



RBC Finance Management Development Program (FMDP)

Is this program right for you? Ask yourself.....

- Do I / will I hold a current Masters, post-graduate degree? (MBA, MFIN, MFE, ME, MA etc)
- Will I graduate this year or next year with an above average GPA?
- Do I have proven leadership skills from employment, associations or community involvement?
- Do I have an entrepreneurial mindset?
- Do I have two to three years work experience in a business environment, a financial institution or in a finance role?
- Do I offer a solid understanding of accounting and financial theory, with the ability to apply this knowledge in a practical working environment? Am I aware of IFRS and Financial Statement Analysis?
- Do I offer strong problem solving skills, analytical and decision making skills?
- Do I have above average Excel skills, including V-Lookup, pivot tables, modeling etc.
- Am I eager to take initiative, capable of dealing with ambiguity, comfortable dealing with change, and able to think on my feet?
- Do I want to roll up my sleeves, and be part of a winning team, often working less traditional hours?
- Do I want to launch my finance career with an organization that values diversity and offers opportunities for development and continual learning?
- **In order to be considered for the program, candidates must answer YES to ALL of the above questions.**

FMDP Recruitment Process

- We recruit for this program once a year in September and extend offers in October. We onboard twice a year (January & July)
- First round interviews are conducted on campus at local schools or via telephone. Second round interviews are held in Toronto in mid October.
- Candidates are invited to submit applications online at www.rbc.com/careers in the fall, when the posting is live. We do not accept applications or resumes via email.
- Our goal is to recruit six people annually. We normally receive approximately 300 - 400 applications.
- Candidates are encouraged to differentiate themselves and stand out amongst their peers. They are encouraged to profile their transferrable skills. We value fluency with a second language; international education; international work experience; finance accreditations (CFA, CMA, CA); community involvement. We are looking for talented graduates that know they want a career in finance, that are focused on becoming finance specialists in Toronto.
- We develop a pipeline of competitive candidates throughout the year and we are available to answer your questions. Candidates are invited to reach out to us at any time. Email your questions to campusrecruitment@rbc.com