



UBI BANCA TAKES ON 330 NEW RECRUITS IN 2018 TO SUPPORT DIGITAL INNOVATION AND NEW CUSTOMER SERVICE MODELS

330 new recruits in 2018 as part of the 2019/20 Business Plan under which 1,100 staff will be appointed in the 2017-2019 three-year period, partly with a view to generation turnover to replace staff leaving. 100 positions to be filled in 2018 for which selection procedures targeting new university graduates above all are currently ongoing.

Milan, 3rd July 2018 – UBI Banca confirms its commitment to recruitment and its objectives in terms of new recruits announced in the 2019/20 Business Plan, with over 330 new recruits in 2018.

In addition to training activities and the enhancement of internal staff, it is digital innovation and the establishment of new customer service models in particular that is driving the Bank's recruitment policies. The new models are centred on advisory services and the use of latest generation systems which require new roles and professional expertise, together with interdisciplinary work teams for their development and management.

The governance and support professions are also affected by these developments. In fact the fields of legal protection, security, compliance, risk management and information technology for the management of large databases continue to be key areas, but need to be addressed in terms of the way banking and technology is evolving.

The Bank has already taken on 230 new recruits during the year, while search and selection activity is still in progress for approximately **100 positions**.

The search is targeted above all on young **new university graduates**. Recruitment areas mainly regard business units and governance and support areas (e.g. information technology, risk management, compliance, administration, finance and control). In detail:

The Bank's governance and support areas (20 positions approx.)

- Administration, Finance and Control
- Compliance
- Risk Management
- IT Governance, Data & Security
- Customer Analytics and Data Governance: data scientist specialists are currently being sought in this field.

Business units (40 positions approx.):

- Global Transaction Banking (management of clients' foreign commercial business): positions in Sales, Trade & Cash and staff in the Transaction Banking Unit;
- Corporate & Investment Banking: this is distributed among the various functions of corporate finance, with a particular focus on M&A Advisory;
- Retail Banking: positions in Branch Advisory



- Top Private Banking: Top Private Banking Assistant roles, for whom the accelerated training and development programme is designed leading to the position of Private Banking Relationship Manager.

The main areas of expertise required

- For junior positions, where knowledge of a quantitative nature is always of greater importance, together with an aptitude for working on interdisciplinary projects, the search is for brilliant young undergraduates or new graduates in **management engineering and IT, mathematics, physics, economics and law**.
- **For experienced positions** the search is for professional staff already in possession of precise specialist expertise.

The search covers the whole country and the positions are located in all areas in which the UBI Banca Group has a presence, although with a greater preference for towns and cities where the main management headquarters of the Group are located.

There are also many opportunities at UBI Banca for **curricular and extracurricular internships** which offer young students and new graduates their first contact with the world of work. There are currently 20 trainee positions available and they are concentrated in Corporate Finance, IT Governance, Data & Security and Omnichannel & Digital Innovation.

All the available positions may be consulted online in the relative section of the Group's website and on its LinkedIn page.

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