



## About BNP Paribas India Solutions:

Established in 2005, BNP Paribas India Solutions is a wholly owned subsidiary of BNP Paribas SA, European Union's leading bank with an international reach. With delivery centers located in Bengaluru, Chennai and Mumbai, we are a 24x7 global delivery center. India Solutions services three business lines: Corporate and Institutional Banking, Investment Solutions and Retail Banking for BNP Paribas across the Group. Driving innovation and growth, we are harnessing the potential of over 10000 employees, to provide support and develop best-in-class solutions.

## About BNP Paribas Group:

BNP Paribas is the European Union's leading bank and key player in international banking. It operates in 65 countries and has nearly 185,000 employees, including more than 145,000 in Europe. The Group has key positions in its three main fields of activity: Commercial, Personal Banking & Services for the Group's commercial & personal banking and several specialised businesses including BNP Paribas Personal Finance and Arval; Investment & Protection Services for savings, investment, and protection solutions; and Corporate & Institutional Banking, focused on corporate and institutional clients. Based on its strong diversified and integrated model, the Group helps all its clients (individuals, community associations, entrepreneurs, SMEs, corporates and institutional clients) to realize their projects through solutions spanning financing, investment, savings and protection insurance. In Europe, BNP Paribas has four domestic markets: Belgium, France, Italy, and Luxembourg. The Group is rolling out its integrated commercial & personal banking model across several Mediterranean countries, Turkey, and Eastern Europe. As a key player in international banking, the Group has leading platforms and business lines in Europe, a strong presence in the Americas as well as a solid and fast-growing business in Asia-Pacific. BNP Paribas has implemented a Corporate Social Responsibility approach in all its activities, enabling it to contribute to the construction of a sustainable future, while ensuring the Group's performance and stability

## Commitment to Diversity and Inclusion

At BNP Paribas, we passionately embrace diversity and are committed to fostering an inclusive workplace where all employees are valued, respected and can bring their authentic selves to work. We prohibit Discrimination and Harassment of any kind and our policies promote equal employment opportunity for all employees and applicants, irrespective of, but not limited to their gender, gender identity, sex, sexual orientation, ethnicity, race, colour, national origin, age, religion, social status, mental or physical disabilities, veteran status etc. As a global Bank, we truly believe that inclusion and diversity of our teams is key to our success in serving our clients and the communities we operate in.



<b>Job Title:</b>	Associate	<b>Date:</b>	2025
<b>Department:</b>	IT, Operations, Finance, Other Functions including HR	<b>Location:</b>	Mumbai/ Chennai/ Bengaluru
<b>Business Line / Function:</b>	Across BNPP ISPL	<b>Reports to:</b> <i>(Direct)</i>  <i>(Functional)</i>	-
<b>Grade:</b> (if applicable)	-		
<b>Number of Direct Reports:</b>	-	<b>Directorship / Registration:</b>	NA

## Position Purpose

We are looking to hire passionate individuals for a 3 month internship. The interns have the opportunity to gain hands on experience and enhance their technical and soft skills while being mentored by experienced professionals. They would get to experience the best in industry culture and values at BNP Paribas ISPL while networking with industry leaders and like-minded peers, thereby building their network. We have openings across multiple business groups which are mentioned below -

### Information Technology:

At ISPL we provide IT solutions for Corporate as well as Retail clients of the Bank. There are opportunities to work in Application Development / Application Production Support/ Application Testing/ IT Infrastructure support wherein the resource would be required to articulate business / operational needs and define the appropriate technology solution. Projects in scope involve optimization of the workflows, increase in efficiency and productivity.

### Operations:

Operations team supports Front Office teams across asset classes in Trade life cycle management, Reporting P&L, Settlements, Corporate Actions, Reconciliations and ensure Risk and Control are managed within the threshold and reconcile post trade activity with counterparties. The resource will need to work in partnership with our clients, sales and trading to ensure that trades are allocated, confirmed, and processed in a timely manner. Provide support to our Front office and also act as a point of contact for internal front/back-office enquiries.

