

EVP Internationalism

**Speakers: Pebbles Lacson, Senior Human Resources Manager
Jonathan Webster, International Manager, Wholesale Banking
Lani Biacora, Global Trade and Receivables Finance
Ritche Jandayan, Markets and Securities Services**

[Text on screen]
HSBC

[Pebbles]
Hello and welcome to today's episode of the HSBC Employee Value Proposition. I am Pebbles, your host, and with me today are three guests who will talk about the internationalism of HSBC

[Pebbles]
Jonathan, what makes working with HSBC distinct?

[Text on screen]
Jonathan Webster
International Manager, Wholesale Banking

[Jonathan]
So I joined HSBC because I knew it was a global organisation. That was one of the things that really attracted me to coming here. And I've been very surprised and amazed at all the opportunities you have to go through different roles and different geographies while working here.

[Text on screen]
Opportunities to go through different roles and different geographies.

[Jonathan]
So I've taken advantage of that as much as I possibly can. I'm working in my third market after the US and Hong Kong. And I've had a large amount of exposure through different roles within the organisation as well. So I started off as a Global Relationship Manager. I had the opportunity to move into a completely different business in Global Trade and Receivables Finance doing a sales role, which I had no qualifications or experience for but was able to leverage my past experience to make it work.

Then I was able to go back into a coverage role, work with clients across 19 markets in Asia-Pacific making sure we delivered a very consistent banking proposition to them. Now I find myself here in the Philippines and it's been a wonderful experience managing the multinationals and international subsidiary business here so far.

When I joined HSBC it was in the midst of the financial crisis in 2008. The fact that they still took in graduates, when many banks weren't doing so at the time, and invested in me for five months without generating any sort of revenue – I was working in classrooms, not with clients – was a testament to how much the organisation was willing to invest in me, especially during such a dark time for the world really. To me that really set the tone for working at HSBC for the rest of my career.

It made me want to contribute. It made me want to be the best employee I could be. Continue to develop in myself because the bank was willing to invest in my development as well.

[Text on screen]
Invest in my development

[Text on screen]

Lani Biacora
Global Trade and Receivables Finance

[Lani]

HSBC's purpose is opening up a world of opportunity. And for me, opportunities are not only meant for our customers or stakeholders but also to us as employees. It means opportunities to learn new skills, to work with a different group of people, to learn more about different cultures and that's because of our vast network and international connectivity.

[Text on screen]

Opportunities to learn new skills
Work with different groups of people
Learn more about different cultures

[Lani]

When I talk about opportunity for myself it means being able to have opportunities for new and challenging roles.

[Text on screen]

New and challenging roles

[Lani]

Actually, HSBC hired me for a different role despite my sales background because they value my potential and they were not limited by my previous skills but also the potential that I have.

[Text on screen]

Value my potential

[Lani]

And they invested in me by giving me local and international training

[Text on screen]

Local and international training

[Lani]

I had a different experience in Singapore. I asked for opportunity to work in a different country and I was post as a short-term attachment assignee for Sustainability team. And that really helped me learn more about sustainability, which is different from what I'm currently doing in Trade.

[Pebbles]

And thank you Lani for sharing with us your experience on your STA in Singapore. Incidentally, we have today someone who is joining us live from Singapore during his STA there. Let's turn the camera to Ritche.

Hello!

[Text on screen]

Ritche Jandayan
Markets and Securities Services

[Ritche]

Hello! Ritche here from HSBC in Singapore, and as you can see, our building is just a few blocks away from the iconic Marina Bay Sands hotel as well as the famous Merlion Park. So, again, hello from Singapore!

For me HSBC is the best place to work because among many other things, I was given this opportunity to supplement my skills through an actual six months attachment here in our Singapore office.

[Text on screen]

Supplement skills through attachment

[Ritche]

So this opportunity has really further broadened my perspective as I get to experience in real life how it is to be working in one of our firm's regional hubs. It has also allowed me to connect with more people. And of course, most importantly, I am having a great time here with the awesome scenic sights as you can see.

[Text on screen]

Broaden perspective

Experience working in a regional hub

Connect with more people

[Ritche]

I think that's what makes HSBC unique because there is that inherent opportunity to experience an international role. So, whether you are looking for a permanent career abroad or just to experience the working environment in another country, it is something you can really plan out and pursue as part of your career at the Bank. And I can guarantee that senior management is really supportive. Of course I can attest to that with this opportunity that was given to me to have my six months, imagine six months, STA here in HSBC Singapore.

So, that international opportunity along with the mentorships I have benefited over the years and the culture of speaking up and the culture of recognition, these are the factors that leads me to say HSBC is the best place to work.

[Text on screen]

International opportunity and mentorship

Culture of Speak Up and recognition

That concludes today's episode. Thank you for joining us. I hope you got insight into what makes working with HSBC both meaningful and truly rewarding.

[Text on screen]

HSBC