BE THE ONE
Take on The Challenge
Create Your Legacy
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VISION  Your Premier Bank

Mission

- **Build** customer satisfaction and provide quality and professional service
- **Offer** rewarding career opportunities and cultivate staff commitment
- **Create** values and deliver superior returns to shareholders

Core Values

- **Social Responsibility**
  We care for and contribute to our communities
- **Performance**
  We measure results and reward achievement
- **Integrity**
  We uphold trustworthiness and business ethics
- **Respect**
  We cherish every individual
- **Innovation**
  We encourage creativity
- **Teamwork**
  We work together to succeed
KEY FACTS

- Offers a comprehensive range of financial, investment and wealth management services
- One of the note issuing banks in Hong Kong
- The most extensive local branch network and diverse service platforms
- One of the largest listed companies in HK
- Over 190 Branches in Hong Kong
- 7 Commercial centres
- 1000+ self-serviced machines and e-banking and mobile banking
- The sole clearing bank for RMB business in Hong Kong
- Clients segments: Personal, Corporates, SMEs, Institutional customers
- Offers a comprehensive range of financial, investment and wealth management services
The first affiliated companies of BOC

The sole note issuing Chinese banks in Hong Kong

The largest financial asset restructuring in HK

The first Chinese Financial Institutions listed on Hong Kong Stock Exchange

The first and sole clearing bank for RMB business in Hong Kong and cross-boarder

First-place ranking of new mortgage loans in the market

The first overseas branch of BOCHK in Brunei has established the first step of ASEAN coverage

Strive to continuously to be your premier bank

NO.1
No. 1 achievements in history
DEVELOPMENT

Key business strategy

Capture market opportunities

Capturing the business opportunities created by the "Belt and Road Initiative", BOCHK will support the Mainland enterprises going global and the development of SMEs in Hong Kong, upgrade services to government and public sector entities, and promote the cross-border operations.

Push ahead with the overseas development strategy

BOCHK will actively drive the regional development and expand the business segments in the Southeast Asia ("SEA"). Pursuant to the overall business strategy of BOC Group, the Bank has successively completed the delivery of acquisition of equities in BOC (Malaysia), BOC (Thai) and BOC Jakarta Branch, and set up the branch in Brunei, so as to gradually expand the business landscape in the SEA and realise the transformation from a local bank into a regional bank.

Refine business platforms

In pursuit of business diversification, BOCHK will continue to enhance its eight key business platforms, namely credit cards, private banking, life insurance, asset management, cash management, custody, trust and futures.

Encourage the innovation

As the leader advancing the Internet finance development, BOCHK stepped up great efforts in innovation to promote the development of FinTech and mobile finance, and successfully launched a number of fresh Internet finance products, including blockchain technology application for property valuation, iService 24-hour video banking service, finger vein authentication, an interactive robot to provide customer-centric assistance, a Smart Investment Contest and QR-code based payments. Through all of these initiatives, the Bank raised the intelligent service levels of business outlets to give us a new competitive advantage in customer service.
Global Corporate Banking Department

As the frontline department serving the blue-chip, red-chip, Fortune 500 and key customers in the SEA, the Global Corporate Banking Department sets up the product design, marketing & planning, customer relationship and other professional teams to customise the syndicated loan, structured financing, investment banking, financial consulting, bonds issue, M&A business and other products/services to meet the customers’ different financial demands and provide an integrated cross-product and cross-platform solutions for large-sized enterprises across regions.

Institutional Business Department

By making use of abundant professional knowledge obtained through the RMB-denominated businesses and customers’ recognition of quality services, the Institutional Business Department always commits itself to rendering customised products and services to commercial banks, central banks, supersovereign organisations, sovereign funds, non-banking financial institutions, governments and public sector entities to help the customers grasp market opportunities, these products and services include business loans, syndicated loans, trade finance, foreign exchange, treasury business, cash management and custody services, etc.

