



**Nedbank**

**Quants Graduate**

**Programme**

**Booklet**

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## About us

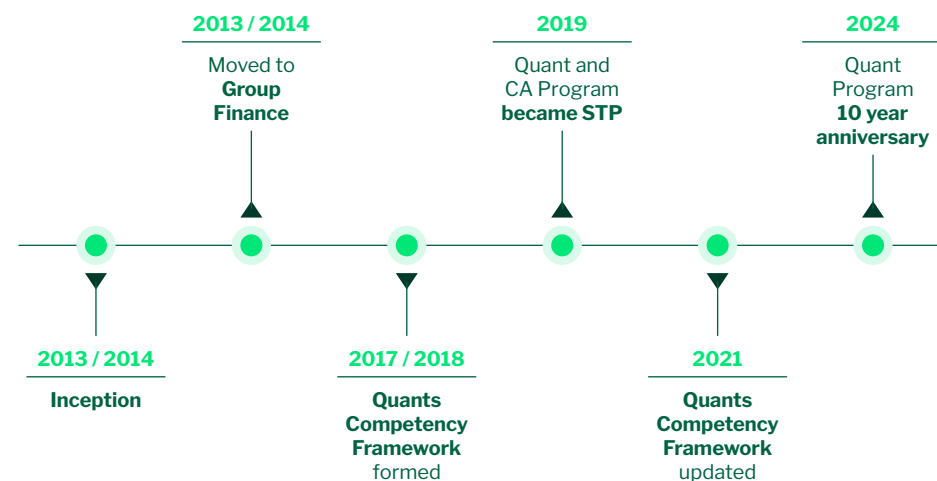
### The birth of the Nedbank Quants Graduate Programme

The Nedbank Quants Graduate Programme began as a small, unstructured training pipeline in Group Risk. As business needs and the rise of data science and digitisation increased, a more formal programme with a structured competency framework was developed between 2013 and 2014.

The programme moved to Group Finance and co-existed with the well established CA Training Programme. Over time, the programme evolved to include social and mentorship components and a rotational framework. By 2018, it had become a two-year programme for graduates with scarce quantitative skills to explore rotations across the bank.

In 2019, more collaboration between the CA training programme and Quant Graduate Programme was implemented under the umbrella of Specialist Training Programme (STP), and by 2021, a comprehensive competency framework was introduced.

The Quant programme allows graduates to carve out their own career path, explore their interests, upskill, and rotate as they wish in alignment with business needs and their personal career aspirations.



### The bigger picture

Nedbank's Quants Graduate Programme meets the growing demand for data-savvy leaders. It offers invaluable quant skills across various bank areas, prioritizing retention and creating future leaders. Graduates gain cross-cluster skills, experience, and serve diverse business functions. Exciting, right?



**Nombulelo (Letsie)  
Ndlovu**

Head:  
Specialist Training Programme

### From investment banker to leading the elite Quants Graduate Programme – what made you decide on this career pivot and how did Nedbank support you when making this decision?

This role is a collide of purpose and passion for me. I got exposed to talent recruitment through Nedbank, during my articles I had a privilege of being Head of Recruitment for the CA Seminar Experience – this exposure planted a deep passion around young talent. I am passionate about helping young talent transition to the world of work, to thrive in it and to make their mark. This role enables me to do that and even beyond.

The support I have received from Nedbank has been invaluable, I have been upskilled for the role via formal and informal trainings, coaching and mentorship. My predecessor is still within Nedbank and has become such a solid and constant support structure for me. The STP management team with a wealth of knowledge and experience have also supported me in finding my feet.

### How does the programme equip Quants for a career in banking?

The programme is designed to develop the graduates so that they become not only technical experts, but also well-rounded professionals and business leaders who have, project management, public speaking, effective leadership and other skills.

This is done through rotations that are technically challenging, with various technical upskill opportunities as well as what we call '**programme involvement**', where our graduates execute various strategic initiatives and events in the programme.



