with a whole range of experiences and people.”

Andrew

GLOBAL MARKETS

Support, Training and Development

“The first three or four weeks are mainly dedicated to training and shadowing but there is going to be training throughout. Interns will become more independent but there will always be someone around to ask for guidance and escalate issues to.”

Michael

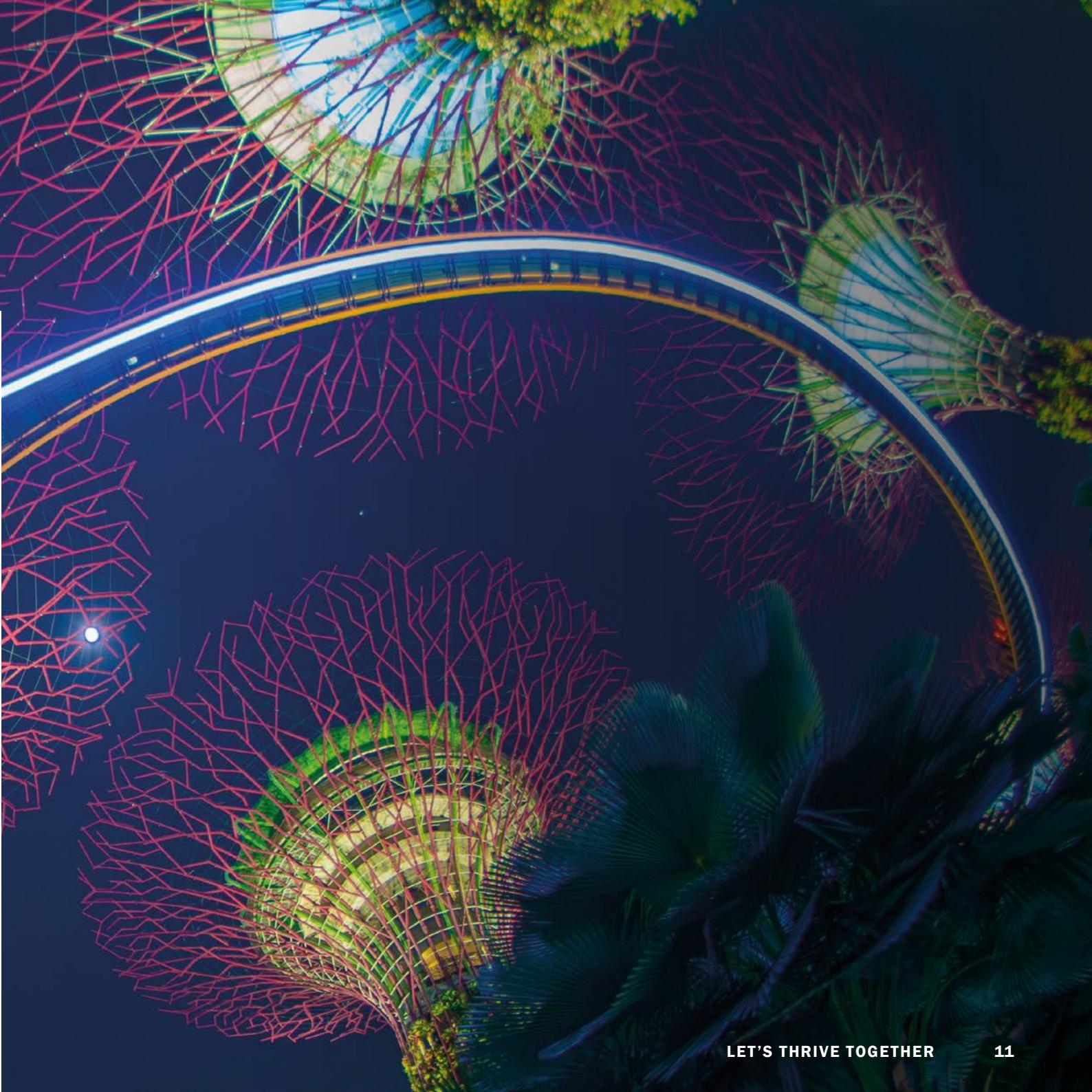
FINANCE

Skill building and networking

“Interns will gain business communication skills, how to behave in a formal business setting and etiquette. They will also network and gain a bigger picture of how processes work across the Bank through interacting with different departments.”

Chris

FINANCE



LET'S THRIVE TOGETHER

What we are looking for

Where learning meets new experiences

At ICBCS, we value diversity and welcome those with various skillsets, degrees and knowledge backgrounds. At an intern level, no prior experience or knowledge is expected which is why there is a strong focus on values, potential and motivation within the interns.

After completion of the Intern Programme, it may present the opportunity to move into permanent positions for example through the graduate scheme or other entry level vacancies, although this is not guaranteed. All roles will be advertised on our Careers Site.





