

You.



Us.

To Our Future Interns & Colleagues:

We truly believe that our early talent is our future: the people that accelerate innovation and provide meaningful impact to both our clients and society.

We know it matters who you work with, and that is why BNP Paribas is dedicated to cultivating an environment of knowledge sharing & collaboration.

In starting your career here, you will be surrounded by peers and mentors who can help you learn and grow.

**LEAD
THE
CHANGE**



BNP PARIBAS

The bank
for a changing
world

We are a sustainable & responsible global leader.

- Signee of the United Nations Global Compact, the world's largest corporate sustainability initiative.
- Creation of the #1MillionHours2Help philanthropy campaign dedicated to encouraging employees to volunteer, create positive impact and improve local communities.

In a changing world, you can bring your local attributes to a global platform.

Local. + Global.

"I wanted the opportunity to contribute to a collaborative environment that supported continuous growth and embraced global connectivity. I was excited for the potential to learn from smart, passionate and diverse individuals who would be invested in my development."

Global Banking, Corporate Coverage
2020 Summer Analyst

Unique. + Equal.

We are an open-minded group. In a changing world, we value diversity of thought and treat all unique perspectives as equal.

- Sponsor of the United Nation's HeForShe movement, signee of the UN Women's Empowerment Principles, and founding member of the OneInThreeWomen network.
- Signee of the landmark amicus brief protecting LGBT workplace rights.
- Supporter of all LGBTQIA+ identities and allies through the dedicated Pride employee resource group.
- Advocate of strengthening our employee community through the Advancing Black and LatinX Leaders programs.

Learn more about our value proposition.

Exploratory Programs

We host a variety of programs such as career treks and shadowing opportunities, as well as our annual spring Diversity & Inclusion Summit for sophomore-level students.

Internship Programs

Internships are available across many divisions of the bank, and are our primary source for hiring early talent into the firm. As an intern, you will gain in-depth insight and experiences as well as dedicated mentorship.

Full-time Opportunities

Our Analyst & Associate Training Program (AATP) is dedicated to accelerating your early career capabilities so that you can go anywhere, and do anything. While our internship programs are the main pipeline for the AATP, applications do open on a rolling basis throughout the year.

A man in a dark suit, white shirt, and striped tie, wearing glasses, stands with his arms crossed, looking out a window. The background is a bright, slightly blurred window with a grid pattern.

Innovative.
**+
Committed.**

Develop. + Thrive.

**Ready for an
Internship?
Take the next
step & apply**

“The culture is one where everyone is approachable and willing to guide you towards success. It is clear to me that this is a workplace that wants you to accomplish your goals both professional and personal”

CIB Functions, Change & Solutions
2020 Summer Analyst

CONNECT.

Careers website

<https://bit.ly/BNPPUSAEarlyCareers>

Explore & Learn Spring Semester

Visit bit.ly/BNPPInternUS to view our upcoming campus events, annual spring Diversity & Inclusion Summit for sophomore level students, and more.



Network & Apply Summer

Learn more about our internships and full-time experiences through coffee chats, and other opportunities to meet current team members.

When you're ready, apply for internship categories in your area(s) of interest.

To be eligible, you must be in your penultimate year of study.



Interview Fall Semester

Interviews are typically held on a rolling basis from September through November. The interview process varies by business division, but you can expect both behavioral and technical components.

 [LinkedIn.com/company/BNP-Paribas](https://www.linkedin.com/company/BNP-Paribas)

 [Twitter.com/BNPParibas](https://twitter.com/BNPParibas)

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