**Sihle  
Kamushinda**

Graduate Programme  
Manager

### What makes a Quant successful in the programme?

**Be yourself** – remember to show up completely and honestly. Authenticity is one of the best ways to connect and work well with people. Remember that the journey of learning is endless; take charge of your own development and remember to be kind and patient with yourself. You won't know everything all at once, so trust the process, put in the work and enjoy the ride. Enthusiasm and curiosity will take you very far in the programme. Be willing to learn, ask questions, reach out for help when you need it, and believe in your potential and the whole world will see it.

### Who should apply for the Quants Graduate Programme?

If you are an analytical problem-solver skilled in mathematics and statistics who enjoys a challenge, then the Nedbank Quants Graduate Programme is for you. The programme is for young people willing to use their quantitative skills to #BeTheDifference at Nedbank. Not only are our graduates talented and intelligent individuals; they are also socially conscious people with a strong desire to '**give back**', particularly to those less fortunate.

They are a group of hard-working, passionate, creative, dynamic, ethical, tenacious, friendly, fun and well-rounded people. If these qualities resonate with you, then you should send through your application and join us!



**Renee  
Macaulay**

Learning and Development Manager

### What is the thought process that goes into calibrating the learning and development aspect of the Quants Graduate programme?

Our quants graduates are very involved in the running of our programme, and this plays a huge part in their overall professional development. They are afforded the opportunity to manage projects, lead others and collaborate with people from diverse backgrounds.

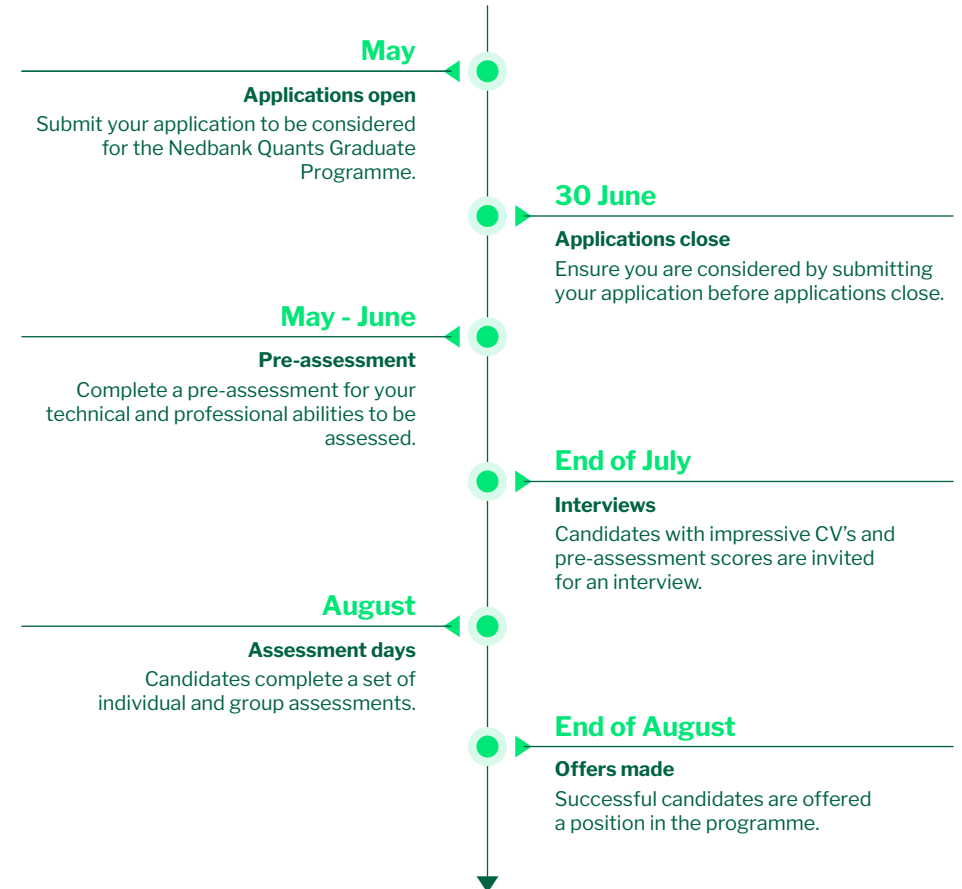
Programme Involvement helps them to improve their communication and time management skills, and generally helps build their confidence. We also believe that Programme Involvement affords our graduates the opportunity to 'give back' as they interact with one another, at the universities, through community work and with the world at large.