To be successful for the Internship programme, candidates should demonstrate the following:

Proactiveness

- Ability to be curious and forward-thinking
- An eye for detail
- Finding things out for themselves
- Be a self-starter

Communication skills

- Work well within a team
- Show professionalism in the highly regulated and confidential environment

Enthusiasm

- Motivated and willing to learn
- Hunger for success
- Asking questions when there is a lack of understanding

Aspiration

- Focused on a career goal
- Being clear on what they want to gain throughout the weeks
- Showing passion towards their work

Where career paths meet inspiring journeys



Katie
GLOBAL MARKETS

What did you take away from your internship?

During my time at ICBCS, I gained an overview of the various asset classes traded and learned how to communicate with coworkers and clients through IB chats. I also acquired skills in writing daily commentary and staying informed about current events. This process allowed me to analyse market reactions to information and begin forming independent predictions.



Here's what some of our recent interns had to say about the programme and their experiences with ICBCS

What advice do you have for future interns to help them succeed?

I recommend that you do not hesitate to ask questions; all colleagues are approachable and committed to supporting your learning and success. Since the markets can be complex, seeking clarification will help ensure you have a thorough understanding of ongoing activities. Additionally, I encourage you to engage with individuals outside your immediate team to gain insight into the various functions represented in the office.

What makes ICBCS a great place for internships, and why would you recommend it to others?

ICBCS offers a unique internship experience, providing exposure to various asset classes and emerging markets. The smaller office setting fosters closer relationships with coworkers and enables interns to get to know the entire team.

Where learning meet new experiences



Angel
TECHNOLOGY

How is the working environment at ICBC?

The working environment is highly supportive, with colleagues readily assisting and responding to inquiries. The atmosphere encourages authenticity and meaningful contributions to the team. The training provided by the bank demonstrates its commitment to ensuring interns acquire a thorough understanding of business operations. My line manager offered valuable support and assigned tasks that were aligned with my long-term career objectives.



What tips or advice would you give to future interns to help them succeed?

Prior to beginning your internship, I recommend that prospective interns thoroughly research the organization, with a particular focus on understanding the operations of the department to which they are applying. Additionally, it is beneficial to stay informed about current financial news, review case studies of past industry events, and consider reading "The Big Short" as a valuable reference.

During your internship, proactively connect with colleagues in other departments to broaden your perspective on the bank's overall functions. It is also important to ask questions whenever clarification is needed, as this demonstrates a willingness to learn and accelerates knowledge acquisition. Finally, maintain a proactive attitude and seek opportunities to contribute meaningfully to your team.

What makes ICBCS a great place for internships, and why would you recommend it to others?

Working as an intern enabled me to apply the knowledge from my degree by participating in projects and addressing various issues. The GM university offers insight into other departments within the bank. The courses are designed for individuals from any background, including those without previous financial experience, treating all participants as beginners. ICBCS provides learning opportunities for those interested in internships.



Where growth meet encouragement



Charles

FINANCE

How is the working environment at ICBCS?

The working environment at ICBCS encourages collaboration and open communication. Staff are available to answer questions, and interns are included as part of the team from their first day. The culture emphasizes hard work and supports asking questions to promote professional development during the internship.

What did you take away from your internship?

During my tenure at ICBCS, I acquired valuable hands-on experience, enhanced my technical competencies, and significantly strengthened my adaptability in managing diverse tasks. For instance, throughout my internship, I advanced my technical proficiency by mastering complex processes in Excel and deepened my practical experience by collaborating closely with managers across various assignments, subsequently applying this knowledge through independent report generation. Furthermore, working within a team that routinely navigated frequent changes enabled me to further develop my flexibility and responsiveness when addressing new challenges.

What advice do you have for future interns to help them succeed?

Future interns are encouraged to maintain a willingness to learn, as this approach can help them develop professionally and optimise their internship experience. Collaborating effectively with team members is also important for successful internship outcomes, as it facilitates problem-solving and task completion. As responsibilities increase during the internship, effective teamwork can support continued growth and development.

Where empowerment meets support



Honor
CLIENT MANAGEMENT UNIT

What aspects at ICBCS stood out to you the most during your internship?
ICBCS fosters a culture where people are approachable, supportive, and always willing to offer guidance or answer questions. As an international bank, it promotes collaboration and inclusivity, creating a learning-friendly environment that positively influenced my experience.

What was your favourite part of your internship?

It's hard to pick just one highlight from my experience, as I gained a lot. Meeting colleagues from various departments and connecting with fellow interns stood out. The Global Markets University and Business Briefing Programme deepened my industry knowledge, while visits to Bloomberg and Financial Markets training offered valuable learning and strengthened our intern community.