Commercial Banking Department

The Commercial Banking Department devote great efforts to promote the development of SMEs business, and sets up the product design, marketing & planning and other professional teams, as well as commercial banking centres throughout Hong Kong, capture the banking opportunities and gain a profound understanding of each customer’s characteristics to provide diversified pertinent products, including loans and cross sales, thereby supporting the growth of SMEs by rendering the universal and quality financial services.

Corporate Credit Management Centre

As the department in charge of risk management and service delivery of the corporate banking segment, the Corporate Credit Management Centre guarantees sound quality of corporate credit assets and improve the overall effect of corporate banking segment by formulating policies, building up platforms and monitoring all aspects.
Custody

Focusing on institutional and corporate customers and various investment products, the Global Custody Services are available in more than 80 securities markets around the globe and offer securities settlement, delivery, custody, corporate action handling, agency services, statements and market information, as well as foreign exchange transactions, cash management, fund accounting, investment compliance monitoring and escrow service, etc.

Global Markets

Traders of the Global Markets are distributed in different trading counters to take charge of different business segments, including foreign exchange, interest rate, securities and financial derivatives, as well as to provide the investment/treasury services to personal, corporate, institutional and sovereign customers via the branches’ networks and internal treasury marketing teams.

Asset Management

As a wholly-owned subsidiary of BOC Hong Kong (Holdings) Limited, BOCHK Asset Management Limited is committed to providing retail and institutional investors with a range of alternative investments products such as bonds, stocks & private equity and real estate investments, helps the customers manage their investment in fund and by coupling with comprehensive investment solutions that best suit the customers’ risk tolerance and return requirements.
Legal & Compliance and Operational Risk Management Department

The Legal & Compliance and Operational Risk Management Department is responsible for the management of legal & compliance risk, operational risk, fraud risk and reputation risk of the Group.

Risk Management Department (Credit Risk Management)

The Risk Management Department plays a critical role in group credit, market, current fund, interest risk and asset recovery.

Personal Banking and Wealth Management Department

As the department in charge of product design, marketing and planning of personal business, the Personal Banking and Wealth Management Department takes advantage of big data analysis and other advanced measure to make segment of customer layers, research and develop new products, coordinate the marketing plan, enhance the customer contribution and entrench the Bank’s market position.

Channel Management

Possessing the network of branches and business outlets covering the entire Hong Kong and leveraging the advanced concept and facilities of the internet times, the Channel Management Department provides vast space to get close to customers, create business opportunities and fulfill social responsibilities.
Financial Management Department

The Financial Management Department is mainly responsible for financial analysis, budget planning and effect monitoring of the Group, takes charge of the calculation of business performance of all units, provides financial feasibility analysis of significant projects of the Group, brings forward the suggestions for utilisation of assets, liabilities and capital of the Group and follows up the utilisation results.

Treasury

The Treasury takes charge of the capital pool for interest and liquidity risks, including managing the interest and liquidity risks of the Bank’s capital pool, monitoring the Bank’s positions, formulating the financing strategy of the Bank, cooperating with the Investment Management in promoting the SEA capital platform, managing the Bank’s internal fund transfer price strategy, so it is a bank of the Bank.

General Accounting and Accounting Policy Department

The General Accounting & Accounting Policy Department is responsible for developing the accounting policies, procedures and working flows of the Group, to guarantee the compliance with laws, regulations and accounting standards. It is also responsible for preparing the financial disclosures in accordance with the Rules and Guidance on Listing Matters and the guidelines of regulatory authorities, controlling the treasury and derivative, and making the internal accounting valuation and independent price verification.
Information Technology Department

Consisting of four operating modes, i.e., application development, data centre, technical and service management, technology risk management, the Information Technology Department is mainly responsible for the management and planning of all IT measures and technology risks of the Group.

Corporate Services Department

The Corporate Services Department is chiefly responsible for coordinating the property management and lease management of the Group, and optimizing the Bank’s resource allocation and procurement.