In addition to this hands-on learning, our graduates have full access to Udemy, which is a comprehensive and beneficial platform on which they can upskill and increase their and knowledge base in areas relevant to their rotations and future career development. Nedbank also supports the ongoing learning and development of its quants graduates through annual 'training blocks', a comprehensive month-long induction, and through additional bursary study support.

### What is the most rewarding aspect of programme management?

Getting to work alongside bright, passionate quants grads and helping them to become the best version of themselves. Essentially, we are helping to develop the future leaders of the organisation.

## Application timeline



\*Due to co-ordination efforts across various university timelines, the above dates may be subject to slight change.



## Rotation based graduate programme

### A world-class graduate experience

Nedbank's tailor-made rotation-based graduate programme empowers you to choose which business areas you want to explore during each rotation. You'll have flexibility in duration and project selection, creating a unique experience tailored to your needs and goals. As part of real teams, you'll take on fundamental projects, gaining exposure to quantitative skills and learning from industry leaders.

**Your career journey, your way!**

In each rotation you become a part of a real team, are given real responsibilities, and take on projects that are fundamental to the bank's operations, decision-making and strategy. Even in an entry-level position, you will be treated as an indispensable member of the team. Here you will be exposed to a broad range of quantitative skills, including model validation, scorecard calibration, capital allocation and stress testing, to name a few. In each team you will have the opportunity to learn from renowned and experienced industry leaders with ample support, coaching and guidance.

### Why Nedbank?

Joining Nedbank's Quants Graduate Programme offers exposure to theoretical and practical training, the opportunity to work with industry leaders and experts, and the chance to make a real difference in big business. Graduates also join a growing community of quants and gain access to an alumni network. The programme provides varied and challenging opportunities for graduates to help their careers take off. It includes a coaching and mentorship programme and offers opportunities to upskill and develop skills through the Nedbank Risk Business School and the Retail and Business Banking Quants Academy. Graduates also have access to other upskilling and learning platforms such as Udemy and LinkedIn Learning.

## Banking bootcamp

Banking Bootcamp is a month-long onboarding process for graduates entering the programme. It includes a variety of interactive workshops and presentations to equip graduates with basic skills and knowledge before they enter their first rotation. Topics covered include time management, presentation skills, accounting basics, and various functions of a bank. The bootcamp also includes workshops aimed at developing personal and interpersonal skills. It ends with a banking simulation where graduates have the opportunity to run their own bank. Fun activities are also included to make the onboarding process enjoyable and help the graduates build lifelong networks and friendships with their peers and colleagues at large.



## Corporate Social Responsibility (CSR)

### What is CSR?

Corporate Social Responsibility (CSR) is an important aspect of our social portfolio. Through various CSR initiatives led by the trainees, we provide them with an opportunity to give back to the communities around us, while creating positive and sustainable change.



**Kamokgelo  
Molaba**

Quant Trainee

### Please reflect on the CSR initiatives that took place in 2023.

I was allocated to the CSR team for the social portfolio last year. This includes planning fundraising and handover events to our charity of choice. It was a huge honour for me because it was an opportunity to contribute meaningfully to society. For one of our handover events we organised an afternoon with the children and staff of St Mary's Children's Home.

Not only did we hand over blankets, food, toiletries and cleaning supplies but we also spent time with the children playing a series of games. In their **'thank you letter'** the CEO made note of how big of a deal it was that we not only gave the children donations but we also gave them our time. Being behind all of this was such a definitely a rewarding experience.

**Reinard  
le Grange**

Quant Trainee



### Why is it important for quant trainees to use their financial expertise to do good?

As a quantitative analyst trainee, using your financial expertise to do good is vital for several reasons. It aligns your work with personal integrity and ethical standards, providing you with a sense of pride and fulfilment. Your skills can significantly impact society, promoting fairness and justice within the financial system. This approach builds trust and enhances your professional reputation, leading to better career opportunities.

