

International Associate Development Program

Scotiabank – Canada’s most international bank

The Scotiabank Group is one of North America's Leading financial institutions and Canada’s most international bank. With almost 60,000 employees, the Scotiabank Group and it’s affiliates serve about 12 million customers, in some 50 countries, on 5 continents in more than 80 languages. Although our reach is global, our energies are focused on individual customers, employees and shareholders, and on building a strong community presence. With more than a century of international experience and our broad multinational presence, our international scope is unmatched by our domestic competitors and provides a unique growth platform for the future.

Our goal is to be the best Canadian-based international financial services company.

Our International Associate Development Program

The International Associate Development Program (I.A.D.P.) aims to develop future international leaders of the Bank, who will be capable of assuming increasingly senior positions in a variety of international settings. You can expect:

- a 24-month management development program that provides exposure to, and specific hands-on experience in, a number of different areas within the organization such as Commercial Banking and Global Risk Management, as well as rotations in one or more of International Banking’s head-office support functions, including Finance, Human Resources, Marketing, Product Development, and Wealth Management;
- a Program uniquely tailored to your individual qualifications, and developed with your past work experience in mind;
- a program structure that allows you to develop an understanding of Scotiabank’s day-to-day operations, as well as gain a high-level view of International Banking and the countries and cultures in which we operate. (While, the majority of I.A.D.P. rotations will be completed at the Bank’s Executive Offices in Toronto, rotations may also include field rotations in a location(s) outside Canada.

Upon completing the program, you will assume a management position in a mutually agreed-upon area within Scotiabank.

Open Doors you never knew existed... Exercise your creativity... you will find everything you are looking for here at Scotiabank – stimulating challenging and rewarding work... unlimited possibilities. Quite simple, Scotiabank is a great place to work – it has been for more than 175 years



The Scotiabank Advantage – Our People

At Scotiabank, we believe your career is more than just a job. You want to find work that really challenges you; you want to get ahead sooner rather than later; and you want to measure your success by your personal happiness as well as your net worth. Scotiabank offers rewarding and dynamic career opportunities in every area of the financial services industry.

Your future here could go in many different directions, and we are committed to your ongoing professional development. We will provide you with the tools, the training, the guidance, and the support you need to build a successful and fulfilling career. As an employer, our goal is to offer ambitious, career-oriented individuals rewarding careers in a flexible and supportive environment.

The acknowledgement we've received at home and internationally suggests we may be on the right path: Top 50 Employers in Canada by the Globe and Mail’s Report on Business magazine, Top 100 Training Organizations among others. That’s part of the attraction of Scotiabank, and why people like Debra, Bill, Tessa and Gregory, choose to work here.

“We realize that we have a responsibility to assist a much broader spectrum of stakeholders, not just our customers and shareholders, but also our employees and the broader community, because the health and vitality of our bank is closely tied to the well-being of the communities we serve, both in Canada and internationally.”

Rick E. Waugh, President and CEO, Scotiabank Group

International Banking Global Reach... Local Presence

International Banking is one of the most dynamic areas of growth within The Scotiabank Group. Capitalizing on over a century of international experience, Scotiabank's International Banking group provides a complete range of financial services including retail, commercial, corporate, and trade finance to close to ten million local and global customers. Scotiabank is the leading bank in the Caribbean, a dominant player in much of Central America, and we have been ranked among the best banks in Latin America. We continue to focus on aggressively expanding our presence in

markets with high growth potential, such as Costa Rica, the Dominican Republic, El Salvador, Mexico, and Peru. We also continue to grow our niche businesses in Asia – trade finance, correspondent banking, foreign exchange, and precious metals – and explore high potential markets, such as China and India. Our long history of global banking experience and our diverse multinational network are key strengths that differentiate us from our competitors. Building on that foundation continues to be an important element of Scotiabank's growth strategy.

Profiles



Debra Nelson
International Associate

Debra is a current member of the IADP who joined in April 2008 directly after completing her IMBA at Schulich School of Business. She brings with her experience in marketing research for financial institutions and international working experience in Jamaica and Colombia.

"The IADP has exceeded my expectations as a one-of-a-kind leadership development program. It has given me the unique opportunity to view the bank from different angles – customer's experience, operations, strategic planning, retail, commercial – while developing confidence in my own capabilities through various challenging projects. I have also had the chance to work side by side with stellar examples of strong leadership and developed relationships with such culturally diverse yet similar co workers. This program truly reflects why Scotiabank is a great place to work.



Gregory Valadie
International Associate

Gregory joined the IADP in early 2008 after graduating from Richard Ivey School of Business. He brings to the bank his extensive experience in cross cultural communication and systems organization within the international social development sector.

"The rotational leadership opportunities offered by the IADP are a perfect continuation and real life application of my MBA, this training fully allows me to leverage the skills I have acquired in my previous career. Working with multiple cultures is what makes this program so great and rich. This program has been such an eye opener to me, showing me that banking is not just about finance, and that indeed, its people are the true and key assets of Scotiabank"



Bill Li
International Associate

Bill has international working experience in the product marketing and consulting fields. He joined the IADP right after his MBA at University of Toronto, seeking to advance his career in the financial services industry.

"The IADP provides the flexibility, which enables me to learn across multiple business lines such as Wealth Management, M&A and Fund Management, as well as the international coverage for projects that broaden my horizon in North American, Latin American and Asian financial markets. Embracing people with different cultural backgrounds and emphasizing the well rounded development of Associates, the program well exemplifies Scotiabank's focus on one of the bank's key strategies: Leadership"



Tessa Steenstra
International Associate

Shortly after completing an IMBA at Schulich School of Business, Tessa joined the IADP. Her background included considerable work experience in LA with focus on project management, business development and international trade promotion.

"It was the IADP that in fact encouraged me to go back to school to get my MBA. From the moment I heard about the program I knew it was the right fit for me. Having been in the program for less than a year I have already experienced two very different sides of International Banking: Marketing and Wealth Management. By being able to rotate, I not only work in different parts of the bank, but also gain a better understanding of how all pieces work together. The program also allows Associates lots of great opportunities to network, participate in committees and work abroad. Such a diverse and unique program clearly demonstrates Scotiabank's integrity, respect, insight and spirit."

To apply...

Applications are accepted in August/September of each year. Please apply on line at www.scotiabank.com. Cover Letter and Resume are to be merged in to a single document to be uploaded in to Scotiabank's website.

Specifically we are looking for:

- MBA graduate's looking for a challenging career where you can progress rapidly.
- Candidates that are passionate about building a career in International Business within the financial services industry.
- Candidates who have aspirations to work abroad.

- Candidates with three to five years of work experience
- Candidates with outstanding leadership and problem solving, communication, and interpersonal skills; and a demonstrated record of academic success at the graduate school level.
- Candidates that lived studied or worked abroad with fluency in a second language.