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Welcome

Discover a place where your passion can grow into a fulfilling career.

“Rebuilding RBS is one of the biggest challenges in UK business today – I’m glad you’re showing an interest in joining us. That speaks of your ambition, vision and character; all qualities we are looking for in our employees as we change our bank for the better.

We’ve got a bold ambition: to be number one for customer service, trust and advocacy by 2020. To get there, we need original ideas and brave long-term thinking in every area of our business. This is where you come in. Your fresh perspectives will help create a bank that we can all be proud of.

If you’re serious about playing your part then I know that we’ll provide you with the guidance, opportunities and challenges you need to start building your career.

I hope to meet you soon.”

Ross McEwan, CEO



Why join RBS?

Combine your passion and values with potential and empowerment.

RBS is an exciting place to work. We believe there's a right way to do business and we've created a fair, open, honest culture that will value your passions and help you achieve your full potential. Get ready to drive positive change as you rise to the challenge of harnessing your potential to create a dynamic career and a better bank for our customers.

We have high expectations of our employees and we'll give you the tools and support to deliver on them. After all, the potential you bring will help shape our future and deliver the best for our customers. Expect exposure to live projects and lots of responsibility from the word go, supported by a formal induction and structured training from industry experts.

Alongside your professional progress, we're equally interested in your personal, ethical and social

development. You'll find four deeply-held values driving your work at RBS: serving customers, working together, doing the right thing and thinking long term. These are the principles making us a stronger bank and they're something you need to believe in.

Prepare for broader horizons too. We're a bank with graduate and internship opportunities that operate on an impressive scale, whatever your degree subject.

We have careers for analytical minds, strategic thinkers, technology heads and business brains. Wherever you join, you'll get to see a huge range of business areas, with genuine employment opportunities on offer.

We've recently been recognised as one of The Times' Top 50 Employers for Women, and we were honoured with the Investor in Young People Award, making us the perfect place to start your career.



Your options

The passion you own, the expertise you develop, the potential you reach.

It all depends on where your strengths, talents and personal goals take you. Our focus is on finding the best fit for you while giving you everything you need to make the biggest contribution you can.

A love of investigating trips away...

...is an opportunity
with RBS

Business area	Graduate programme	Female Leaders Insight	Summer Internship	Spring Week
CORPORATE & INSTITUTIONAL BANKING				
Markets	●		●	●
Capital Markets	●		●	
COMMERCIAL & PRIVATE BANKING				
Commercial Banking	●	●	●	●
Private Banking	●		●	
PERSONAL & BUSINESS BANKING				
Ulster Bank	●		●	
SERVICES				
Business Operations	●	●	●	●
Business Technology	●	●	●	
CORE FUNCTIONS				
Risk	●		●	●
Internal Audit	●		●	
Internal Audit: Technology & Change	●			
Finance	●		●	
Human Resources	●		●	
Conduct & Regulatory Affairs	●		●	

Regardless of the year you're in at university, we have a range of roles open to you. Our programmes are broken into our five core business areas: Corporate & Institutional Banking, Commercial & Private Banking, Personal & Business Banking, Services and Core Functions. Each offers a variety of entry points, outlined here.

Development

Your passion and ambition, shaped by a wealth of new experiences.

It's a combination that will get your career off to a flying start. Whether you join as an intern or a graduate, you'll develop your potential in ways that will define your whole career. And while we'll give you all the support and tools you need, it's ultimately up to you to make the most of the opportunities ahead.



A love of organising events...



...is an opportunity
with RBS

Internships

We offer different types of internships to suit students at various stages of their studies.

Whichever route you take, you'll gain insight into our banking culture and get a real sense of whether RBS is right for you. More than that, you'll be creating a solid platform on which to build your career, as many interns go on to secure places on our graduate programmes. Our internships are open to students from all degree backgrounds so there is plenty of opportunity for you to explore.

