

Your guide to HSBC's application process

Hi, I'm Amber and I'll be your guide to help you understand what to expect when applying for emerging talent roles at HSBC.

In this video, I'll walk you through the application process, so you feel prepared and confident.

You'll also hear from our recruiters and recent graduates, who will share some tips with you. Let's get started.

Firstly, you'll need to complete a short and simple application form which will take you around 10 minutes. You may need to provide your CV or transcripts but there aren't any long, written questions. We just need to know the basics about you to check you're eligible for the programme you've applied to.

It's as simple as that, and having begun the process, you'll be able to access our dedicated Candidate Hub – a site full of tips and support for each stage in the application process. More on that later.

Completing our online assessments

Next, we'll invite you to complete our online assessments.

Depending on which market and programme you're applying to, it will consist of one or two stages.

Our online assessments are interesting, and immersive experiences, designed to give you the opportunity to see what it's like working at HSBC and, through real-life scenarios, allow us to assess how your skills align with the role you've applied to.

You'll need to respond to questions provided in different formats that might include audio or visual content. They'll include graphs or data tables similar to what you might see if you were working at HSBC.

You'll also need to provide some short video responses so we can get to know you better.

Each assessment will take around 40 minutes to complete.

My top tip for the application process is to practice online tests as much as you can.

Try a variety of them, also use the Practice Zone. There's loads of different resources in there to help you prepare for the types of questions that will come up in online assessment.

All the different kinds of questions will be in there, so that's a great way to prepare before you tackle the real thing. During the online assessment, the first thing that you want to make sure is that you're in a really quiet environment, there's no interruption, and you have a piece of paper as well as a pen with you so that you can take notes if you spot something.

My top tip is to learn about our values and think about how you can embody them in the online assessments. Remember, one of our values is we value difference. So be yourself and be authentic.

Attending our assessment centre

The final stage of the process is an assessment centre.

These are mostly virtual but sometimes will be run in-person at one of our offices.

At the assessment centre you'll meet HSBC employees and will complete different interviews and exercises designed to enable you to showcase your behavioural skills.

We suggest that do your research about HSBC and your chosen business area so you can clearly explain why you are interested in joining. The assessment centre usually runs for 3 hours and there are plenty of breaks in between.

My assessment centre experience was overall very positive. My advice to you is don't worry if you don't know the answer to a technical question.

The interviews are supposed to challenge you. Preparation is the key to succeeding in an interview.

Don't forget to practice your speaking voice and also your body language. And also, please come up with some smart and insightful questions to demonstrate your curiosity and engagement.

Make sure you've done all the necessary research into the business that you're applying to into the company as well. That's a great first step to showcase your motivation for the role, but also a great way to prepare for the types of questions that might come up on the day.

The technical stuff

You can submit your application form on any device, but when you come to complete your online assessments, we strongly recommend that you use a laptop or tablet with good internet access rather than a mobile. This is because you'll need to review different information sources.

For the video response questions, you'll need to use a laptop or tablet with a webcam.

Our platform will help you do a system check to make sure your video and sound quality is good before you start the video questions.

Finally, it's a good idea to make sure you have somewhere quiet where you can complete your assessments so that you can give them your full attention. You should have a pen, paper and calculator in case you need to jot down any information to help you form your answers.

I hope you found this video helpful to prepare for your application and assessment process.

You can find out more about ways to prepare by signing up to our Practice Zone which you'll find linked on this page. We wish you the best of luck in your application!