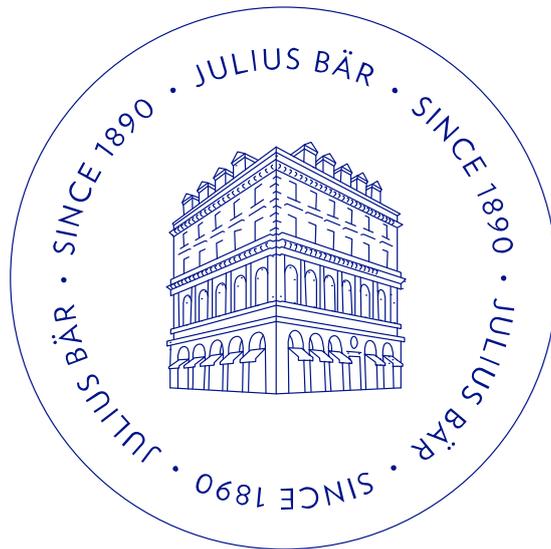


Julius Bär

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QUESTIONS ANSWERED BY
TAMARA VECCHIO



HOW TO APPLY

Tamara Vecchio, Global Graduate Programme Manager has answered four questions about the Graduate Programme.

WHAT ARE THE AREAS GRADUATES DEVELOP MOST WHILE IN THE PROGRAMME?

Coming fresh from university, graduates bring an impressive, state-of-the-art theoretical background. An important step in their development is to transfer this know-how into solutions for our business challenges – taking all restrictions, stakeholders, conditions and sometimes also internal politics into account. Graduates adapt so fast and learn so quickly. The young generation is used to trying and failing, standing up and just trying again! This is what success is about – never losing motivation and courage.

BEYOND THE STANDARDISED CRITERIA, WHICH OTHER FACTORS CONTRIBUTE TO A GRADUATE'S SUCCESS?

As a graduate, you are wearing two hats. You are part of a team and develop professionally, but you are also a representative of our programme, a small but in many ways privileged talent pool. The key is to not only live the team role but to use the platform the Graduate Programme offers you: networking, mentoring, knowledge sharing, showing engagement and representing the bank. As a graduate community, we want to give back to Julius Baer. Just like John F. Kennedy said: "Ask not what your country can do for you – ask what you can do for your country."

WHAT IS THE KEY INSIGHT THAT YOU WOULD LIKE TO PASS ON TO STUDENTS WHO CHOOSE TO START THEIR CAREER VIA A GRADUATE PROGRAMME INSTEAD OF APPLYING FOR AN OPEN POSITION DIRECTLY?

The Graduate Programme offers you the possibility to get insights into our business

from different angles. It also helps you to understand the value chain of our bank. At the same time, you do not only scratch the surface. Being six months in a unit, you will be regarded as a full team member with responsibility from day one. If you exactly know which career you would like to embark on, I clearly recommend applying directly for the open position of your choice. However, in case you are interested in getting a broader perspective plus the experience of working abroad, the Graduate Programme will be the perfect choice.

WHAT DOES THE APPLICATION AND HIRING PROCESS LOOK LIKE?

Our application process starts in the month of March, when all new positions are published on our website. When evaluating your application, we do not consider only your performance at university, since practical experience is given almost more weight. You have worked or studied abroad and speak different languages? Even better! But overall, what counts most is a convincing personality and an open mindset. We do not only look for the best but for the right students. To find these candidates, we conduct personal interviews with the programme manager, the line manager and the team – and in case of difficult decisions, applicants are required to solve a business case.

FAQ

When can I hand in my application?

In the month of March, open positions will be posted on our job portal. Please apply for the position of your interest directly via the job portal.

Can I apply for more than one position?

Please only apply for more than one position if this best reflects your interests and if the respective working areas are connected or similar. However, we recommend not to apply for more than two positions.

Is a Bachelor's degree sufficient? Can I apply holding a MBA?

We only accept applications from graduates with a Master's degree or a PhD (graduation no longer than 12 months ago).

Are German skills a must?

For some of the positions, German skills are a clear plus. Generally, we expect you to speak the language of the clients you serve.

Where are the positions located?

The majority of the positions is located in Zurich. However, in some years, there were openings in Singapore, Hong Kong or Geneva.

How many graduates get in per year?

In our programme, we have a clear focus on quality over quantity. Each year, we recruit 10 graduates with a highly positive record of accomplishment.

Tamara Vecchio



I am responsible for the Graduate Programme at Julius Baer and it is my mission to attract and onboard the best young talent. I accompany the graduates throughout the 18-month programme and act as a coach during this extensive learning process.

We look for graduates who are passionate about what they do, are engaged, have an entrepreneurial mindset, and are interested in continuous learning. This career-start programme is a unique opportunity, as you will get the best training and development opportunities from experienced managers, combined with off-the-job training to put you in an excellent position for a future career with Julius Baer.

Join the Julius Baer team and start your career right after you graduate.

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