Additionally, focusing on sustainable practices ensures long-term success and relevance in your field. By leading by example, you can inspire others in the industry to prioritize ethical and socially responsible practices. At the end of the day we are all human beings and it is our responsibility to use our skills and experience to do good in this world.

**Bianca  
van Reenen**

Quant Trainee



### What are the highlights of being in the CSR committee?

You have the flexibility to decide how you would like to contribute. It is rewarding to work in a team that feels as passionate as you do about adding value to the community whether in the form of creating awareness, acts of service or donations.

Being part of the CSR committee gives graduates the opportunity to take the lead for their own initiatives and to encourage others to do their bit in promoting a culture of social and environmental responsibility.



## Corporate Social Responsibility (CSR)



## Programme involvement

One of the unique features of the Nedbank Quants Graduate Programme is that graduates are involved in rotation work as well as programme involvement. Rotation work is highly technical and quantitative in nature, and programme involvement is included to ensure that graduates are well rounded and able to obtain all the skills outlined in the competency framework. The main objective of programme involvement is to equip our future leaders with soft skills such as communication, task delegation, working in a team, leadership, time management, project management and balancing numerous demands that are all necessary to be a successful leader. Programme involvement is segmented into three portfolios: Recruitment, Marketing and Social.

### Recruitment

Graduates in the programme play a hands-on role in the recruitment process and ultimately the continuation of the Nedbank culture. Their involvement covers the entire recruitment process from reviewing CVs and cover letters and generating quantitative pre-assessments, to orchestrating the recruitment events such as the formal interviews and assessment day. The intention is for graduates to understand how recruitment works by being on the other side and to improve their leadership skills.





## Marketing

The marketing committee is tasked with spreading the word about the programme and attracting the best young talent in the market by introducing final-year graduate students in leading universities around the country in quantitative fields of study to the Quants Graduate Programme. This is done through career fairs, university projects, class talks and internship programmes. The committee promotes the brand and ethos of Nedbank to strong, promising talent to encourage them to apply to the programme. Marketing also serves the function of informing students in atypical fields of study such as engineering, that traditionally would not consider a career in banking, about the possibility of having a quantitative career at Nedbank and the offerings of the programme.



## Social

The social committee facilitates a positive culture that enables genuine connections and friendships to be built.

Friendships and bonds are harnesses through fun, social events for STP graduates to attend such as social dates, social nights, first Fridays, and teambuilding events etc. where the graduates from both the CA and quants graduate programmes and programme management get to play games, have lunch, catch up and interact outside of work.

This fosters our close-knit culture that differentiates our programme.



## Putting your best foot forward

### CV and interview tips

Throughout the recruitment process, it is vital to make a strong first impression.

**Here are some tips to ensure that you put your best foot forward when submitting your CV and during your interview:**

#### CV

- Include your email address and contact number.
- A physical address is not necessary. Note that the graduate programme is based in Johannesburg so relocation may be necessary for those residing outside of Gauteng.
- Education and work experience should be in order from most to least recent.
- Include your results from your latest completed qualification.
- Use bullet points for lists.
- Tailor your CV to the job description. Including a photo is not necessary however if you do, ensure it is a professional headshot.
- Prioritise content over aesthetic appeal. Include extracurricular activities (sports, clubs, social responsibility, leadership, etc.) to show you are well-rounded and to stand out.

#### Cover letter

- Please include a cover letter with your application.
- Ensure that your cover letter is tailored to the role for which you are applying.
- Avoid spelling and grammatical errors and ensure that the correct letter format is used.
- Avoid generic cover letters – your cover letter should be Nedbank-specific.
- Include a personal paragraph to briefly introduce yourself.
- This should include your educational background, job-specific skills, and the role(s) in which you are interested.

#### Interview

- Prepare well – show that you have researched Nedbank and the graduate programme.
- Know your **'why'** – what drives you and why you want to start your career in the Nedbank Quants Graduate Programme.
- Be positive, present, and enthusiastic.
- Dress the part even for a virtual interview.
- Be authentic and do not give answers you think the interviewer wants to hear.
- There will be problem-solving questions, so approach the interview with an open mind.
- Prepare a set of questions to ask at the end of the interview.
- Know what sets you apart as this will make you stand out amongst the other applicants.
- Use the STAR method to answer questions - State the Situation, Task, Action and Result.
- Ensure you have a stable Wi-Fi connection, good lighting, and a clean background.
- Remember to breathe!



