

Group Management Trainee Programme (2025 Intake)

Together, we can achieve more

The Bank of East Asia, Limited ("BEA") is Hong Kong's largest independent local bank with 48 branches, 42 SupremeGold Centres, and 3 i-Financial Centres throughout the city.

Overseas, BEA has established a presence in Southeast Asia, the United Kingdom, and the United States. Worldwide, including Hong Kong and the rest of Greater China, BEA operates around 130 outlets and employs approximately 8,000 people. We invite you to become part of our team and to pursue a bright and exciting future.

Programme Structure

Through the two-year Management Trainee ("MT") Programme, BEA identifies and grooms its future leaders. Given the Bank's international network and strong presence in Chinese Mainland, trainees need to gain not only in-depth knowledge of the core banking functions, but also exposure to the China market and international banking. Trainees who have demonstrated strong potential and met management benchmarks will be advanced to executive positions upon completion of the Programme.

Programme Highlights:

- At least 5 months job rotation in Chinese mainland including headquarter in Shanghai and branches in GBA
- Business trip to one of BEA's international branches
- All rounded bank-wide job rotation and exposure

Selection Process:

Aptitude Test & Video Interview --> Group Discussion and Individual Presentation --> Panel Interview

Requirements

- Bachelor's degree (honours) or above from a reputable university (local or overseas), with no more than two years of full time work experience (1st degree obtained in 2023 or after)
- Self-motivated, mature, and possessing a strong drive for excellence
- Good team player and a natural leader
- Excellent communication and analytical skills
- Excellent command of English, Cantonese, and Putonghua
- Passionately committed to developing a long-term career in the banking industry
- Flexible on job mobility

Programme commencement: July 2025

Employees Benefits

- Wellbeing – annual leaves, birthday leave, additional time-off (4 hours per month) to cater for your personal interest and mental wellbeing
- Premises facilities – free lunch, free gymnasium, breakout areas for leisure and team building purposes
- Banking benefits – preferential interest rate, mortgage loan availability, staff loan
- Staff engagement – voluntary activities, sports programs and activities, rooftop farming in Kwun Tong office
- Learning & development – in-house training courses on furnishing your soft skills or consolidating your professional knowledge