



ACTIVATE YOUR CAREER

NEW ZEALAND

At ANZ, we are driven by our purpose and strive to create a balanced and sustainable society in which everyone can take part and build a better life. Our purpose not only underpins our business strategy, it guides the decisions and actions we take every day as we serve individuals, families, businesses and communities.

If you're motivated by creating social good, join us. We know we play an important role in society, and we don't take that lightly. Be a part of building communities, providing people with opportunity, and helping to transform ideas, hard work and ambition into reality.

Our graduate programmes are designed to challenge and reward. We're on the hunt for dynamic Graduates who love workshopping ideas, are keen to embrace and explore innovation, and have an exceptional taste in music (the last bit is optional...) We want people who aren't afraid to speak up, share their opinions, develop relationships and influence outcomes.

We're interested in people with diverse backgrounds, who are excited about joining a bank that's reinventing itself to address the complex challenges that society faces today, continuously raise standards in banking, and create opportunities for generations to come. No matter where

your career takes you, our graduate programme will provide you with the foundation you need to grow and succeed.

TAKE A LEAP IN THE RIGHT DIRECTION

One of the best ways to learn is to throw you into new experiences. Each of our key business areas in Australia and New Zealand have programmes that offer multiple rotations. Our program will ensure you get 18 months of valuable 'real life' work experiences as well as exposure to a diverse range of people, environments and situations before moving into a permanent role within the bank. We also provide supportive coaching, peer-to-peer learning, mentoring, training, networking and sponsorship from senior leaders.

Applications for our 2021 programmes open on 24th February and close 13th March 2020.

DIGITAL & TRANSFORMATION

Location: Wellington & Auckland

Length of Programme: 18 month programme

Our goal is to be New Zealand's best digital bank with a human touch. We want to understand our customers, then design and deliver beautiful digital experiences to help them bank anywhere, anytime.

It's an exciting time to be working in this field and the Digital & Transformation team is leading the way to change the face of banking. We work in a rapidly changing landscape that challenges us to think in innovative ways to deliver the best outcomes for over 1 million digital customers and thousands of ANZ staff members across New Zealand. We work across all of our digital capabilities on both the technical side and business side; bridging the gaps between our customers, business, and technology.

Our graduate programme is focused on developing future digital leaders with the design, tech and business skills to deliver outstanding business results.

Would you make a good Digital & Transformation Graduate?

We're on the lookout for graduates who are:

- Avid problem solvers
- Naturally curious
- Big-picture thinkers
- Have a desire to learn and grow themselves personally and professionally.

Whether you have come from an Engineering, Technology, Legal, Marketing, or Management background you will be exposed to a supplementary environment to tackle a range of problems through real-world business context.

How does the programme work?

The best way to learn is to do. So our programme will give you a comprehensive overview of how to learn in this environment, and exposure to placements across the bank.

This broad range of experiences will give you a working knowledge in each area and opportunities to learn from the best in the business. You'll also get exposure to the full breadth of our customer base, from consumers to large institutional customers.

What type of things might you do as a Digital & Transformation Graduate?

We are set up around customer journeys; home owners, business owners and every day bankers and we have a strong focus on delivering to their needs.

For example, you'll work on delivering new features for our digital channels, the main ones being internet banking, goMoney and our staff digital tool, Banker Workbench.

You'll also have the opportunity to work on cutting edge technology, challenge status quo and be at the forefront of change.

To make sure you get the most from your programme, each placement will be selected based on your interests, skills and strengths—as well as vacancies. By the end of the programme, you'll have had a taste of a wide range of business areas and have everything you need to settle in to a fantastic team and kick off your career with us.

Enough about us. What about you?

- Are you someone who asks 'why' a lot? We love curious people challenging status quo
- Do you think differently about things? Variety of views allow us to come up with best solutions
- Do you love new experiences, challenging yourself, and having fun? Our graduates are passionate about meeting our customers' needs through creative ideas and deep analysis, whilst also building relationships across the bank
- Do you love working in a team? We take a lot of pride in our work and values, so we look for people who display collaboration, respect, and agility, as well as the ability to flourish within a team
- Do you get frustrated by blockers? We do to. We are looking for people who love working at a fast pace in a rapidly transforming business environment
- Most importantly, you're passionate about our customer experience. We all come from a diverse range of backgrounds, but this is what helps us to provide the best experience for our customers

Are you in? What's next?

We want to get to know you for who you really are, and don't believe that we can assess that by reducing your experiences to a page. This means that there's no need to send us a copy of your resume, or even your cover letter!

Instead, we invite you to take part in a series of games which assess a range of cognitive abilities. That's it.

If you move to the next stage we'll invite you to do a Personality Questionnaire. There are no right or wrong answers, we just want to learn more about how you prefer to work.

From here, you'll be invited to do a digital interview (meaning you can interview from the comfort of home), where you record your answers to prompts in a series of short videos. Finally, we'd love to meet you in-person in our office where we have an assessment centre that includes an interview and role play.