## Get to know us



## Get to know our first-year Quant Graduate Trainees



**Kiara  
Moodley**

### How was the transition from university to working at Nedbank?

From figuring out the most convenient location in which to park, to being confident enough to put up my hand for projects involving concepts totally foreign to me, I've had so many rewarding experiences as a newcomer to the corporate world in a company that truly values its people.



**Carla-Marie  
Smuts**

### What does a typical day in your rotation look like?

I arrive at the office around 7:00, not out of obligation but because I enjoy an early start. My mornings are filled with meetings, and I use the first hour to handle administrative tasks like email replies and planning. Afternoons are dedicated to PI work and rotation projects. To wind down, I usually complete a lesson or two on Udemy.

## Riyazah du Toit



### How has the banking bootcamp helped you in your journey as a new Nedbank employee?

Banking bootcamp facilitated my smooth transition into corporate life. Connecting with fellow graduates, we shared excitement and fear about our new jobs. Bootcamp forged lasting friendships and provided invaluable lessons. We explored questions like '**What do Banks do?**' and '**Building your professional brand.**' Even now, those lessons guide me.

## Ruth Riba



### How would you describe the Nedbank culture?

At Nedbank, colleagues genuinely care for each other. We prioritize emotional and physical well-being, recognizing its impact on work quality. It's more than tasks — it's about positive relationships, mutual respect, and embracing differences. My transition here has been remarkably positive.



## Michael Focke

### What has been your highlight of working at Nedbank so far?

The people I've met during the program have been the highlight. Senior quants shared wisdom about banking, and fellow grads made work enjoyable — from social events to marketing and recruitment. Nedbank truly houses exceptionally talented and friendly individuals, and I've felt at home since day one.

## Jarooshan Chetty



### Is working at Nedbank anything like what you see on TV or in movies?

While movies often depict banking as constant face-to-face customer interactions, the reality at Nedbank is different. We have our own office blocks at HQ, where client interactions are infrequent. You'll mostly collaborate with your team in a fun and engaging environment.

## Nathan Ndalamba



### How has it been meeting your fellow first-year grads?

Despite our diverse academic backgrounds, we effectively collaborate and learn from each other. The knowledge shared among peers has been substantial.



## Get to know our senior Quant Graduate Trainees



**Reid  
Peattie**

### What is the most rewarding part of being in the Quants Graduate Programme?

The most rewarding aspect of this program is the tangible impact your work has on the bank. Teams treat you as a valued employee, not just a graduate. Projects contribute to both team success and the bank overall, providing a sense of importance and professional growth. It's an excellent learning and development opportunity.



**Bianca  
Van Reenen**

### Is the lack of coding experience a disadvantage in the programme?

Your ability to excel in the Programme is not dependent on your background in coding, but rather your eagerness to learn something new. This is because the Programme allows you to tailor your own journey by having a say in which 6-month rotations you will be going to.

**Asiphile  
Hlophe**



### What advice would you give to your first-year self?

You are about to grow. Focus on learning, creating relationships and building your professional reputation. Being new is never easy, but we need to be reminded that growth does not come from a comfortable place.

Lastly, there's no rush. Building the ideal life for yourself will take time and that's OK. Baby steps in the right direction will take you very far.

**Kavisha  
Reddy**



### What makes a Quant successful?

The financial landscape evolves rapidly, so being eager to learn and adapt is essential. Sharpen your analytical skills by dissecting complex problems and devising innovative.

Combine your technical prowess with adaptability and effective communication and be able to translate your insights into actionable strategies, bridging the gap between data and decision-making. I believe success is built through learning and development, and the building blocks are the skills you attain in your development journey.



**Noluthando  
Ncama**

### What has the support system been like during your rotations?

The support system during rotations is exceptional. Line managers and senior quants provide necessary guidance and resources. They strike a balance between encouraging independent research and offering guidance. Regular check-ins ensure mental well-being. Teams and the Specialized Training Programme managers also offer valuable assistance. Overall, this support system has been invaluable for my growth as a Quant.



