How to join our world
Interview tips
Careers for exceptional people

Are you driven, courageous, entrepreneurial, self-motivated, confident and goal-orientated? Do you want to work for a company where people are valued above all else? RMB could be the right place for you.

At RMB we believe exceptional performance is only possible with exceptional people. To be the best, not necessarily the biggest, we need smart, innovative, talented and passionate people from diverse backgrounds and cultures who can deliver on our business philosophy, Traditional values. Innovative ideas. We also nurture and celebrate inspired thinkers so that they can apply thinking that can change your world.

As a respected talent brand, RMB creates an environment where exceptional people who can challenge the boundaries, can create their own opportunities. These individuals ultimately thrive in our entrepreneurial environment, supported by sound banking principles and innovative thinking.

Join our world

At RMB we nurture and celebrate inspired thinkers. We believe that by liberating people, we liberate ideas to the benefit of our business, our stakeholders and our clients.

What we are looking for

Do you know what a typical investment banker looks like? Definitely a person with a head for numbers and a few financial degrees, you may think. True, but at RMB you are also likely to run into talented lawyers, scientists, chemists – even aeronautical engineers to complement our diverse talent pool. Why? Because we believe that a combination of skills is often the best way to reach innovative solutions and create new ideas to give us the competitive edge.

We believe that happy employees are people who love their jobs because they are in the right roles to do what they do best. We also believe that happy employees are more productive and are less likely to leave their jobs. That’s why it is critical that we place the right people in the right jobs at RMB.
Profile of a typical RMBer

Although we employ people with **diverse skills**, from **diverse backgrounds** and **cultures** – RMB employees share some **common characteristics** and are known to be:

- Highly driven
- Self-motivated
- Goal orientated
- Team players with strong interpersonal and communication skills
- Entrepreneurial thinkers
- Multi-taskers
- Self-starters
- Confident but not arrogant
- Hard-working people who make things happen
- Accountable
- Compassionate

Make it happen

You can **apply to join RMB** through one of five possible avenues:

1. Advertised jobs on our website

   **To apply for advertised jobs on our website:**
   - Register your profile on the [RMB careers site](https://www.rmb.co.za/careers) and attach your CV
   - All permanent and contract roles are advertised internally first, then externally if we cannot identify a suitable, internal candidate
   - CVs are screened once applications for the role are closed
   - We will notify you as to whether your application was successful or not

   **TIP:**
   Before you press the 'send' button to apply for a job, make sure that:
   - You are excited about this job opportunity and the prospect of working for RMB
   - You are not under- or overqualified for this job
   - You understand the role and what is expected of you
   - You have a high-level understanding of RMB and how we fit into the FirstRand Group
   - You can relate to the RMB culture, vision and values
   - RMB has all the right reasons to employ you for this role - take a moment to think how you have packaged your CV for this particular role
Make it happen (continued)

2. The RMB Graduate programme

Are you ready to work hard and play hard? RMB gives Honours and Masters Graduates with top academics in Commerce, Business Science, Finance, Maths, Quant, Accounting and IT/IS the prospect of joining RMB through the Graduate programme.

You will spend between 12 and 18 months on the RMB Graduate programme to find your feet before finally settling into your career at RMB. The programme further entails a two-week onboarding process; a year-long structured self-development programme; and various technical skills training sessions.

Read more about RMB’s Graduate programme

3. The RMB Class Of programme

Are you a one-in-a-million individual who has travelled the world, who sold lemonade to fund your studies, while winning the boat race in the pub?

Paul Harris started the RMB Class Of programme in 1993 to bring street-smart, lateral thinkers with a passion for finance, with far more than just good grades, into the bank. These mavericks have at least four years’ working experience and have excelled in all aspects of their lives. And they don’t have a background in banking. In fact, the more unusual their work experience and degrees are, the better.

