



OCBC Graduate Talent Programme 2026

Who you surround yourself with matters. Choose a circle of mentors, peers, and leaders that empower your growth and success with the OCBC Graduate Talent Programme.

Opportunity starts here.

For **now**,
and **beyond**

#OCBC Graduate Talent Programme

Choose Your Circle

Who you surround yourself with matters. With OCBC, you don't just choose to kickstart your career with Singapore's longest established bank, you choose a circle of mentors, peers, and leaders that empower your growth and success.

Choosing OCBC means choosing

Personalised Rotations. Tailored for you to experience diverse roles and build skills that matter most to you.

Dedicated Mentoring. Personal guidance from experienced professionals invested in your journey.

Collaborative Innovation. Opportunities to work on impactful projects alongside talented peers, driving real change.

Regional and Global Connections. Expanding your network and learning from experts across borders and disciplines.

#OCBC Graduate Talent Programme

Explore these opportunities in **OCBC China** and take your first step towards building the future of OCBC

1. Corporate Banking
2. Transaction Banking
3. Global Markets
4. Private Banking
5. Risk Management
6. Operations & Technology

2026 Graduate Talent Programme

Corporate Banking

The OCBC Graduate Talent Programme, or commonly known as the Management Associate Programme, is one of the most exciting and acclaimed routes a graduate can take to kickstart their career.

Designed for graduates with up to 2 years of working experience, the OCBC Graduate Talent Programme will help you build a strong foundation in banking to achieve your career goals in the finance industry. Throughout the 24-month programme, you will experience curated job rotations to help you succeed in your role. You will also be mentored by some of the best in the business. At OCBC, we invest in our people and help them achieve their fullest potential.

Why join

The Corporate Banking of OCBC China leverages on OCBC Bank's international business network in 19 countries and regions, particularly its extensive service network in Asia, to offer a comprehensive suite of Corporate Banking products and services to corporates operating in China as well Chinese corporates venturing into ASEAN and other part of OCBC networks. Its service scope includes loans, deposits, trade finance, supply chain financing, cash management, international settlements, investment products, foreign exchanges, derivatives and other comprehensive banking product and services, . You will be well trained as a relationship manager or other corporate banking professional to contribute to the business growth of OCBC.

2026 Graduate Talent Programme

Corporate Banking



What you do

As a Graduate Talent, you will be given opportunities to learn both from classroom and on-job at corporate banking function to gain key skills required for corporate banking, i.e. marketing skills, credit skills, product skills as well as people skills. You will also rotate to other departments in the bank to get to know how supporting functions work together with business units to ensure our bank grow safely in long run.

Qualifications

Who you are

- We seek highly motivated go-getters looking to pursue a career in the banking industry
- A degree from any discipline
- Less than two years of full-time working experience
- Demonstrated leadership, a penchant for problem-solving and embracing new challenges
- Excellent extra-curricular/internship achievements
- Strong curiosity and thirst for knowledge, with logical and diverse thinking
- Fearless of challenges, proactive in handling pressure, resilient and optimistic, pursuing personal value realization and career success
- Excellent team awareness and determined to become future leaders
- Strong self-motivation, able to work independently, and resilient under pressure
- Excellent communication skills in both Chinese and English
- Strong sense of responsibility, skilled in multitasking and cross-departmental collaboration
- Innovative mindset and excellent analytical and problem-solving skills

2026 Graduate Talent Programme

Transaction Banking



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Why join

Transaction Banking Division develops and oversees banking solutions which allows multinational corporates to manage their transactions and liquidity regionally. Product solutions span the entire transaction chain, covering tasks such as automation of daily transaction processing and reconciliation, to strategic functions such as liquidity optimisation and risk management.

OCBC Transaction Banking has won multiple transaction banking awards from prominent institutions over the years and is recognised for their expertise in areas of cash management, trade finance and digital solutions,

2026 Graduate Talent Programme

Transaction Banking



What you do

As a Graduate Talent, you will be given opportunities to learn various banking products and understand both local and overseas customers' needs. You will be trained professionally and rotated to other departments in the bank to get to know how supporting functions support the running of businesses.