### Finance:

The team has an expertise in Financial reporting through IFRS and FGAAP, including reporting for complex entities/products and taxation. They also focus on Financial accounting for various structured products/entities including Statutory Financial Statements preparation. They are also tasked with Consolidation of financials including intercompany reconciliation and global CIB Intercompany coordination. Reviewing daily transactional account activity/ ledgers and then perform account and



transaction analysis. The incumbent might also be required to assist with audit requests from External Audit, Regulators and internal control teams.

## **Other Functions & HR:**

**Third Party Risk Management (TPRM)** team is part of CIB ITO function. TPRM Shared service center (SSC) based out of ISPL is focused on implementation of standardized and synergized global Target Operating Model (TOM) for Third Party Risk Management across CIB. The Target Operating Model is a consistent framework to meet stringent regulatory requirements leveraging a risk-based approach, unified processes and standardized tools. The team is focused on development and deployment of robust control framework for all internal and external third-party services globally by engaging with owners of various businesses and understanding the processes across regions to map out existing third-party engagement processes, issues / gaps etc.

**ISPL Compliance Hub** focusses on providing support on compliance administrative level tasks to BNPP compliance teams globally. The scope of work includes offshoring administrative and Level I support to functions such as: Training Support, Capital Markets Surveillance, Employee Personal Account Dealing, Electronic Communications Surveillance, Offshoring/Outsourcing Coordination, Projects & System Support, KYC Support, AML Post transaction monitoring Support. It is also essential to ensure that relevant procedures, systems and controls are up to date and effective, and to identify / facilitate remedial action where necessary and to detect, review and report potentially suspicious activities.

**Human Resource Department** focusses on bringing onboard the right Talent into BNPP ISPL and continuously engaging with our employees to promote BNP Paribas values. The team is also focused on ensuring that reward and recognition reflect the principles of fairness and the values of BNP Paribas. There is a constant endeavour to nurture and grow talent and develop our future leaders.

*In addition to the above departments, as per organizational requirements and suitable profiles, the candidate may be considered for other roles not limited to the above as would be deemed fit by the organization.*

## **Responsibilities**

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- Ability to communicate effectively with all teams as per business requirement
- Capacity to work in a high-pressure environment. Ensures adherence to agreed timelines, and communicates status of tasks to team lead.
- Possesses good analytical skills.
- When possible, challenge and enhance existing processes.
- Responding to queries from stake owners and counterparts
- Ability to work and collaborate in a team, with an inclusive mindset with a varied set of individuals
- Willingness to share knowledge and skills with other team members.
- Proficient verbal and written communication skills.
- Must be proactive, agile, independent and self-motivated.
- Quality-focused with a good eye for detail.
- Comfortable to work in shifts basis business requirement.

## **Specific Qualifications (if required)**



**For IT:** Educational qualification: BE/BTech, BCA/MCA, B.Sc IT, M.Tech (*Good knowledge of analytical and logical conceptual level programming skills (Java, C, C++, Dot Net).*)

**For Operations:** Educational qualification: Graduates across all streams preferably commerce, i.e. B.Com/M.Com/BBA/BMS/ Economics (*Knowledge or prior experience of Derivative / financial instruments would be preferable*).

**For Finance:** Commerce graduates

**For Other Functions:** Graduates across all streams

## Skills Referential

### Behavioural Skills:

Ability to collaborate / Teamwork

Adaptability

Ability to deliver / Results driven

Communication skills - oral & written

### Transversal Skills:

Analytical Ability

Ability to manage a project

Education Level: Bachelor Degree or equivalent

Experience Level Beginner

### **Other/Specific Qualifications** (if required)

*Candidates should be open to working across shifts if the role so demands.*

To apply, please access the below link or write to [bnpp.ispl.early.careers@asia.bnpparibas.com](mailto:bnpp.ispl.early.careers@asia.bnpparibas.com)

Link: <https://bwelcome.hr.bnpparibas/su/314e642bbb61e13b>