Bank-wide Operation Department

The Bank-wide Operation Department is responsible for formulating the rules, policies and operating procedures for business operation, making the business operation more standardised and compliant, increasing the service quality and efficiency, reducing the operational risk and cost, developing the overall development strategy and measures for business operation, and cooperating with the business units in enhancing the professional financial products and services with competitive edge.

E-Finance Centre

The E-Finance Centre is responsible for developing the bank-wide E-finance strategy and building the E-finance platform, dedicating great efforts to explore the state-of-the-art technology and making the Group maintain its leading advantages in the E-finance times.
Human Resources Department

The Human Resources Department is responsible for providing all departments of BOCHK with human resources policies and relevant management services, including the development of human resources strategy, recruitment and employment, remuneration and welfare management, performance appraisal, staff development and training, personnel archives and data management, staff relationship management, etc., to adapt to the Bank’s business goals and actual development objectives.

Group Audit

The Group Audit is responsible for making independent and objective review and evaluation of business operations and internal activities of the Group, monitoring all material risks and ensuring that the risk management system of strategies, policies, procedures and internal control is fully implemented.
Management Trainee Programme

Training and development

18-month training programme

Overseas exposure: 2 weeks
You will be offered a valuable opportunity to work across the mainland and SEA, which is a challenging business environment to help you build a wide working network for future career development and deepen the understanding of financial markets in the Mainland of China and SEA.

Job Rotation: 17 months
Job rotation enables you to know about functions of different departments, offers you a better understanding of the Bank’s end-to-end service chain and helps you to establish working relationships and network which will lay a solid foundation for your long-term success.

Orientation: 2 weeks
The orientation encompasses both classroom training and action-based learning. You will also have a chance to gain insights into the Bank’s structure, corporate culture and regulatory requirements as well as features of our products and services through social learning with business heads.

12 months: Including 6-month job rotation in the department which you belongs to and 3-month job rotation (two stages) in other units of the designated segment which you belongs to

5 months: Experience our day-to-day operations and business processes at one of our branches. You will be getting a direct touch with our customers.

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Graduate Programme

Training and development

**Induction: 1 month**
One-month intensive classroom training offers you solid understanding of our corporate culture, development strategies, organisation structure and our standard of service excellence. We believe by scaldfolding our corporate beliefs under an open learning environment, such atmosphere will lay the basis in unleashing your potential growth alongside your career journey.

**Branch familiarization: 2 months**
From 2nd to your 3rd month, you will exert yourself in frontline diversity which comprise of position rotations and on-the-job training at one of our branches, with Branch Manager as your tutor. You will be geared up the retail and SME banking knowledge, compliance sense, retail and corporate customer servicing techniques, fused with our tailored on-the-job training.

**Spur your development**
After reintegrating to the designated department, you will receive on-the-job challenges in a greater extent with heightened professionalism requirements that help transitioning yourself into a novice member of our bank.

Potential talents who graduate from tertiary institutions applied
Set off their career journeys from Personal Banking of BOCHK

6-month training programme
REQUIREMENT

- Possess excellent organisational and planning competence
- Strong interpersonal and communication skills
- Outstanding analytical and leadership qualities
- Dynamic, self-motivated, passionate and commitment to excellence
- Possess the curiosity to learn and grow
- Good language skills (Chinese, English is a must)
- Good self-awareness knowing the picture of his/her passion, strengths and room of development

Bachelor or above degree holders graduating in or after January of 2018, or equivalent degree holders attained

Preferred with less than 3 years of working experience, passionate in banking industry

Bachelor’s degree holder with at least upper second honours (or equivalent)

Bachelor or above degree holders graduating in or after January of 2018, or equivalent degree holders attained

Bachelor’s degree holder with at least lower second honours (or equivalent), master’s degree holder preferred

We value a variety of competencies and look up on students who are actively engaged in ECAs and sports, those applications will be primarily considered with basic requirements are met.
If you pass our panel interview, you will be given an offer to join our MT Programme which shall commence in the second quarter of 2018.

Closing date for application: 11th November, 2017