The eventual position is a client-facing role. By the end of the rotation, the candidate is expected to have a strong understanding of the Transaction Banking platform, to collaborate effectively with internal relationship managers in marketing OCBC's Transaction Banking solutions and to meet financial targets.

Qualifications

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2026 Graduate Talent Programme

Global Markets



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Why join

China Global Markets manage risks in liquidity, foreign exchange and interest rates of the bank under centralized mode, engage in foreign exchange activities, money market operations, fixed income and derivatives trading, and also offer structured treasury products and financial solutions to meet customers' investment and hedging needs in managing risks in foreign exchange, interest rates, equities and credit. The team focus on customers' needs and offer good services to customers via flexible use of financial market instruments and technologies and efficient execution capability.

2026 Graduate Talent Programme

Global Markets



What you do

As a Graduate Talent, you will be given opportunities to learn various treasury products and understand both local and overseas customers' needs. You will be trained professionally and rotated to other departments in the bank to get to know how supporting functions support the running of businesses.

Qualifications

Who you are

- A degree or post-grads from a highly quantitative field such as Math, Stats, Computer Science, Financial Engineering, or a related discipline from top-tier university
- Uncompromised programming proficiency in Python, C++, or a similar language; with a strong emphasis on writing efficient, clean and robust code
- Outstanding numerical and analytical skills, with a proven ability for logical and critical thinking to solve complex problems
- Hands-on experience with researching, developing and back-testing trading signals and strategies would be a plus. Innovative mindset and excellent analytical and problem-solving skills

2026 Graduate Talent Programme

Private Banking



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Why join

At OCBC China Private Banking, we create personalized wealth and investment solutions to meet clients' needs and ambitions. By collaborations with Group private banking division and BOS, with combining global research perspectives with local insights, specialized team of financial experts use strategic planning and solution tailoring to help clients achieve their goals.

For the talent development, we are constantly on the lookout for exceptional individuals to join our team. We promote a culture of openness, teamwork and fairness. Most importantly, we invest in our people through our programmes that develop them on both professional and personal levels. We offer benefits and opportunities to develop your potential within OCBC Group's global network. If you have passion, drive and the will to succeed, rise to the challenge today!

2026 Graduate Talent Programme

Private Banking



What you do

This 24-month structured training offers you insights into private banking. It equips you with the skillset and knowledge to build enduring relationships with our clients. You will learn all things private banking from different teams at the bank. You will learn about the key trends in the industry as well as the latest solutions and offerings that will broaden your expertise in different facets of wealth management. You will partner with senior professionals to curate solutions and provide advice on managing and growing our clients' wealth

As a member in product team, you will:

- Organize, manage, and drive product development and management activities. These activities cover all aspects of the business with focus on front to back touchpoints. The incumbent will support sales teams on product development and lifecycle management activities as well change projects and initiatives.
- Together with stakeholders, formulate business development, risks, controls, and platform strategies with work plans aligned to the organisation's goals.
- Keep abreast of latest market trend, analyses customers' behaviour, key financial drivers and competitors' strategy to sustain a continuous product growth and maintain competitiveness in the market.
- Develop and maintain relationships with Front Office sales teams and provide training where necessary.
- Support product shelf lifecycle processes, including after-sales.
- Ensure compliance with all internal and regulatory policies and procedures.
- Contribute actively to achieving bank's AUM, NNM, and revenues and structure targets

