

ProCredit Bank is a development-oriented commercial bank. We offer excellent customer service to small and medium enterprises and to private individuals who would like to save. In our operations, we adhere to a number of core principles: We value transparency in our communication with our customers, we do not promote consumer lending, we strive to minimise our ecological footprint, and we provide services which are based both on an understanding of each client's situation and on a sound financial analysis.

In our operations with business clients, we focus on small and medium-sized enterprises, as we are convinced that these businesses create jobs and make a vital contribution to the economies in which they operate. By offering simple and accessible deposit facilities and other banking services and by investing substantial resources in financial education, we aim to promote a culture of savings and financial responsibility.

Our shareholders expect a sustainable return on investment over the long term, rather than being focused on short-term profit maximisation. We invest extensively in the training and development of our staff in order to create an open and efficient working atmosphere and to provide friendly and competent (customer) service for our clients.

If you wish to develop your personal and professional abilities in this type of working environment, if you believe that you can fully contribute to the achievement of Banks' objectives and goals, if you feel that your personal beliefs are in compliance with those from our institution, while your qualifications respond to advertisement requirements – than you could be right participant of our Programme and we invite you to apply for:

The Young Bankers Programme

Who can apply?

- University and college graduates of any orientation and education profile, with or without work experience

We expect you to be:

- Willing to live and work outside the place of your residence
- Hard-working, responsible and organised
- Dynamic, communicative and open for cooperation
- Motivated and ready for teamwork
- Persistent and diligent

In addition, we require:

- Excellent knowledge of the English language
- Computer literacy

All candidates who are selected for the Programme will be offered the opportunity to gain extensive knowledge in the field of responsible banking. The Programme will last for 6 months and will be held entirely in English language. Theoretical part of the Programme will be organised at Group's training centres. Practical part of the Programme will be conducted in the ProCredit Outlets within our business network. All participants will be provided with accommodation and they will receive a monthly stipend during the programme.

The mentors will closely monitor the progress and development of each member of the group, through frequent tests, feedbacks and projects.

For those participants who successfully complete the programme, there is a strong possibility that they will be offered employment with ProCredit Group.

The Programme is planned to start in May 2016. You can send us your application (CV and Motivation letter) solely through the following [link](#). Information about the importance of Motivation letter you can read on our web site – Young Banker Programme/Selection process.

All relevant information about ProCredit Group and ProCredit Bank Bosnia and Herzegovina, the Programme itself, and the selection process, can be found at <http://www.procredit-holding.com/>, <http://www.procreditbank.ba/>.

Only shortlisted candidates will be contacted.

Deadline for applications: 20.4.2016.