Spring Weeks

Aimed at those in the first year of a three-year degree or the second year of a four-year degree, our Spring Week programmes are a great introduction to financial services.

They start with a one-day induction, followed by the chance to network with senior executives and wider bank colleagues. You can also expect personal development sessions and, depending on the programme, practical training too. You'll then see how we work with two days of shadowing, before taking part in an assessment centre for a place on our summer programme. Join us during Spring Week, and we'll help you uncover ways to apply your passions and unique skill set to a role at RBS.

Summer Internships

This programme offers penultimate year students ten weeks' in-depth experience of RBS, beginning with a week-long induction that introduces you to the bank and how we work.

You'll also enjoy soft-skills training sessions before joining your chosen business area. This is where we will really help you focus on how you can develop and give you the support to enable

you to reach your long term potential. For the next nine weeks you'll learn from a supportive team and gain hands-on experience as you undertake your own assignments and take part in our Community Involvement initiatives. As with our Spring Weeks, if you perform well and feel RBS is a good fit for you, you could secure a place on our graduate programme the following year.

Female Leaders Insight

This internship offers an insight into the careers of our female business leaders at RBS, so you'll have the rare opportunity to learn from their experience. You will also have the chance to ask for invaluable advice, and gain a greater understanding of the steps these successful women have taken to succeed in their careers.

During this week-long internship, we will provide you with the opportunity to learn about either our Commercial or Services business areas. You will be able to see live project work and operations in action, whilst attending key meetings to understand what a leaders' role is like at RBS. We want to help you explore and discover which area of banking is right for you, so there will be lots of networking opportunities with our female graduates to learn about their experiences so far here at RBS. We will also provide you with personal development and employability training to help you progress and turn your passions into your potential. These opportunities are available in our London and Edinburgh offices and will take place over winter and Easter breaks. They could lead to a place on our Summer Internship or graduate programmes.

Graduates

Graduate development at RBS begins with a comprehensive induction introducing you to the bank, our culture and your business area. Once you settle into your team, your managers and colleagues are on hand to guide and encourage you to use your passion, share your ideas and start developing your potential.

Each of our graduate programmes has its own best in class development scheme and technical training, tailored to you and the needs of your business area. We'll help you cultivate the knowledge, people and business skills needed to add something special to an international financial institution.

Personal development programmes will teach you the value of team working, problem solving, influencing, communicating and presenting, and you'll be supported to gain relevant professional qualifications. Meanwhile, you'll gain exposure to different parts of our operation; earning real insight into how work impacts on RBS as a whole.

You'll build on your knowledge through a broad range of resources. We have an online portal where you can sign up for courses and access materials, while regular reviews with your manager will help you identify your development goals. Plus, as well as enjoying the support of a graduate programme manager in HR, you will receive expert guidance in the shape of a buddy and a mentor.

Nevertheless, the progress you make will be down to the effort you put in. The harder you push yourself, the more you'll benefit – whether you're on rotation or placement, contributing to Community Involvement projects, attending networking events or mentoring new graduates.

For more detail on your development at RBS, visit yourpassionyourpotential.rbs.com



Business areas: overview

Finding your passion, choosing your path.

Whichever part of our hugely diverse organisation you choose to join, you'll find us working together towards one common goal: to make RBS stronger, smarter, simpler and more sustainable for our customers.

A love of intricate video games...



...is an opportunity
with RBS

Corporate & Institutional Banking Services

Our far-reaching international network means we are perfectly placed to support our Corporate & Institutional clients. This part of RBS provides major corporates, financial institutions, governments and their agencies with the best in wholesale banking. We offer these clients support and expertise across a whole range of areas, spanning from debt financing to liquidity management.

Commercial & Private Banking

This is the part of RBS that helps UK enterprises and wealthy individuals to grow, accumulate and make the most of the financial opportunities open to them. Our teams constantly challenge themselves to offer the most innovative and appropriate financial products and services, advice and strategic plans to ensure long term prosperity for clients and customers.

