

CCB (Asia) Management Trainee Program

Frequently Asked Questions

1. What is the structure of the Management Trainee Program?

It is a 3-year program with division rotations as the key component. MTs will attach to divisions including frontline and back-end, each rotation takes around 6 months. Apart from on-the-job training, a structured curriculum including diverse learning interventions will be offered.

2. If my major is not business, am I eligible to join the MT Program?

Yes, we welcome graduates with diverse backgrounds such as major in Business, Science, Technology, Engineering, Mathematics or STEM related subjects.

3. What is the selection criteria of MT?

Apart from good academic results, we look for high caliber candidates who excel in competencies such as leadership, commercial acumen and teamwork.

4. What is the expected position upon completion of the MT Program?

If an MT achieves the Program progression track requirement, he/ she will be an Assistant Vice President upon Program completion.

5. What are the key differences between MT Program and GT Program?

Management Trainee Program is a 3-year program, the key component is division rotations aiming to be groomed as a professional general banker.

Graduate Trainee Program is a 1-year program, the key component is to immerse under a designated division aiming to be groomed as a competent functional expert.

Yet, GTs with the aspiration and potential to be a general banker will have the chance to join the MT/ Young Talent Program after completing the GT Program.

6. Would there be any competitive advantage if I've worked as an Intern in CCBA before applying the MT/ GT program?

Yes, outstanding interns may gain a conditional offer for the Bank's Management Trainee Program or Graduate Trainee Program.

7. Any language proficiency is expected to be an MT or a GT?

Both Chinese and English should be at a satisfactory level as these are the common languages at the workplace.

8. If I am interested in investment bank, would the MT/GT Program be suitable for me?

CCBA is a commercial bank which investment bank business is not our core focus. For investment bank business, please refer to another subsidiary of China Construction Bank, CCBI.