Qualifications

Who you are

- We seek highly motivated go-getters looking to pursue a career in the banking industry
- A degree from any discipline
- Less than two years of full-time working experience
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- Excellent extra-curricular/internship achievements
- Strong curiosity and thirst for knowledge, with logical and diverse thinking
- Fearless of challenges, proactive in handling pressure, resilient and optimistic, pursuing personal value realization and career success
- Excellent team awareness and determined to become future leaders
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- Excellent communication skills in both Chinese and English
- Strong sense of responsibility, skilled in multitasking and cross-departmental collaboration
- Innovative mindset and excellent analytical and problem-solving skills
- Strong understanding of Wealth Planning, Family Office, Trust, Philanthropy and Insurance solutions
- Good interpersonal, communication and client interfacing skills. Ability to work in a multi-cultural environment with a diversified client base.
- Ability to work as an independent self-starter with excellent interpersonal skills and ability to interact with a wide cross section of stakeholders

2026 Graduate Talent Programme

Risk Management



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Why join

Running a bank is essentially running the risk. Sound risk management can not only strongly support business growth but also foster a steady corporate culture. Asset Liability and Market Risk Management team is one of the important risk functions in Risk Management Department of OCBC China. The team covers market risk, liquidity risk and interest rate risk in banking book, which are all clearly guided by Basel Committee and local regulator. You have the chance to grow as a professional and respective risk manager.

2026 Graduate Talent Programme

Risk Management



What you do

As a Graduate Talent, you will be given opportunities to learn various banking products, especially interbank financial instruments, and understand both local and overseas risk treatments. You will be trained professionally and rotated to other departments in the bank to get to know how supporting functions support the running of businesses.

Qualifications

Who you are

- We seek highly motivated go-getters looking to pursue a career in the banking industry, especially interested in risk management
- A degree from Science, Technology, Engineering, and Mathematics
- Less than two years of full-time working experience
- Strong curiosity and thirst for knowledge, with logical and diverse thinking
- Fearless of challenges, proactive in handling pressure, resilient and optimistic, pursuing personal value realization and career success
- Excellent team awareness and determined to become future leaders
- Strong self-motivation, able to work independently, and resilient under pressure
- Excellent communication skills in both Chinese and English
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2026 Graduate Talent Programme

Operations & Technology



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Why join

Seen as the key competitive differentiator, Operations & Technology (O&T) division provides technology, processing and information security services across various business and functional lines. Considered to be the core engine of the Bank, O&T supports the growth expansion strategies both in China and OCBC Group. It runs the bank's transaction processing and technology operations; drives a dynamic quality and innovation culture for continuous process improvement and service excellence. O&T is on a digital journey to build solutions that reimagine banking for our customers and create a technology-led internal culture. We are recognized for our thought leadership, innovation mind-set, and investment into people development.

2026 Graduate Talent Programme

Operations & Technology



What you do

As a Graduate Talent, you will be given opportunities to learn application and infrastructure support, system development, architecture design, project management, and risk management of technology functions. You will be trained professionally, have the opportunity to rotate in other divisions of the bank to understand comprehensive banking business, process and management, and ultimately understand how technology enables the banking business.

After the 24-month accelerated program, you will develop your long-term career in Technology department of OCBC China.

- Provide technical support and system development for OCBC China's application systems to ensure the stable operation of banking business systems for daily banking business and to deliver new capabilities for enhancement of the bank's market competence.
- Implement system enhancement or new systems according to user requirements and various technology and cyber security requirements of the bank.
- Lead or support technology projects to implement new capabilities.
- Conduct system design, development, testing and implementation.
- Maintain systems' daily operations, including but not limited to trouble shooting, bug fix, vulnerability management, version upgrade, asset management and change management.
- Explore and adopt emerging technologies to modernize technology competency of the bank.