Read more about RMB’s Class Of programme

TIP: Did you know? Many of the RMB Class Of alumni have carved great careers within RMB, the FirstRand Group and other areas of financial services – Michael Jordaan (CE FNB), Herman Bosman (Former head of RMB Corporate Finance, now CE of Deutsche Bank), Zelda Roscherr (Former head of RMB FICC) and Toko Mncube (RMB Transformation head).

4. The RMB Winter School

RMB’s Winter School gives Honours and Masters students with top academic achievements in the Commerce, Business Science, Finance, Maths, Quant, Accounting and IT/IS disciplines, the opportunity to do vacation work at RMB in July every year. The Winter School also forms a feeder for RMB’s Graduate programme.

*Please note: RMB does not offer work experience or work shadowing opportunities.

Read more about RMB’s Winter School
5. RMB Bursaries

RMB offers bursaries to Honours students in the Commerce, Business Science, Finance, Maths, Quant, Accounting and IT/IS disciplines who have consistently excelled academically.

Bursary requests should be submitted between September and November of each year, for the following year.

Read more about how to apply for RMB Bursaries

Your CV

Your CV is the first impression we have of you, which is why you need to ensure your CV is: current, relevant, factually correct, without any gaps, keyword-friendly and above all, personal and different, so you stand out from the crowd.

TIP:
Take time to tailor your CV for the specific job you are applying for. Research the role and point out how your specific skills are suitable for the job.

TIP:
Remember to include your contact details in your CV, so that we can notify you as to whether your application was successful or not.

Interviews

If you are invited for an interview at RMB, you are potentially one step closer to joining our world. Remember, this is your opportunity to show us why we must employ you. We like people to surprise us with solutions, creations and innovations.

- Research RMB – visit our website and show us that you are really interested in RMB and pursuing a career with us
- Be on time – plan your journey and give yourself extra time to find parking and register at reception. First impressions count
- Look the part – in order to be successful you need to look successful
- Practice your interview questions – even though you can never anticipate every question the panel may ask you, do your homework about possible questions they may ask such as:

  Why you applied for the role?
  Why are you the best candidate for the role?
  What was your biggest accomplishment in your previous position?
  Are you a team player?
Learning more about you

During the interview we could ask you questions relating to:

**Yourself** – your current position, career highlights, passions, education and something about you as a person.

**Describing yourself** – this is your opportunity to let us see your true personality, rather than telling us what you think we want to hear.

**TIP:** Re-read the job advertisement before you go for the interview as the type of person we are looking for is often mentioned in the advertisement.

**Where you see yourself in five years’ time** – we are interested to hear if your current and future aspirations are in line with our strategy. If your intentions match our goals, chances are good that you will be a good fit and are likely to stay with RMB.

**TIP:** Include how you want to make a great contribution to RMB as you develop experience.

Your knowledge and experience

During the interview we could ask you questions relating to:

**Your strengths** – we would like to know how your specific strengths (qualifications and attributes) can be applied to the advertised position.

**TIP:** Be forward but not arrogant. Although it’s essential that you sell yourself, you need to choose your words and tone carefully. For example, instead of saying: “I am the best programmer in my team”, rather say: “I have a reputation for writing outstanding code”.

**Why you want this job** – this is your chance to tell us why you want the job and why you want to work for RMB.

**What you disliked about your previous job** – avoid negativity, but do point out frustrations you may have had and how this new job could potentially meet unfulfilled needs.

**How do you respond to criticism?** – we want to know if you are open to constructive feedback and if you are open to other people’s ideas and opinions.

**What are your most proud of?** – go to the interview prepared with a few examples of your successes and, if possible, use examples to back it up.
Learning more about you (continued)

How do you respond to stress and pressure? – we want to know what you will actually be like in the work environment and how reliable and calm you will be when things go wrong.

Why you? – this is often a closing question and gives you the chance to stand out. Talk about your experience and skills, but also about you as a person – your attitude and interests and why you’re uniquely suited to the job.

