

RBC Graduate Leadership Program (GLP)

Program purpose

The Graduate Leadership Program (GLP) aims to develop future leaders of RBC®.

It is a unique, accelerated leadership development program that offers an enterprise-wide view of RBC.

Be a part of an exciting future and gain career-defining exposure to all RBC businesses and functions in this unique enterprise-wide program.

Based on the principle that leaders learn best from experience and exposure to a breadth and variety of challenges, the GLP provides a forum to learn about RBC as a diverse, multi-faceted, global organization.

Program description

- GLP Associates will be placed in customized assignments across the organization that are six months long and may occur in any RBC business or function aligned with your career and development needs.
- Assignments include opportunities working directly with clients, researching new products and markets, structuring deals, assessing company and industry risk and exploring strategic options for business growth.
- Associates will also benefit from one-to-one mentoring by executives for the duration of the program. Upon completion, you will have an opportunity to build your career with RBC where your interests, skills, leadership and career development align.

What's in it for you?

- Accelerated cross-enterprise experience with a high-level view of the organization and understanding of RBC
- Great opportunity to build relationships and work with senior leaders
- Support and coaching; celebrating accomplishments, while focusing on development needs and strategic career planning

What you'll need to succeed

- MBA with a minimum of four years' full-time, continuous and progressive work experience in any industry (financial services background not required)
- Track record of leadership and excellence in the community
- Strong interest in the financial services industry and RBC

In 2016, RBC was awarded these prestigious awards

- One of the Best Workplaces in Canada
- One of Canada's Top 100 Employers
- One of Canada's Top Employers for Young People
- One of Canada's Best Diversity Employers

Profile of GLP Associate



John Carinci
Vice President, Group & Business Markets

John joined the GLP after graduating from the Rotman School of Management in 2008 with an MBA degree. He brings with him prior retail banking and insurance experience. After graduating from the GLP, he is now working as Head, Group & Business Markets, RBC Insurance.

"The Graduate Leadership Program at RBC has provided me with an unparalleled opportunity to both garner significant insight into the diverse components of a major financial institution while also enhancing my leadership abilities through relevant, challenging and impactful assignments. Rotations in Group Risk Management, Wealth Management and, most recently, Investment Banking in New York City have given me pivotal perspective on the organization as a whole.

Whether working on the development of enterprise-wide risk policies, the redesign of a business strategy or even reporting the underlying mechanics of a complex bond offering in the United States, each assignment has been dynamic and rich in experience. Such experiences, when coupled with the opportunity to work directly with thought leaders throughout the firm while also being paired with a senior executive mentor, form the fundamental building blocks of a pathway to success at RBC."

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