

Julius Bär

GRADUATE PROGRAMME



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ABOUT JULIUS BAER

Julius Baer is the leading Swiss wealth management group, with roots dating back to 1890. We focus on providing personal advice to private clients around the world and are proud of the enduring client relationships we build – relationships that often span generations.

The long-standing core values of Julius Baer – Care, Passion, Excellence – are at the heart of what we do and how we work. They reflect our commitment to continually drive the organisation forward for the benefit of our clients, investors, and employees.

Julius Baer provides an international and stimulating work environment. Although the company has grown considerably during the last decade to more than 60 offices around the world, we remain dedicated to maintaining lean structures with flat hierarchies, direct communication channels, and easy access to Senior Management.

We care for our employees as much as we care for our clients. Therefore, our staff benefit from continuous training opportunities, have the freedom and flexibility to perform at their best, and are encouraged to grow in an environment of excellence that sets Julius Baer apart from the competition.

JULIUS BAER GRADUATE PROGRAMME

The Julius Baer Graduate Programme lasts eighteen months and comprises three six-month assignments.

In addition to practical assignments, the programme includes training sessions focusing on technical and social competencies. You will learn about our company's value proposition and gain detailed knowledge of our banking business.

Julius Baer offers graduates front or back office positions in four different areas (Private Banking, Investment & Wealth Management Solutions, Business Management, and Information Technology). This enables you to gain sound theoretical and practical knowledge in the area that best matches your career objectives and preferences. For six of the eighteen months, you will have the opportunity to undertake a placement in one of our foreign offices.

The aim of our training programme is to put you in an excellent position for a future career with Julius Baer.



STRUCTURE OF JULIUS BAER GRADUATE PROGRAMME

EIGHTEEN MONTHS, THREE PLACEMENTS, TWO LOCATIONS



CHOOSE ONE OF FOUR AREAS

Private Banking To train as a junior relationship manager, you will be working closely with a team of relationship managers in the areas of client acquisition and retention. You will spend six of the eighteen months in an interface area (Trading, Investment & Wealth Management Solutions) to acquire in-depth knowledge of our products and processes. You will also get a solid understanding of the role of a relationship manager and its success factors.

The programme includes the option of a six-month training module in a foreign office to help you develop a cultural understanding of international client needs.

Investment & Wealth Management Solutions To train as a junior investment specialist, you will be working for six months in our Investment & Wealth Management Solutions division. You will gain in-depth knowledge of our product range, with a special focus on marketing, distribution, and sales.

During the second assignment, research activities or portfolio management will be part of your day-to-day responsibilities. The programme includes the option of a six-month training module in a foreign office to give you access to colleagues abroad and enable you to experience an international working environment.

Business Management To train as a junior business management professional, you will be working within the business management teams of two different corporate functions or the front office. This cross-functional approach will help you to understand Julius Baer's entire value chain. During the programme, your main responsibilities will be controlling, data analysis, creating reports and management presentations, project work, and process improvements – in close collaboration with management.

The programme includes the option of a six-month training module in a foreign office to further support you in becoming a professional, cross-border business manager.

Information Technology To train as a junior systems and software engineer, you will be responsible for the specification, design, development, implementation, and maintenance of systems and software solutions. Your first assignment in this innovative environment will take place within IT Engineering, where you will acquire the know-how essential for your work in the second unit, Application Development (front or back office applications).

The programme includes the option of a six-month training module in a foreign office to deepen your project expertise and gain international working experience.

FIELD REPORTS



BETTINA STAHEL

WHY DID YOU APPLY FOR THE GRADUATE PROGRAMME?

I worked for the Bank before completing my master's degree and the office atmosphere was unlike anything I had experienced before – incredibly professional and challenging, but also very kind and collegial. Also, I believe that the private banking sector is changing, and I wanted to be a part of that transformation and possibly contribute to it

in the future. I felt that Julius Baer and its Graduate Programme offered me the best opportunities to develop both professionally and personally, and that feeling was confirmed during my interviews.

WHAT DID YOU LIKE BEST ABOUT YOUR FUNCTION?

I was given the opportunity to accompany a relationship manager to a prospect meeting and I had to answer the question: Why should someone pick Julius Baer over another private bank? I will never forget that moment. Not only did I get to work directly with clients and prospects, which came with a great deal of responsibility, I was also challenged on a daily basis – again, both professionally and on a personal level. I had not realised how much of private banking was about understanding other people – their characteristics, habits, and interests – and learning from them.

WHAT IS IMPORTANT TO YOU IN YOUR FUTURE CAREER?

No matter what the future holds for me, I do not want to lose my integrity or the feeling of collegiality that the working atmosphere at Julius Baer has instilled in me.



MAX SUCHANEK

WHY DID YOU APPLY FOR THE GRADUATE PROGRAMME?

The Julius Baer Graduate Programme is held in high regard due to the sophisticated recruiting process and its underlying structure: the opportunity to rotate between different departments allows participants to gain a view of the organisation from various angles. This not only enables the graduates to enhance their knowledge of different busi-

ness areas but also allows them to establish an international network. The focus of the programme during all three rotations is on day-to-day work; having a senior manager as a mentor opens additional doors to an even broader network and offers placement support for the rotations. Furthermore, there are workshops and team-building events that foster dialogue within the graduate community.

WHAT DID YOU LIKE BEST ABOUT YOUR FUNCTION?

My role in Business Management Asia in Singapore allowed me to gain insights into the front-related functions of the Bank. Since my professional background until that time had largely been in COO-related functions, I wanted to take the opportunity to better understand the front office. In my view, this is crucial in order to provide our clients with the best possible service. Without the Graduate Programme, it would be difficult to get such deep insights from different perspectives.

WHAT IS IMPORTANT TO YOU IN YOUR FUTURE CAREER?

Leveraging the network I built up during the Graduate Programme is one of the most important aspects for my career development. I am curious to see what the future will bring!

RECRUITING PROCESS

Recruiting takes place once a year, starting in April. Positions are filled as of October. Please visit www.juliusbaer.com, Careers, Graduates, for further details and a full list of available Graduate Programme positions.

If you have further questions, please contact:

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We look forward to receiving your application.



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The Julius Baer Group
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60 locations worldwide,
including Zurich (Head Office),
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London, Luxembourg,
Monaco, Singapore, and Tokyo.

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