TIP: A successful job search needs an eye-catching marketing campaign for a great product: you! That’s why you need to brand yourself in such a way that you will distinguish yourself from all the other applicants.

TIP: Be sure to include examples that are relevant to the job you’re applying for that will make you stand out from the rest.

Getting to really know you

Apart from matching people’s specific skills and talents, we also want to employ people whose passions and talents match our principles and values – trust, integrity, honesty and fairness. So when we recruit people, we look at both the explicit, technical skills and the tacit, intuitive, emotionally-based competencies of candidates.

We conduct comprehensive assessments to give us more in-depth information about your:

- Personality preferences
- Emotional intelligence
- Problem solving abilities
- Learning potential and cognitive processing abilities
- Knowledge and skills
- Values

Making sure it all adds up

RMB evaluates job applications according to three sets of criteria:

- CVs that are screened against specific criteria for a role, in terms of: skills, experience and competencies
- The interview process
- Assessments

If you are successful in meeting all the criteria set out in the evaluation process, you will be asked to sign a form that gives us permission to do the necessary background checks. Following the outcome of the background checks, RMB will extend an offer to you.

TIP: Make sure you know your CV and that your CV accurately reflects your experience. RMB values integrity and honesty.
Questions you may have for us

Don’t be afraid to ask us questions during your interview. You may for instance want to know:

How can I become a strong contributor to RMB?
The answer is simple: Be results orientated, adaptable to an ambiguous environment, resilient, accountable and responsible and involved.

Why join RMB?
Apart from the opportunity to work for one of South Africa’s leading investment banks, RMB employees also benefit from:

- Training and development opportunities
- Growth within RMB and the FirstRand Group
- Preferential staff rates from RMB Private Bank, FNB and WesBank
- We have our very own Queen who looks after the bank’s ‘gees’ through staff involvement in charity drives and fun days
- Access to the FirstRand Gym at head office
- Subsidised catering, including a free coffee and juice bar
- An invitation to the annual RMB conference

What is RMB’s policy on providing seminars, workshops, and training so employees can keep up their skills or acquire new ones?
We invest significantly in our people, as it is the calibre of our people that keeps us ahead of our industry peers. A range of development opportunities are available, related to enhancing our employees’ performance in their current roles, preparing them for future roles and helping them become the best they can be, at a personal level.

A day-in-the-life-of an RMB employee

A few RMB employees share what it’s like working for the leading investment bank in Africa:

“RMB is not the kind of place where you come in with a set idea of where you are going to be in ten years’ time. It’s a very fluid environment where people who demonstrate ability are encouraged to rise to new challenges.”

Ayanda Sisulu-Dunstan,
Co-head: Debt Capital Markets

“When I walked into RMB’s offices on the first day of the final interview process I was so wowed that I wanted to join RMB no matter what. I enjoy investment banking because not a day goes by that I don’t have to apply my mind. There are so many good reasons working for RMB, but if I have to choose one, I’m going to say the people: they are very approachable and helpful – making it so much easier to develop and grow.”

Gareth Roswell, RMB Graduate
A day-in-the-life-of an RMB employee (continued)

“RMB is a values-driven organisation where human development is greater than only results.”

Simon Fifield, Investment Banking Division

“So much of the success of an organisation is dependent on the culture – both the leaders’ own value systems and the organisation’s principles. We have a strong owner-manager culture at RMB which means we are trusted to treat the business as if it were our own.”

Happy Pooe, Events Co-ordinator, Corporate Marketing

Apply now

If all the investment banks are competing for the same people, we need to think about what it is we do at RMB that keeps talented people here and makes new people choose to work at RMB.

Our competitors all employ smart, hard-working, self-motivated people. It is the opportunities we afford our talent and the environment we offer that makes the difference.

What are you waiting for? Send your CV to us:

Advertised jobs
RMB Graduate programme
RMB Class Of programme
RMB Winter School
RMB Bursaries