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If this sounds like the programme for you, learn more about the [application process](#).

FINANCE

Location: Auckland and Wellington

Length of Programme: 36 month programme

Our Finance Graduate Programme will give you a comprehensive understanding of how we operate on a global level, touch on broader divisions of the ANZ business and explore how global influences impact our day-to-day operations.

To deliver the best possible finance solutions to customers, our teams shape strategies, allocate resources and ensure all decisions are based on facts. They focus on two main functions:

Enabling

Business Partners and Financial Planning and Analysis teams work with customers to provide insight and strategies that drive performance for everyone.

Control

Financial control and specialist services like tax, governance, internal audit and project accounting comply to strict reporting requirements and maintain the integrity of the numbers. This helps us to provide the best possible service and remain independent.

The Business Partners, Financial Planning and Analysis, Financial Control and Specialist Services play an integral role in Finance's Operating Model and are supported by systems and hub services, governed by leadership and management.

What makes a good Finance Graduate?

Simply put, we're looking for finance enthusiasts. People who are passionate about finding solutions, have great quantitative analytical skills and understand how a business operates.

But it's not all about the numbers. We're on the lookout for people who have a big-picture view of the world. People who are friendly, flexible and can adapt in a fast-paced, rapidly transforming industry. Interesting people with a great balance of financial know-how and life skills will make excellent candidates.

If you've studied any of the following, it's likely you have the skills we're looking for:

- Accounting
- Mathematics
- Statistics
- Finance
- Engineering
- Economics
- Econometrics
- Business
- Commerce
- or Business Law (including Risk Management)

Our programme is highly sought after by accounting students, which means high achievers will be favoured. But achievement isn't all high GPAs and classroom results. So if you share our passion for finance, don't be afraid to apply.

How does the programme work?

We believe the best way to learn, is by doing. So we give you the broadest range of experiences possible. Over a mix of four six month and one year placements, you'll have exposure to different parts of the business and the opportunity to understand how our Finance area operates on a global scale.

You'll also have the option to receive study support towards your CA or CPA qualification from the start of your programme.

Enough about us. What about you?

- Are you someone who asks 'why' a lot and enjoys finding solutions? We love curious people challenging status quo
- Do you have 'big picture views'? Variety of views allow us to come up with best solutions
- Do you love new experiences, challenging yourself, and having fun? Our graduates are passionate about meeting our internal customers' needs through creative ideas and deep quantitative analysis, whilst also building relationships across the bank
- Do you love working in a team? We take a lot of pride in our work and values, so we look for people who display collaboration, respect, and agility, as well as the ability to flourish within a team
- Do you get frustrated by blockers? We do to. We are looking for people who love working at a fast pace in a rapidly transforming business environment

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INSTITUTIONAL

Location: Auckland

Length of Programme: 18 month programme

Institutional Banking is one of the most dynamic and diverse areas of ANZ. We focus on offering specialised finance, insights and relationship solutions to Institutional clients across the globe. Many of our clients are household names, including large New Zealand-listed companies and subsidiaries of multi-nationals.

This division holds the number one market position across New Zealand's major banks in all relationship, product and services categories. The division is also number one in the Trusted Advisor, Relationship Manager Capability and Overall Satisfaction categories.

As an Institutional graduate you'll work with market leading teams, focusing on developing an understanding of clients' businesses or industries and providing solutions for their complex financial needs.

Our Business Unit

We put the client first. No matter where they are, or what they do, our relationship and product teams work closely to make sure they're getting the seamless business solutions they need. As an Institutional graduate, you'll be building your global networks from the get-go.

The program may see you working in:

- Relationship Banking
- Transaction Banking
- Global Markets
- Global Loans
- Client Insights and Solutions
- Operations

What makes a good Institutional Graduate?

We're keeping an eye out for bright, enthusiastic, hands-on people who want to take on the challenges and rewards that our programme offers. We want people who are intellectually curious with an interest in what's happening around the globe. Our graduates are people that can thrive in a team or work well alone and want to be a part of building a multi-national business.

Our programme is highly sought after by students across the country, so strong academic results and good technical skills will be favoured.

If you've studied the following, it's likely you have the skills we're looking for:

- Commerce
- Finance
- Economics
- Accounting
- Engineering
- Mathematics
- Science
- and/or Law

But great candidates are more than just their technical know-how. We want to know what makes you, you – your interests, hobbies and experiences are all a big part of making you a competitive applicant. After all, our graduates are a diverse group of individuals who all bring something different to the table.

How does the programme work?

We give you the chance to learn from some of the most experienced bankers and inspiring professionals in the region. As an Institutional graduate, you'll have the opportunity to work with a diverse team over six three-month placements. You'll grow your network, develop skills and gain a working knowledge in different areas of the broader ANZ business.

If you've recently graduated, or you're about to, our graduate programme offers you the opportunity to build an exciting career with us.