What makes ICBCS a great place for internships, and why would you recommend it to others?

ICBCS brings together the resources and global reach of a large institution with the friendly atmosphere of a smaller company. Interns have the chance to work with multiple teams, watch professionals in action, and explore different roles within the business. The company fosters collaboration and learning, making it an ideal starting point for those new to the industry. This internship provides hands-on experience across various parts of the organisation that might not be accessible at bigger firms.

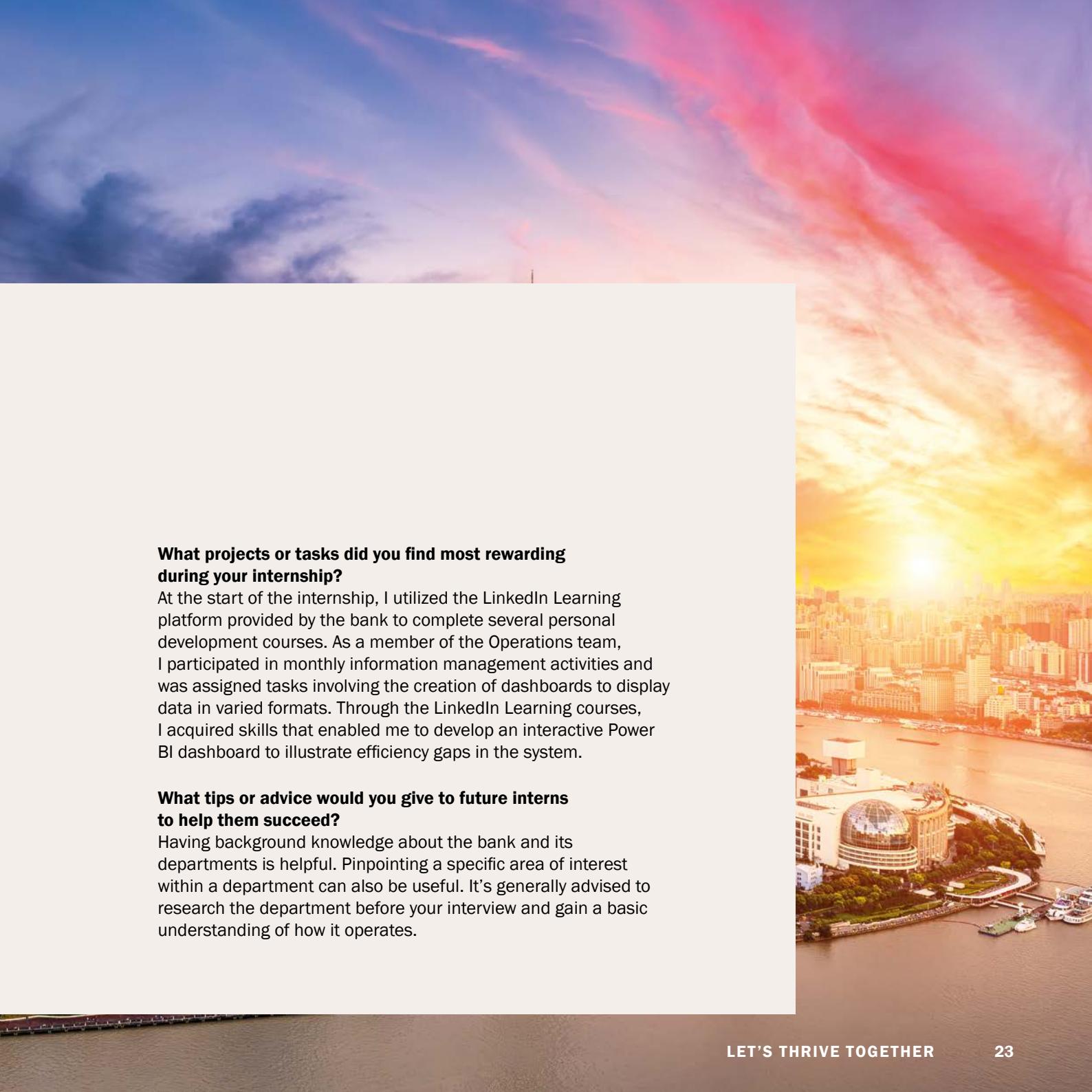
Where ideas meet opportunities



Keke
OPERATIONS

**What makes ICBCS a great place
for internships, and why would you
recommend it to others?**

When I asked staff about the reasons behind their long tenure at the bank, the response was consistently “the people.” Having experienced this environment myself, I understand their perspective. Colleagues at all levels are approachable and open to conversation, regardless of department or seniority. There is no expectation for interns to possess extensive prior knowledge of their role, and team members are always willing to provide support. This position is well-suited for individuals new to banking, offering a welcoming environment and the flexibility to independently structure and organise daily tasks.