**Anuroop  
Krishnannair**

### How long would you say it takes to find your feet in a rotation?

I would say it takes about a month to find your feet in a rotation. Apart from the systems and processes you need access to there is also the work you need to familiarise yourself with team culture and getting up to scratch with the parts of the work you will be required to do independently.

## STP Alumni

### Elona Mbayise

2021 Quants Graduate



### How did you handle your first rotation?

I began my career in CIB Models, focusing on credit risk, the primary risk for banks. My tasks included validating a Probability of Default model and stress testing a property finance model. I presented my findings at forums and collaborated with Nedbank Africa experts. The rotation was challenging but foundational, enhancing my risk management skills and aiding my transition from student to quant. Supportive colleagues and a mentor helped me balance work, graduate program activities, and personal growth. This initial rotation was pivotal in my career, leading to my permanent role in Financial Crime Analytics.

Balancing the rotation, grad programme activities, transitioning from student to quant, and navigating life / adulthood in general was very challenging however the team was understanding since many grads had rotated there before me. I also had a mentor in the team who assisted me with time management, communication and confidence which greatly assisted me. Reflecting on my journey, I realise that this first rotation was instrumental in my understanding of risk and also led me to the team I ended up permanent in (Financial Crime Analytics) which I am grateful for.

### Thokozani Msezane

2021 Quants Graduate



### Top overall Quant Trainee 2023 – what does this achievement mean to you?

This is an honour that comes about through nominations via citations from your peers in STP and Line managers. To get this honour you would need to have showed up consistently, not just in your work in rotation and programme involvement initiatives but also in your relationship building and living the values and culture of Nedbank.

To me this was a recognition of the standard of excellence I maintained in my time in the graduate programme and a validation of my own personal values to lead with a human touch, leave spaces better than I found them and make a difference in my own world.



## Get to know **our mentors**

Karabo Tsotetsi [Click here](#)

Hlompho Qhomane [Click here](#)

## Now it's time **to tell your story**

If you have potent and proven mathematical and statistical skills, combined with an analytical mind and a problem-solving approach to challenges, apply to join the Nedbank Quants Graduate Programme and use your skills to **#BeTheDifference**.

Applications for the Quants Graduate Programme **open May 2025** each year and **close on 30 June**.

Apply now if you are registered for a postgraduate qualification in engineering, mathematics, statistics, actuarial science or applied mathematics.



## Frequently asked questions

### What is a Quant?

The largest risks faced by banks are credit, market, and operational risk. Quants use statistical modelling to quantify and mitigate these risks to prevent the bank from incurring large losses. Quants work across all business units in the bank and use their technical and quantitative expertise to maximise profit, mitigate risk and unlock value and potential at an enterprise wide level. They are also innovative, forward-thinking and value-adding individuals with a willingness to learn and lead as the banking world becomes increasingly digitised.

### How long is a grad programme?

Two years.

### How long is each rotation?

Each rotation is typically six months to ensure each graduate rotates through at least four business units for maximum exposure. However, this can vary according to the preference of the graduate.

### How does remuneration compare with that offered in traditional graduate programmes?

Nedbank offers market- and industry- related salaries that are generally competitive.

### Will I receive an offer for a permanent role within Nedbank after the graduate programme?

Nedbank has a very high retention ratio, with graduates usually receiving offers for highly attractive positions within the group during or at the end of the programme.

### When is the qualification deadline?

Please note applications are closed.

Applications close **30 June** of each year.

### What is a rotation?

A rotation is a six-month-long training regime in a business unit chosen by grads. The Nedbank graduate programme allows graduates to rotate across different business units to maximise their exposure in the bank.

### What qualifications must I have to qualify?

To apply you must currently be registered for a postgraduate qualification in applied or pure mathematics, statistics, econometrics, engineering, financial engineering, or quantitative risk management. Other qualifications with a strong quantitative element will also be considered.

### Will personal attention be given to me or am I just another graduate?

The graduate-to-manager ratio enables Nedbank to give due care to the career aspirations of each individual. During rotations you will work alongside one quant graduate supervisor or manager who is primarily responsible for your training and development.