Personal & Business Banking

Here we offer the best in retail and business banking to 16.5 million customers across the UK and 1.4 million across Ireland: on the high street, over the phone and via mobile banking. Like every part of RBS, Personal & Business Banking is absolutely focused on doing what's best for those customers – providing them with brilliant products and services that fit their banking into their lifestyle.

Our Services teams keep RBS running. Some make sure our deals and payments go ahead as planned. Others manage our technology infrastructure so that we can securely deliver exceptional banking services. All of them work closely with colleagues around the bank to search out new and better ways to run our business and serve our customers.

Core Functions

We have an army of specialists supporting the business behind the scenes. From planning finances to managing risk, delivering change to making sure our employees are safe. These functions don't just underpin our day-to-day success. Their robust strategies and mould-breaking ideas also play a key role in shaping our future.

Read on to find out what each area can offer you.

Hear more about these business areas from our graduates at yourpassionyourpotential.rbs.com

Corporate & Institutional Banking

As a graduate within Corporate & Institutional Banking, you'll work on a rotational basis in either Markets or Capital Markets, and help in our mission to provide major corporates, financial institutions and governments across the UK and Europe with the best in wholesale banking.

We offer expertise across debt financing, risk management and transaction services, with particular product strength in fixed income, foreign exchange rates, credit, trade finance, and cash and liquidity management.

If you're a confident communicator with strong analytical and project management skills and you thrive under pressure, Corporate & Institutional Banking is the place for you.



Markets

As a graduate analyst in Markets, you'll join our Sales, Research, Structuring & Trading teams predominately with exposure of either Currencies or Fixed Income. You'll contribute to an industry-leading business to deliver world-class products, seamless execution and deep insights into international markets and industries.

The hub of our sales and trading activities, Markets is where we provide clients with financial products across fixed income, equity, commodity, foreign exchange, derivative and money markets. You'll work across four areas on your programme.

- **Research & Strategy**
This team provides insights across economies, interest rates, foreign exchanges, credit, emerging markets and commodities.

- **Sales**
Our sales teams generate revenue by ensuring each client is up to speed with the latest investment and trading opportunities across our asset classes.
- **Structuring**
Structurers package and price complex derivative products to suit every client's financial needs.
- **Trading**
Our traders buy and sell financial products to help clients manage portfolio risk and implement their investment strategies.

Capital Markets

Our Capital Markets programme is rotational, so you'll have exposure to areas such as Debt Capital Markets, Financial Institutions Group, Loans & Client Management, and Corporate Advisory.

Capital Markets helps clients optimise their capital structure by raising financing in the debt capital markets and offering a range of investment banking products. You'll get a taste of all four teams through our rotational programme.

- **Corporate Debt Capital Markets**
Delivers products such as corporate bonds and loans, secured corporate debt products and private placement.
- **Financial Institutions Group**
One of our fastest-growing areas, they provide investment banking solutions to institutions such as banks, insurance companies and asset management firms.
- **Corporate Advisory**
With an international reach, this team works to generate ideas and solutions for a broad range of sectors and markets, with a strong focus on optimal capital structuring, multi-product financing strategies, event risk management, working capital management and recruit rating considerations.
- **Loans & Client Management**
Works to maintain and develop client and subsidiary relationships through regular client discussions. Part of their role is to use a neutral approach to spot opportunities and originate transactions that are right for each client.



Lucy Emptage
Graduate, Markets
Programme

The potential to learn more

When I first started out, I didn't really know what I wanted to do, so the RBS Spring Week was great for helping me to learn more about Markets, and Sales & Trading.

I have worked in Foreign Exchange (FX) since my internship and spent most of my time in sales until I ended up on a trading desk. I genuinely felt that because people wanted me to be there, I could give it a go and turns out, I really enjoy it! My colleagues helped me break out of my comfort zone into something new and there's strong support from management to spend time on every desk, which is really positive. The rotational aspect of the programme particularly appealed to me. The opportunity to learn about different areas of the bank is extremely valuable, even if you think you know what you want. Through placements in different areas, you get to widen your professional network and gain exposure to different products and client types.

