

Julius Bär

GRADUATE PROGRAMME



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ABOUT JULIUS BAER

Julius Baer is the leading Swiss private banking group, with roots dating back to 1890. Building upon our historic dedication to service excellence, we are committed to serving and advising private clients and family offices from around the world.

We are proud of the enduring client relationships that we build – relationships that often span generations. Our success stems from our pure focus on private banking as well as from a distinctive client-orientated advisory approach. For our clients, Julius Baer is their trusted advisor, delivering excellent service, flawless execution, and an open product platform.

With a staff of more than 6 700 in over 25 countries and more than 60 locations, Julius Baer is the international reference in private banking. Locations include Zurich (Head Office), Dubai, Frankfurt, Geneva, Hong Kong, London, Lugano, Luxembourg, Monaco, Montevideo, Moscow, Mumbai, Singapore, and Tokyo.

Care, Passion, Excellence – these are the values at the heart of Julius Baer. They reflect our commitment to continually drive the organisation forward for the benefit of our clients, investors, and employees. By living these values each day, we ensure that clients are served in the best way possible, that our colleagues are valued and respected, and that the company consistently achieves a level of performance that sets Julius Baer apart from the competition.

We foster a culture of achievement, target orientation and enthusiasm, and place great emphasis on internal talent development to encourage the growth and continuing professional education of our staff. Our employees enjoy the benefits of a global company with the support and working environment of a much smaller one. If this sounds appealing, perhaps you should consider joining our dynamic company.

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, Advisory Solutions and Investment Management, Business Management, or 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

Module 1 Home unit	Module 2 Host location	Module 3 Home unit	Home unit
Introduction and working phase 1, lasting six months	International assignment, lasting six months	Working phase 2, lasting six months (new position)	Final position
<ul style="list-style-type: none"> • Onboarding events • Job orientation (briefing on roles and milestones) • End-of-probation evaluation • Daily business • Shadowing days in other teams 	<ul style="list-style-type: none"> • Six-month assignment (maximum) in an international Julius Baer location • Gain cultural, job, and life experience • Increase employability by gaining a broader understanding of the Bank and its processes • Get feedback from a different angle • Daily business 	<ul style="list-style-type: none"> • Daily business in a new role • Further shadowing days in other teams • Discussion and planning of final position 	<ul style="list-style-type: none"> • Letter of reference • Further on- and off-the-job development

Off-the-job training agenda: strengthen your professional, technical, and social skills

Feedback from line manager and mentor

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, Advisory Solutions, or Investment Management) 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.

Advisory Solutions and Investment Management To train as a junior investment specialist, you will be working for six months in both our Trading department and in our Advisory Solutions or Investment Management departments. 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 business 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, University 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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London, Luxembourg,
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