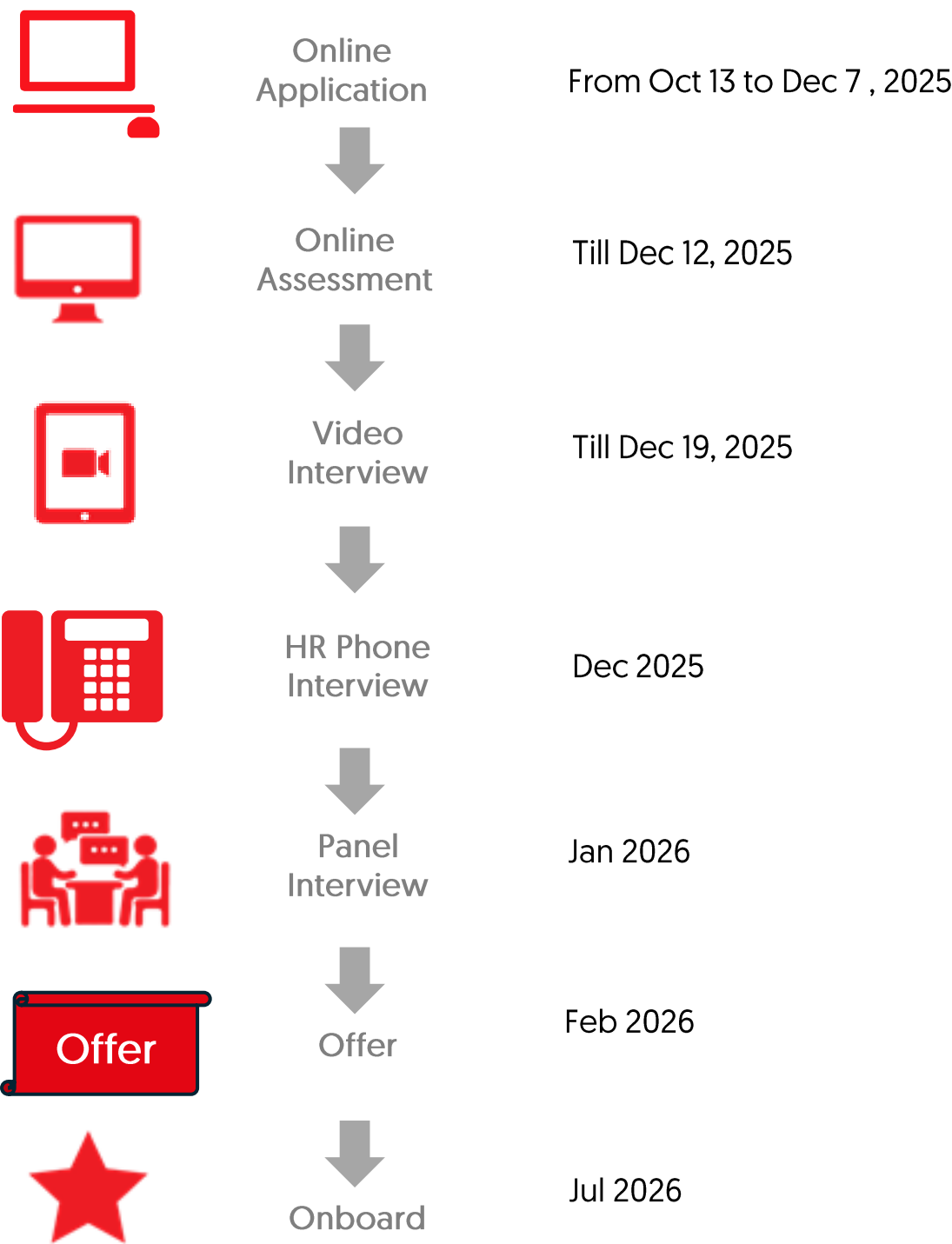
Qualifications

Who you are

- We seek highly motivated go-getters looking to pursue a career in the banking industry, especially interested in Operations & Technology
- Education degrees in Science, Technology, Engineering, Data and Mathematics
- Less than two years of full-time working experience
- Strong curiosity and thirst for knowledge, with logical and diverse thinking
- Fearless of challenges, proactive in handling pressure, resilient and optimistic, pursuing personal value realization and career success
- Excellent team awareness and determined to become future leaders
- Strong self-motivation, able to work independently, and resilient under pressure
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2026 Graduate Talent Programme

Selection Process



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Choose OCBC Graduate Talent Programme
Scan QR Code for application