RBS is a business that's always changing. At the moment, it feels like RBS is in a good place and it's exciting to be in this part of the business where lots of progress is being made. We have a real emphasis on being better, quicker and serving customers more effectively. I genuinely feel that as a business, we are focusing on the right customers and doing what we do well.



Commercial & Private Banking

There are two routes into our Commercial & Private Banking business.

If you're interested in working long-term with small-to-medium UK businesses, a career in Commercial Banking could be right for you. If you're more excited by the prospect of building personal relationships with high net worth customers, our Private Banking programme will be a better fit.

Building relationships with clients and customers is the key to success in both areas. You'll quickly learn that no matter how innovative or effective our financial products, our

real success lies in the strength of our customer relationships. Rest assured, we'll make sure you have everything it takes to grow them as you develop your career here.

Commercial Banking

As a graduate in Commercial Banking you'll be part of a respected division that supports UK business in all kinds of ways. From backing the brainchild of an entrepreneur to enabling the international operations of over 90% of FTSE 100 companies, the team provides the market-leading services and international reach our clients rely on.

Our rotational programme will open your eyes to the full breadth of Commercial Banking at RBS – our products, enablement and relationship management. You'll enjoy a constant stream of new challenges and real responsibility from a very early stage. It's a place for creative, resilient, business-minded team players who are passionate about customers and eager to learn. With a confident, flexible outlook, you will also be a natural when it comes to engaging and influencing others.

Private Banking

Coutts and Adam & Company are two businesses in the Commercial & Private Banking division of RBS. Their rich heritage makes them two of the most esteemed names in private banking and wealth management.

Our private bankers and wealth managers are principally involved with developing new business for the bank through the acquisition of new clients and managing existing clients to the highest possible level. As a graduate, you will learn how to do both as you hit the ground running and develop the key skills required to become an exceptional private banker or wealth manager.

Within your first few weeks, you'll be taking calls from clients and delivering the standard of service they've come to expect. After that, you will be assigned to a private banker from our banking centre. This will be a client-facing environment where you will support a private banker managing a portfolio of clients and meeting their banking and lending needs.

Within this role, you get the opportunity to experience a number of areas within Coutts and Adam & Company before returning to the frontline and completing your programme.



Colette Waters

Graduate, Commercial
Banking Programme

The opportunities you explore

I studied Law at University but decided I wanted a change. Through speaking with colleagues from RBS on campus, I applied for a graduate scheme within Commercial & Private Banking.

Initially I chose RBS because it was a big name and brand that I recognised. My early interactions with the people were very positive and the events I attended at University helped me to learn more about RBS as a company.

Because I was new to finance, I felt that Commercial & Private Banking offered the widest range of experience. The rotations have provided lots of options and I've had a real taster of different areas within the bank.

My role is a dynamic one, and every day is different. I really enjoy the variety and the contact I have with clients. Everyone in my current team has a different background, which makes my experience on the rotations interesting - each colleague has something different to add to my experience. I'm currently looking at my next placement, and it's great that there's always the potential to do something new. RBS is keen to keep people moving into roles that they want. I hope to try lots of different roles within the bank that will make me a well-rounded professional.



David Smylie

Graduate, Private
Banking Programme

The potential to achieve

I was inspired to apply for RBS because I knew I liked working with people and clients, and when I did some research, the role profile seemed to fit perfectly.

I now work at Adam & Co, but I originally joined as part of Coutts. I knew the graduate programme would be challenging, but this was a big sell for me. To be able to work and study towards my qualifications with the support of my employer sounded great. You're thrown in at the deep end and you have to learn quickly. I've had eight exams in two years, so it's a challenge to juggle this with work. But at the end of it, you can really see how much you've progressed. Building up the confidence to speak to all different types of clients knowledgeably has been a huge achievement.