Enough about us. What about you?

- Are you someone who asks why a lot? We love curious people challenging status quo
- Do you think differently about things? Variety of views allow us to come up with best solutions
- Do you love generating creative ideas, analysing data, researching options and solving problems all while having fun along the way? We do to
- Are you someone that loves working as part of a team? You'll fit right in
- Prefer to work on your own so you have the thinking space to develop creative solutions? We love that too
- We love resilience, especially when it comes to improving the customer experience. It's not always easy, but we need people who embrace a challenge
- Consider yourself to be friendly, curious and self-motivated? Apply today

We're looking to hire problem-solvers who can balance individual customer needs with a big picture view. Our most successful Interns to come through this programme embrace diversity, are passionate about our customers, curious about the business we are in, and love working collaboratively to develop and deliver better outcomes for the business, our customers and community.

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RETAIL & BUSINESS BANKING

Location: Auckland

Length of Programme: 18 month programme

Our goal is to be New Zealand's best bank by helping New Zealanders achieve more. Retail and Business Banking is our largest division and where most customers come into contact with us – that's why it's referred to as the face of the bank. Through our branches, business centres, contact centres and specialist distribution teams, we offer customers access to the most banking specialists in New Zealand.

Retail and Business Banking's frontline team understand the needs and aspirations of our customers to give them the best possible solutions. From deposits and credit cards, to personal loans, home loans, and a whole lot more, our teams drive the business forward and make sure our customers' needs are met.

Would you make a good Retail & Business Banking Graduate?

Successful graduates are passionate about customers and their needs. They have a strong customer focus and can build effective working relationships with their peers and stakeholders alike. We're looking for people who are comfortable working behind the scenes with technical data, research and analysis-based tasks, and have the skills to communicate solutions clearly and effectively.

We're looking for flexible, adaptable people who want to be a part of the biggest area of our operations. People who want to grab opportunities with both hands and experience all the challenges and rewards this program has to offer.

The people with the skills and capabilities we're looking for will be coming out of all the faculties, including Business, Commerce, Law, Arts, and Sciences. And we know you've got more to offer than official grades. We strongly value curiosity and diversity of thinking, and we want to know what makes you tick, and what you can bring to the table. Things like interests, hobbies, travel, community work, achievements and experiences all make you a more competitive applicant.

How does the programme work?

The best way to learn is to do. That's why we want to give you the opportunity to get hands-on experience in a range of different areas. We've designed our programme so that, over 18-months, you'll have plenty of opportunity to learn from your peers and stakeholders while gaining a comprehensive knowledge of how the division operates.

Each rotation will introduce you to new products, people and policies. So by the end of your 18 months, you'll have all the skills, knowledge and experience you need to kick off your career with us.

Here are some areas you might work in:

- Products
- Risk & Governance
- Contact Centre & Branch
- Customer Experience & Performance
- Insurance

Enough about us. What about you?

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- Do you think differently about things? Variety of views allow us to come up with best solutions
- Do you love new experiences, challenging yourself, and having fun? Our graduates are passionate about meeting our customers' needs through creative ideas and deep analysis, whilst also building relationships in and outside of the bank
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TECHNOLOGY

Where: Wellington

Length of Programme: 18 months

ANZ is New Zealand's largest Technology shop, an innovative team that is shaping a world where people and communities thrive by embracing technology trends, adapting to emerging opportunities, and delivering an exceptional service experience.

It's true – technology underpins every part of our business, from keeping the bank running and protecting customer data, to delivering tools, applications and services that improve the customer and employee experience.

Our Graduates are emerged in a range of technology teams throughout the programme such as Digital, Transformation, and Networks to name just a few.

What makes a good Technology Graduate?

If you're a Technology graduate at ANZ, you will be multi skilled! You'll have fantastic technical ability as well as great people skills. Working with others is something you enjoy and do well, and you are a team player who can also execute tasks independently.

Ideally you Have a passion for Technology and empathy for customers and want to be part of ANZ and its values driven culture.

Understanding how technology supports and shapes the way we do business, for our customers and for our business partners, is something you will need to grasp early on to be successful in this function. You may have had some exposure to this already either through part-time work or on projects at university which will be beneficial. You are an individual who appreciates the significance of information technology in business and are passionate about providing service delivery to the highest standards. It would be awesome if you had experience in coding or software delivery and are keen to see teams work and deliver in an Agile environment and mindset.

Enough about us. What about you?

- Are you someone who asks why a lot? We love curious people challenging status quo
- Do you think differently about things? Diversity of thought allows us to come up with the best solutions. We're after problem solvers who have a big picture view
- Are you a geek? You will love to see how cool tools are used in corporate world
- Are you NOT a geek? We need you too. Technology is changing so fast and we need people with communication and soft skills to translate that gibberish
- Do you like building cutting edge software? ANZ teams encourage, challenge and collaborate in delivering new experiences to our customers
- Are you a fun, positive meme-lover? Apply now

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