What projects or tasks did you find most rewarding during your internship?

At the start of the internship, I utilized the LinkedIn Learning platform provided by the bank to complete several personal development courses. As a member of the Operations team, I participated in monthly information management activities and was assigned tasks involving the creation of dashboards to display data in varied formats. Through the LinkedIn Learning courses, I acquired skills that enabled me to develop an interactive Power BI dashboard to illustrate efficiency gaps in the system.

What tips or advice would you give to future interns to help them succeed?

Having background knowledge about the bank and its departments is helpful. Pinpointing a specific area of interest within a department can also be useful. It's generally advised to research the department before your interview and gain a basic understanding of how it operates.

Where ambitions **meets** opportunities

How to apply for intern roles

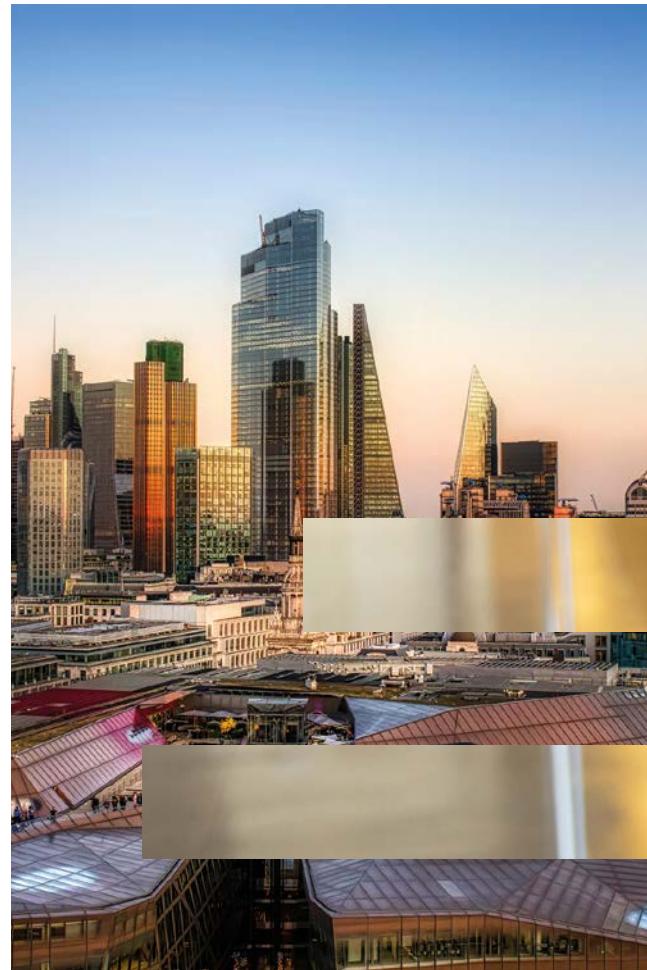
Our intern roles are advertised in the first quarter of the year, with a view to working with us from June until August/September.

Please visit our **Careers Site** for more information on the Bank and how to apply.

If you would like to apply for one of our Intern roles, you will need to upload your CV to our **Careers Site**. Our Resourcing team will send you an application form to complete a series of questions designed to assess your knowledge, skills, strengths, values and motivations for applying to ICBCS.

Take time to really think about why you want to join ICBCS and the role you are applying for. The form may take approximately 45 minutes plus sufficient time to review the answers you have given.

You will be contacted by our Resourcing team if we would like to progress your application to interview stage. If you are not selected for an interview, we will inform you and please keep checking our Careers Website for any future suitable roles.





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Where collaboration meets coaching

We recommend that you read the job description or advert thoroughly and prepare for competency-based interviews.

Our interview questions are based on our ICBCS' values.

You may want to familiarise yourself with up to date news and activity in the market.

Our **annual report** has lots of great information about our achievements and progress.

LinkedIn can also be a valuable resource to research who you may be meeting.

Your interview may be in person or via a video conferencing tool. If via a video conference, the following tips may be helpful:

- Test your technology beforehand – make sure you have a good connection and dial into the meeting a few minutes early
- Make sure you are in a quiet and well-lit environment where possible
- Remove any distractions so you can focus on the interview
- Wear professional attire
- Use positive body language and eye contact

It may be held one to one, or as a panel interview, our Resourcing team will confirm who you will be meeting.

You will be asked if you have any questions, so think about what you really want to know about the role, the team or the Bank. We want to make sure this internship is right for you too.



**Here's some tips from some
of our hiring managers:**

“Have a clear idea of what you want to achieve. Understand what the internship is about and what you want to get out of it.”

Andrew
GLOBAL MARKETS

“Do your research, tailor your application to the job and show interest for the job.”

Michael
FINANCE



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