I work on a large portfolio of clients. From assisting with the managing of their day to day accounts to advising on applying for a £4,000,000 mortgage, you have to learn to deal with their high expectations quickly, but you're never bored, and it's always great to see a satisfied client.

The environment here is supportive and close knit, despite being part of a huge organisation. You're provided with a clear career path very early on, which helps you to set goals. The opportunities at RBS are huge, and you're always given encouragement to meet them.

Personal & Business Banking

Whether they come to us for Personal or Business Banking, our customers ultimately want the same things from NatWest, RBS and Ulster Bank. Banking that's simple, fair, easy and professional.

We respond with innovative, helpful products and services, all delivered in the way that works best for our customers. That's how all of us – in branches, contact centres and support teams around the UK and

Ireland – are working together to restore trust and integrity in our customer relationships. On our Ulster Bank graduate programme, you can play your part.

Ulster Bank

Over four six-month rotations, this programme will give you a clear picture of the scope of operations across Ulster Bank. It will show you the full combination of strengths that sets us apart for our customers – our debt expertise, sector knowledge, product range and the international reach that comes with being part of RBS.

You'll begin by learning how we maintain impeccable customer relationships in our two core divisions – first Retail Banking, then Corporate Banking. Next, you'll spend six months in Risk, discovering the vital role risk management plays in our commercial decision-making. Your final placement will be in a business division of your choice, based on your strengths, interests and desired career path.





Services

**The trades we process. The transactions we manage.
The financial products we offer our customers.**

None of these ultimately work without Services – the part of RBS that keeps the whole bank running and looks for new and better ways to serve our customers.

Some Services teams are responsible for ensuring our deals and payments happen as planned. Others manage our technology infrastructure so that we can deliver secure banking

services with industry-leading service levels. At the heart of it all is a drive to innovate. We're always on the lookout for ways to improve how we work and what we offer our customers.

We work closely with every area of the bank to deliver the solutions they need to build a better future.

We have two career paths for graduates and interns within Services:

Business Operations

This team provides innovative solutions to make our customer's experience with RBS exceptional. This area of Services connects with all the divisions of the bank, and offers graduates and interns the opportunity to have a major impact on these areas, the future of the bank, the customer and their experience.

Services possesses an innovative streak that sees us continually looking for new and better ways to run our business and serve our customers.

We work closely with colleagues across RBS to deliver the solutions they need to build a better future. Our Business Operations programme develops future strategists, managers, planners, leaders and innovators.

Business Technology

In the fiercely competitive world of finance, it's vital we have the best technology at our fingertips. Technology sharpens our competitive edge, enabling communication and information transfer in real time around the globe. It lets customers access their accounts no matter where they are, while allowing us to perform complex calculations, transfer funds, disseminate information and execute millions of transactions across time zones.

Which is why our Business Technology team is at the heart of our international operation. As a graduate based in Edinburgh or London, you'll create bespoke solutions using the latest programming languages and technologies. Your work will touch all aspects of RBS, so variety – and the chance to explore the full spectrum of what we do – is guaranteed.

You don't need to come to us with advanced technical skills. Many of our graduate trainees have degrees in engineering, mathematics, economics, computing or science. But we'll consider anyone who shows a keen interest in technology and who's great with people.



Alexandra Paterson

Graduate, Business
Technology Programme

The passion you bring

I've always been passionate about solving problems and thinking about new ways to do things, and I really wanted my career to reflect this.

RBS caught my eye because it always had a lot of great campus events on offer, where I had the opportunity to meet real people from the bank.

I really liked the rotations across the functions which would help me explore what technology at RBS is really like. Technology for me is fast moving and exciting. Ultimately, I was attracted to the potential opportunity to be a change maker, making an impact. I wanted to play a part in shaping the future of banking.

Joining the bank, I took part in a six week training programme with the rest of the technology graduates. We were given great training that helped me to understand the bank better, but also helped me settle in. At RBS I really feel like part of the team and I know I always have someone to call.

