

Julius Bär

# GRADUATE PROGRAMME



## ABOUT JULIUS BAER

Julius Baer is the leading Swiss wealth management group focusing on servicing and advising sophisticated private clients from around the world, taking into account what truly matters to them – in their business and personal life, today and in the future. At Julius Baer, you will enjoy the benefits of a global company with the support and collegiality of a much smaller one. We are growing quickly, but we remain dedicated to maintaining our accessible structure with flat hierarchies, and approachable and supportive leaders.

With offices around the world, we offer an international and stimulating environment and the opportunity to work with a diverse team of highly motivated colleagues, bringing the best of the bank to clients.

We care for our employees as much as we care about our clients. We enable our employees and offer them as much leeway, autonomy, and flexibility as possible to create lasting success. We value entrepreneurial thinking, attracting creative people with drive to join our team. Our core values of Care, Passion, and Excellence define the tone of how we interact with each other and our partners. Let's shape together the future of wealth management and beyond. Join us.

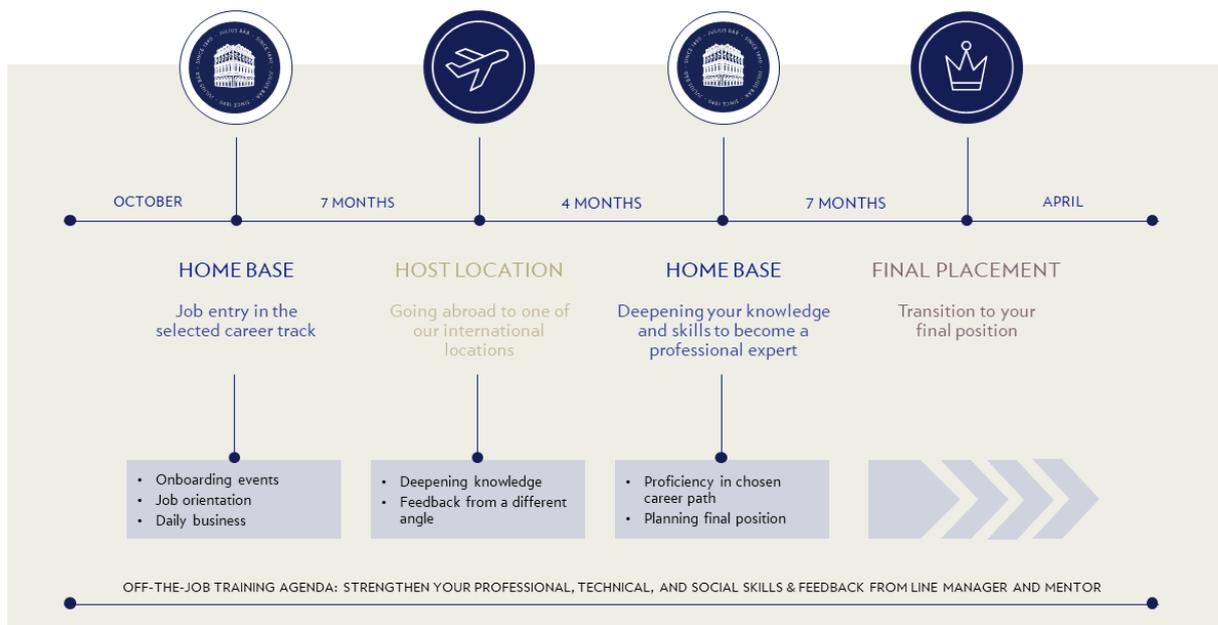
## THE GRADUATE PROGRAMME

To provide our graduates with the best possible career opportunities, the programme offers fixed-tracks on the one hand and flex-tracks on the other hand. The fixed-tracks focus on a predefined rotation topic within departments of related fields. The flex-tracks allow full flexibility in the choice of your rotation stations. Furthermore, the programme was extended internationally and allows high-performing university graduates from different locations to become a part of the Julius Baer network.

The Julius Baer Graduate Programme lasts 18 months and comprises three assignments of which one can be spent abroad in one of our international locations.

During your three rotation terms within either a specified or flexible career track, you gain a deep understanding of the company, build a network, and are involved in finding a final placement.

Furthermore, the programme includes training sessions focusing on technical and social competencies. These off-the-job training sessions are attended by the whole group, whereby we give you a chance to bond with your peers of the small selected graduate group - all young talents - which remains a strong community beyond the end of the programme.



### WHAT YOU GET

- Individualised career track with the opportunity to become an expert in your chosen field
- Dynamic insights by rotating through different teams
- International experience on a professional, social, and cultural level
- Steep learning curve thanks to the demanding and fast-paced rotation tracks
- Opportunity to generate an impact thanks to agile corporate culture
- Strong community and regular exchange with peers from the programme

### REQUIREMENTS

- Master's degree with strong academic performance (graduation max. 12 months ago)
- Proficiency in English (spoken & written)
- Eligibility to work in the location you apply for (visa requirements)
- Internships with excellent references (financial industry or related fields)
- No more than 18 months of professional experience after graduation
- Willingness to go abroad (International Assignment)
- High interest in the banking industry
- Outstanding analytical & problem-solving skills
- Team spirit and active engagement in the graduate community

### PROFILES

If you are looking for a predefined track to become a specialist as soon as possible, or if you want to keep your options open and look for inspiration along the way, the Graduate Programme offers you a perfect start in the financial industry either way. The track either enables you to develop a clear skill-set with a concrete career path at an early stage (fixed-track) or guides you along your journey to find your focus area through different experiences in various departments (flex-track). Nevertheless, we recruit students for a large variety of fields and welcome them from a broad and diverse range of majors and educational backgrounds.

#### **Accounting / Banking / Finance**

Are you a graduate with a Master's in Accounting and Finance, Banking and Finance, or Mathematics / Physics? We will be happy to place you in our Finance or Investment & Wealth Management Solutions divisions. Apart from that, the trading floor also offers you a great opportunity to start your career in private banking.

#### **Data Sciences / Information Technology**

As we find ourselves in a dynamic industry, constant adaptation and improvement is required and therefore, IT engineers and web developers / designers can really drive change. With an educational background in this area, you will get the chance to be responsible for the specification, design, development, implementation, and maintenance of systems and software solutions in the bank.

#### **Business Administration / Management / Law**

For students with a background in business administration, management, or even law, the bank offers diverse positions in the business management of different corporate functions, a business transformation department, and several strategic teams around the CEO office through which you will gain a holistic understanding of the daily business in a private bank.

Interested in hearing more from our graduates and their experiences in the programme?  
Read their [stories](#).

### INTERNATIONAL ASSIGNMENT

A profound component of the Graduate Programme is the second rotation in which you will go abroad for four months. Besides gaining new professional experiences in the office of your choice, you will also get to know the local culture and have the opportunity to strengthen your network internationally. Julius Baer provides the graduates with an apartment for the time spent abroad and takes care of all organisational circumstances such as the relocation, flights, and working permission.

### PROCESS

Recruitment takes place once a year, starting in April. Positions are filled as of October. Please visit our [website](#) for further details and a full list of available Graduate Programme track positions.

Do you have questions about the application/recruitment process? Have a look at the University Graduates section in the FAQs.



Still haven't found the answer to your question?  
Please reach out to our Graduate Programme Manager, Tamara Vecchio.

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