



RBC Finance Management Development Program (FMDP)

Professional Development

Networking Opportunities

The program hosts a number of opportunities for current FMDPs to connect with senior leaders in finance, as well as FMDP alumni in order to gain insights into navigating a career at RBC. Past events have included networking in the executive lounge at RBC Plaza with members of the Finance Operating Committee, as well as a number of Vice Presidents and senior managers from Finance. Finance hosts an annual golf tournament, a fun time for players of all levels. Also, while working in your rotation, a number of networking opportunities exist by way of Finance and business unit Town Halls. The FMDP brand is recognized throughout RBC, so you always have the option of reaching out to different groups in Finance by email or phone, and sitting down for coffee and a knowledge sharing session.

Educational Support

The FMDP program supports formal and informal education while in the program. An education allowance is available to each FMDP Analyst to advance their knowledge and certification in approved courses and designations. In addition, RBC Campus, RBC's online education centre, offers a variety of courses that can be taken both virtually and in person to enrich and enhance employee's knowledge of subjects, products, and RBC processes. Informal, on-the-job education is also embedded in the program; most of your Excel, PowerPoint, VB and etc. skills will likely come from building models and decks in various rotations!

Exposure to Senior Leadership

FMDPs are known in RBC as hard-working, results driven, value adding employees. Because of our results and this brand, senior leaders take notice. In addition to formal networking events with senior leaders, we almost always present our work to senior leaders during rotations. The FMDP program also has an executive sponsor, who is more than supportive of the program and its accomplishments – in fact, he's an FMDP alumni. The support and subsequent exposure to Senior Leadership that you receive in the FMDP program is invaluable in building your career and a future with RBC Finance.

Regular Support & Coaching

The FMDP program offers a Senior Mentor and a dedicated Program Manager that are available to advise on how the bank operates, working in different departments, and provide general guidance on a career in finance at RBC. Each Analyst is assigned a buddy that acts as a mentor for support, many who are program alumni. Senior Managers in your current rotation provide coaching on a weekly or bi-weekly basis; not to mention FMDP alumni who are always willing to sit down for a coffee chat.