

The Bank of Georgia's Leadership Program

It is the ideal introduction to a career with us. It is a job with real responsibility. It is a way of realizing your potential and creating successful future.

Overview

Leadership Program ("Program") represents the Bank of Georgia's strong commitment in preparing the new leaders for the BoG of tomorrow. Program is offered to highly educated, motivated, results oriented, creative, team work-oriented recent graduates or last year students with strong GPA and it gives a chance to join the BoG as Assistants to Executive Managers. Program provides the rich developmental environment and it includes an intensive three month probation period designed to support your relevant functional knowledge and gain an experience you need for your future role with BoG. Program gives you a unique opportunity to work closely with senior staff and company executives, develop your leadership skills and become a professional in one of the Bank of Georgia's business units.

As a member of BoG team, you are expected to make significant contributions towards the unit's work program while you gain a broad overview of the BoG policies and work. We invite you to bring your talent, fresh thinking and passion; so if you want to make it all the way to the top of the financial services world, our Program is the right place for you to start.

Program Description:

If successful, your career as a Program participant will begin with 3-4 week induction program: classroom study, on-the-job training and intensive mentoring during an induction and the whole following program.

Induction program allows you to learn the BoG history, structure, strategy, corporate culture, values, products and services.

You will be trained and mentored directly by the company executives in one of BoG's business areas through individual specially designed comprehensive program.

We also provide networking events that will help you to forge relationship with colleagues and executives across the company, to add new insights and fresh perspectives to your understanding of what we do, and what you need to do at BoG.

Leadership Program is a job with real responsibility and significant amount of latitude and contribution in decision making. From the moment you join us, you will be a vital member of our team. You will focus on live projects and gain unique insights into our Bank and your specific business area. Depending on your interests and course of study you will be offered to apply your skills and knowledge to the following business units: Retail or Corporate Banking, Wealth Management or the Finance. You will be given the opportunity to enhance your business skills through analysis, presentations, research and writing. As a Program participant, working in any business within the organization you will be expected to perform at an exceptionally high standard and bring strong analytical perspectives and outcome to our company.

During the whole program we will monitor your success through formal assessments and structured feedback.

After three months, the strong performers will be offered an opportunity to continue their work at an associate level within the BoG.

Why choose the Leadership Program?

- Work closely with leaders of banking industry;
- Experience the perfect segue from university to work-life;
- Gain more tools to help launching your career in financial services;
- Get a wide picture of BoG business;
- Receive exposure to Senior Management.

Who may apply?

You need to have completed, or be in your final year of a strong undergraduate degree, or have completed or on-going Masters Degree. Some working experience is useful, although not critical. We accept applications from the following fields of study: Management, Finance, Marketing, Audit and Accounting, Economics and Business, Physics, Mathematics.

You must be able to demonstrate the following in order to be successful in the application process:

- Fluent English, knowledge of other languages is a plus;
- Computer skills (MS Office), working experience in Excel and Power Point;
- Mathematics;
- Analytical and Logical Skills;
- Communications; an ability to communicate in a clear and concise manner in Georgian, both written and spoken; Excellent Georgian spelling skills;
- Critical Thinking;
- Proactive;
- Results Driven;
- Clear leadership potential; an ability to work independently; Strong drive and ambition;
- Flexibility.

Selection Process:

The selection process includes the following:

- **Initial screening** – Initial screening of candidates according to GPAs and University references;
- **Testing** – Assessment of Skills and Knowledge;
- **Case study** - Evaluate candidates on behaviors/knowledge relevant to the required aspects (and/or competencies) of the job;
- **Interview** - Using job related questions, identifying/assessing the key competencies and knowledge criteria of the candidates with required qualifications.

Contract terms including working hours, remuneration etc., will be communicated with successful candidates.

Feel the future - join us!

How to Apply

If your qualifications meet the profile described above and you are ready to join us you are welcome to submit your resume, cover letter and transcript to LP@bog.ge no later than **12/12/2011**.

BoG will contact only candidates successfully passed through initial screening.