



[RBC Finance Management Development Program \(FMDP\)](#)

Your future with RBC

Upon graduating from the FMDP program, you are invited to apply to a finance position in Toronto. Graduates from the program have found permanent positions in a variety of different finance roles within RBC. Many have gone on to become senior leaders in the organization. To read testimonials from FMDP alum, please click on the link below.

Name: Hattie

FMDP Graduation Year: 2010

Current Role: Senior Financial Analyst, Enterprise Decision Support

Description of current role: I support decision making activities for new bank projects, capital movements and M&A by providing financial impact analysis and business case/proposal documentation, and managing RBC's approval process.

Impact of FMDP Program: For me, the FMDP program had two main impacts. First, I gained a broad understanding of RBC's many businesses and products, which greatly helped me provide sound analysis and advice in my current role. Second, it allowed me to build a network at RBC. Having this network and knowing who to call for what kind of support is tremendously useful.

Name: Navendoo

FMDP Graduation Year: 2009

Current Role: Senior Business Analyst, Enterprise Performance Management Program, Finance Management Systems

Description of current role: My team is building RBC's new enterprise global financial reporting, management and statutory system, which will deliver robust enterprise performance management capabilities.

Impact of FMDP Program: The program provided me with well rounded, cross functional exposure. I gained experience in management & financial reporting, program management & process optimization, financial analysis & modeling, performance & cost management and planning & forecasting. The FMDP program also helped me build relationships across RBC, which has given me valuable insights into different areas of the bank.

Name: Colette

FMDP Graduation Year: 2007

Current Role: Director, Capital Markets Finance

Description of current role: I work within the Performance Management group as the global business advisor for the Fixed Income & Currencies and Commodities & Futures businesses. My group helps the platforms understand their financials through analyses of their performance, and participates in developing their strategies, budgets and forecasts. We also act as a liaison between front-office and back-office groups.

Impact of FMDP Program: The FMDP program provided me with an excellent opportunity to work in various areas of the bank, and to gain first hand experience and exposure to a variety of RBC businesses. As a new graduate student, it provided me with the opportunity to really focus on where I wanted to pursue my career. In addition, working in a variety of different businesses allowed me to understand the linkages and inter-dependencies between them and importance of collaboration across the organization.