All this makes a huge difference, and thanks to the training and opportunities at RBS, I can truly say I love my job.



Lucy Fenwick

Graduate, Business
Operations Programme

The things you achieve

After university, I knew that I didn't want to go straight into a job - I felt that it wouldn't offer me the same development opportunity that a graduate scheme in a large corporate environment would. I was attracted to RBS because I knew it would provide me with access to learn from lots of senior managers in the business.

I decided to apply for the Services programme, because as a division, it's really the backbone of the bank. It spans across all brands, and I really enjoy the variety of work, the people I get to meet and the career progression and opportunities available to me.

The two rotations that I've been on so far have given me the chance to experience being both a line manager and a project manager. It's been a valuable experience and I've learned skills such as negotiating and influencing, as well as being able to pick things up quickly. Each rotation expects you to hit the ground running, but you do learn a lot.

In my current rotation, I work as a project manager in the Design Solution Team, where I partner with start up tech organisations and market leaders to pilot their innovative products. These add value to our customers' experience. Working with these creative people is definitely one of the best parts of my role!

Core Functions

Our diverse Core Functions offer talented graduates an incredible array of opportunities.

Planning finances, managing risk, marketing our successes, making RBS a better place to work: whichever role you take on, you'll be playing a crucial role in our operations today and our plans for tomorrow.

Whichever function you join, you'll develop specialist knowledge and skills as you gain a comprehensive overview of our international operation.

And you'll get to define what the future of RBS – and banking – looks like.



We have graduate programmes in six Core Functions:

Risk

Managing risk is absolutely vital to the bank's stability. It underpins our performance, reputation and future success now more than ever before. Which is why we're always looking to enhance the adequacy of our processes. As a graduate trainee, you'll rotate around our core Risk pillars (Credit Risk, Enterprise Wide Risk Management, Market Risk, Operational Risk and Risk Infrastructure) to understand every way risk affects our business.

Internal Audit

Within RBS and beyond, there are many important stakeholders demanding assurance that we're building the bank the right way. Focusing on the integrity of our finances, controls and systems, our Internal Audit teams are providing that assurance. This programme will expose you to senior stakeholders, stretch your analytical ability and show you the bank in its entirety.

Internal Audit: Technology & Change

Technology is central to everything we do at RBS. Which is why we're constantly

developing our IT systems – creating the strongest possible support network. As a graduate trainee, you'll learn about financial services – as well as the technology and risks behind them – as you work on audits ranging from Integrated and Infrastructure to Change, Regulatory and Payment Scheme Certifications.

Finance

Finance operates at the core of our international business. It's a full-service function engaged in the rich and diverse portfolio of RBS businesses and divisions around the globe. As a graduate here, you'll move between different areas to build a breadth of experience before specialising. With so much to see, it's an incredibly interesting and rewarding place to start your career.

Human Resources

HR supports the bank to shape and deploy people policies and strategies that improve our performance for customers, through our people. That's a huge task and getting all of it right is vital to the long term success of

the bank. On our HR graduate programme, you'll be exposed to a range of roles, business areas and senior colleagues around the bank. This could see you do anything from recruiting future talent, designing learning programmes, recommending pay structures, and analysing market data.

Conduct & Regulatory Affairs

Conduct & Regulatory Affairs has responsibility for the strategy and successful execution of the bank's approach to managing its Conduct & Compliance agenda as well as management of Regulatory matters, interaction with key regulatory bodies and adherence to regulatory legislation. It's one of the fastest growing business areas across the industry and there is a huge focus from all banks to ensure they get this right. With a unique opportunity to develop knowledge of multiple disciplines within the function, from analysing new regulations to analysing how they will impact our divisions, you'll play an important role ensuring that we're conducting business with the best interest of our customers.



Jamie Barrett

Graduate, Internal Audit:
Technology & Change Programme

The chance to make an impact

I've always been fascinated by technology, especially its constantly evolving nature. Studying computer games development at university enabled me to emerge myself in the subject and gain technical skills. I knew I wanted to continue applying these skills in the real world after graduating.

I knew I wanted to work somewhere where I could innovate and make a real impact. When I first came across the RBS Internal Audit: Technology & Change Programme, I was really impressed by the support provided and the development opportunities in place.

As soon as I applied, it became clear that it doesn't matter what you've studied, as long as you have the passion to make a difference. I felt very supported and encouraged throughout the whole application process.

From day one at RBS, the friendly and supportive culture has really stood out to me. It doesn't matter what department or what role level you are, there will always be someone at hand to offer advice. I really wanted to improve my public speaking skills, and I have recently spoken at an event for 50 people. I'm now gearing up to address an audience of more than 100 colleagues.

What I feel the most passionate about in my role is the opportunity to make a real impact. It is all about doing the right thing and everything my team and I do creates a better bank for our customers.



How to Apply

Take a step closer to your dream career.

By now, we hope you have a clearer idea of what careers at RBS are all about. If you're still unsure which area you want to work in, you'll find more in-depth explanations on our website. It's important that you study the information and think carefully about which programme would best suit your skills, interests and ambitions for the future.

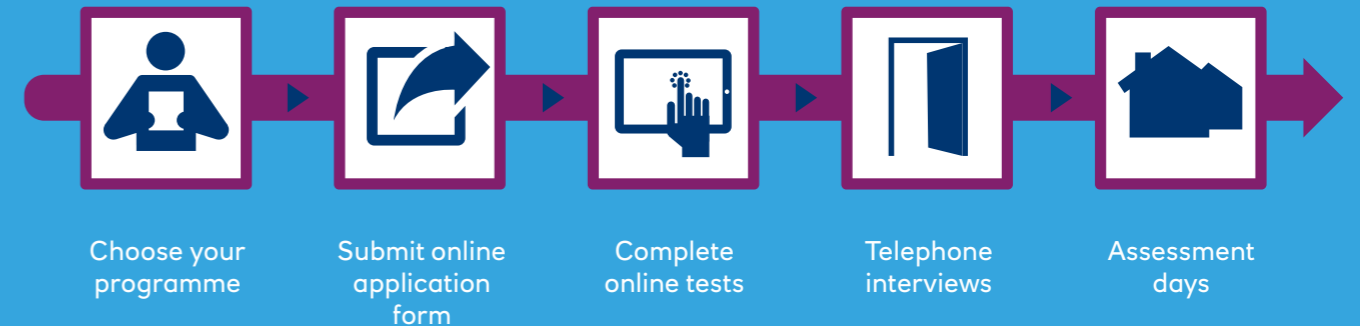
Once you've decided the one that's right for you, the first thing you'll need to do is complete a short application form on our website. We'll ask for personal details, academic achievements and employment history.

The next stage of the process depends on the programme you apply for, but they all follow a broadly similar format of situational judgement tests, online tests, telephone interviews and

assessment centres. In the assessment centres, you'll take part in a variety of individual and group exercises (your results and contributions will only be assessed individually).

Every step of the selection process is designed to find out how you work and whether we're a good match for each other.

Our selection process, simplified:



For more information about our recruitment process and to apply, visit:

yourpassionyourpotential.rbs.com

Please note that we recruit on a first-come, first-served basis so it's best to apply as early as possible.

For more advice on the future and everything you need to prepare for the recruitment process visit:

careerkickstart.rbs.com/next-steps/



Graduate and Intern programmes:

Corporate & Institutional Banking

Markets

Capital Markets

Commercial & Private Banking

Commercial Banking

Private Banking

Personal & Business Banking

Ulster Bank

Services

Business Operations

Business Technology

Core Functions

Risk

Internal Audit

Internal Audit: Technology & Change

Finance

Human Resources

Conduct & Regulatory Affairs

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RBSEarlyCareers:

