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**HSBC Bank (China) Company Limited 汇丰银行（中国）有限公司**

HSBC is one of the world’s largest banking and financial services organizations. We serve around 54 million customers through four Global Businesses:
• Commercial Banking
• Retail Banking & Wealth Management
• Global Banking and Markets
• Global Private Banking

Our network covers 75 countries and territories in Europe, Asia-Pacific, the Middle East and North Africa, North America and Latin America.

With around 6,300 offices worldwide, we aim to be where the growth is, connecting customers to opportunities, enabling businesses to thrive and economies to prosper, and ultimately helping people to fulfil their hopes and realise their ambitions.

Listed on the London, Hong Kong, New York, Paris and Bermuda stock exchanges, shares in HSBC Holdings plc are held by about 216,000 shareholders in 131 countries and territories.

HSBC is committed to building a culture where all employees are valued, respected and opinions count. We take pride in providing a workplace that fosters continuous professional development, flexible working and opportunities to grow within and inclusive and diverse environment. Personal data held by the Bank relating to employment applications will be used in accordance with our Privacy Statement, which is available on our website.

***You’ll achieve more at HSBC.***

[www.hsbc.com.cn/careers](http://www.hsbc.com.cn/careers)

Issued by HSBC Bank (China) Company Limited

**Position: Corporate Banking Manager, Commercial Banking**

**Vacancy: 1**

**Location: Guangzhou**

**Application Address: https://hsbc.taleo.net/careersection/external/jobdetail.ftl?lang=en\_gb&job=00004RLO**

**Commercial Banking (CMB)**

HSBC Commercial Banking serves millions of small, medium-sized and middle-market enterprises, providing commercial customers with a full range of banking services including multi-currency business accounts, payments and cash management, wealth management and insurance, and global trade and receivables finance, as well as a comprehensive range of financing solutions. With dedicated Relationship Managers and Business Specialists providing local support and advice in over 60 countries and territories, HSBC helps customers make the most of opportunities for their businesses.

**We are currently seeking an experienced professional to join our team.**

**In this role, you will:**

To develop, manage, plan and implement the services and sales activities of a designated commercial banking customer segment(s) in self region and / or neighboring cities with emphasis on

* Achieve the Bank’s strategic goal of being acknowledged as the leading foreign bank in China and leading international business;
* Provide services to both non-facility & facility customers;
* Nurture customer relationship to deepen wallet shares with product penetration;
* Relationship and risk management so as to maximize Economic Profit to the bank through offering selective and quality lending;
* Actively cross selling a wide variety of commercial banking products and products of other functions within the HSBC group.
* Implements relationship management strategy and ensure healthy growth of customer base with emphasis on achieving the Group’s strategy of growing middle market and leading international business.
* Ensures good quality lending and safeguards the bank from potential loss due to non-compliance with local regulations/procedures. Maintains high level of compliance in day-to-day operations.
* Increase HSBC brand recognition and assist CMB Manager / Relationship Manager in making HSBC the leading foreign bank in the local place. Contributes to the cultivation of a services and sales culture.
* Contributes to staff development and making CMB “the best place to work”.
* Develop knowledge, capability and leadership skills to meet existing and future business needs.

**To be successful in the role, you should meet the following requirements:**

* Bachelor degree or above (recognized by the state).
* Sufficient general and commercial banking experience.
* Good commercial knowledge and be well versed in economics, accounting and financial related subjects.
* Sufficient degree of business orientation and management know-how.
* Strong customer services, sales and result-oriented mindset.
* At least 3 years of credit exposure.
* Decision making and analytics skills.
* Demonstrate leadership capability.
* Business related qualification.
* Good command of written and spoken English/Cantonese/Mandarin language.

**Position: VP2 Relationship Manager & DM CMB KUM Designate**

**Vacancy: 1**

**Location: Kunming**

**Application Address:**

[**https://hsbc.taleo.net/careersection/external/jobdetail.ftl?lang=en\_gb&job=00004O19**](https://hsbc.taleo.net/careersection/external/jobdetail.ftl?lang=en_gb&job=00004O19)

**Commercial Banking (CMB)**

HSBC Commercial Banking serves millions of small, medium-sized and middle-market enterprises, providing commercial customers with a full range of banking services including multi-currency business accounts, payments and cash management, wealth management and insurance, and global trade and receivables finance, as well as a comprehensive range of financing solutions. With dedicated Relationship Managers and Business Specialists providing local support and advice in over 60 countries and territories, HSBC helps customers make the most of opportunities for their businesses.

**We are currently seeking an experienced professional to join our team.**

**In this role, you will:**

* To grow and develop a portfolio of commercial banking customers in order to maximize the Bank’s return and minimize inherent risks;
* To achieve growth of high value targeted customers, sales goals of the branch and customer satisfaction;
* To provide excellent service to meet customer retention and growth targets via deepening and expanding his/her portfolio;
* To proactively plan and initiate strategies to cement relationship with premier/target customers by creating value for them;
* To cross sell other Bank products and work closely with various product partners in business penetration

**To be successful in the role, you should meet the following requirements:**

* University graduate or above (recognized by the state);
* General understanding of the banking industry to be acquired from at least 8 years of general banking experience;
* Competence in credit analysis to be acquired from at least 5years of experiences in credit;
* Good interpersonal and communication skills;
* Good analytical skills & common sense;
* Good command of spoken and written English

**Position: Sales Manager - GB Corporate (MNC&PRC)**

**Vacancy: 2**

**Location: Beijing**

**Application Address: https://hsbc.taleo.net/careersection/external/jobdetail.ftl?lang=en\_gb&job=00004HYD**

**Global Payments and Cash Management**

HSBC is recognised as one of the top tier providers of Global Payments and Cash Management services in the Asia-Pacific region. As more corporate and institutional clients continue to consolidate their banking activities with the introduction of payments and cash management services, the potential growth of this business is substantial. Our customers view our regional client service proposition as a key element in deciding with whom to mandate their business.

**We are currently seeking an experienced professional to join our team.**

**In this role, you will:**

* To initiate and develop HSBC’s PCM (Payments and Cash Management) business with prospective clients, with focus on various PCM products such as A/R, A/P, liquidity and channel management;
* To develop new PCM client base in Northern China and actively develop a healthy continuous source of new clients;
* To proactively work with relationship managers to win new PCM deals;
* To proactively and closely work with PCM Product and Client Management teams to provide excellent services to meet client satisfaction;
* To promote HSBC’s profile and brand name in cash management business in the market;
* To cross-sell other banking products.

**To be successful in the role, you should meet the following requirements:**

* Bachelor degree holder or above;
* About 10 years’ working experiences, of which at least 5 years are related to transactional banking business;
* Solid knowledge on bank products;
* Strong interpersonal, communication and presentation skills;
* Well organized and good attention to details;
* Self motivated and able to work under high pressure;
* Good command of spoken and written English and Mandarin.

**Position: Senior Project Manager Change Delivery HSBC China**

**Vacancy: 1**

**Location: Shanghai**

**Application Address:**

<https://hsbc.taleo.net/careersection/external/jobdetail.ftl?lang=en_gb&job=00004XL0>

**HSBC Technology and Services**

HSBC Technology and Services is a pivotal part of the Group, responsible for seamlessly integrating technology platforms and operations with the aim of redefining customer experience and driving down the unit cost of production. Providing solutions that connect people, devices and networks across the globe, the function combines domain expertise, process skills and technology to deliver unparalleled business value, quickly addressing market changes and facilitating the development of profitable customer relationships to keep HSBC ahead of the competition.

**We are currently seeking an experienced professional to join our team.**

**In this role, you will:**

Role Purpose

Senior Project Manager, Change Delivery HBCN is responsible to lead large scale and complex initiatives to support the Bank’s business growth in China market. As a management team member of HBCN Change Delivery, the job holder is also jointly responsible to uplift the professionalism, change capability and collaborative culture in the department.

Value Creation

- Support HBCN Head of Change Delivery and GCD ASP Portfolio Directors to plan, implement and embed priority change programmes in China and ASP region

- Manage the relationship with GCD ASP, HBCN business stakeholders to ensure the change programmes are delivered in a connected, professional and sustainable manner

- Through managed programs, support the implementation of the Group’s strategy in China market and advocate the strategic values of priority programmes

- Facilitate stakeholder management, change management and implementation with local sensitivity when implementing global and regional programmes in China

- Ensure close working with business partners and delivery partners to plan, design, estimate and bring together resources required for the delivery; actively managing dependencies between related teams and other projects and programmes

Operational Performance

- Perform overall programme lead role for large scale and complex change initiatives with multiple million USD investments; Establish strong governance model to engage senior stakeholders at Global, Regional and country level to ensure that the programmes are delivered with a good balance between Group/Regional strategy and essential country regulatory or business requirements

- Utilize GCD Business Transformation Framework to lead large scale changes through proper toll gate reviews.  Construct sound business case and investment summary to justify investments from regulatory, commercial and strategic perspectives.  Manage to deliver changes within approved timeline, scope and budget

- Hold strong business acumen and understand business performance drivers and challenges from internal and external perspectives.  Be able to convert business aspirations into actionable technology and operation solutions

- Conduct capacity planning for change initiatives, work with GCD ASP, business and delivery partners to ensure required resources are secured and mobilized

- Engage and lead project team members across multiple disciplines and locations to plan and execute project tasks.  Produce well-structured project reports and cater for different level of audience

- Actively identify and monitor project risks and bring awareness to project stakeholders. Lead the mitigation of project risks with proper audit trail

- Challenge status quo and contribute to achieve operation excellency with technology and operation transformations

- Apply GCD toolkits, templates and collaboration capability to managed programmes.  Actively maintain a knowledge database and contribute best practice sharing among the region

- Actively update HBCN Head of Change Delivery and GCD ASP Portfolio Directors the status of change initiatives, risk and issues, stakeholder engagement etc.

Capability and People Development

- Support collaboration between GCD teams in China and the Region, share best practice and encourage cross domain knowledge sharing

- Support staff skill uplift through the GCD Academy programme using professional development activities such as training, accreditation, knowledge sharing and career planning

- Actively contribute to capability development of junior project managers. Provide coaching as appropriate

**To be successful in the role, you should meet the following requirements:**

Knowledge

- Good understanding of HSBC Group structures, values, behaviours, processes and objectives

- Sound knowledge on Commercial Banking / Payment & Cash Management / Global Trade & Receivable Finance products, processes, business performance drivers and challenges

- Strong project management capabilities and track record of leading large scale and complex change initiatives

- Experience of positive, challenging interactions with senior stakeholders at Regional and country level

- Strong analytical skill and proven ability to convert undefined problems into clear definition of objectives, issues, root causes, solutions, implications etc

- Knowledge of the external environment – regulatory, commercial, competitors etc. for China market

- Sound knowledge of banking technology and operations

Capabilities

- Strong relationship management, collaboration and influencing skills

- Strong interpersonal and communication skills with a proven ability to communicate effectively and confidently with senior stakeholders

- Drive and motivation to ensure successful delivery of complex transformational initiatives

- Be able to multi-task and manage competing priorities

- PMP certified or similar accreditations, Lean Six Sigma certification is a plus

- Bachelor degree holder, Master degree preferred.

**Position: Audit Manager HSBC China**

**Vacancy: 1**

**Location: Shanghai**

**Application Address:**

<https://hsbc.taleo.net/careersection/external/jobdetail.ftl?lang=en_gb&job=00004RLO>

**Group Internal Audit**

Group Internal Audit provides independent assurance to management and the Risk and Audit Committees that HSBC’s risk management, governance and internal control processes are designed appropriately and are operating effectively.

**We are currently seeking an experienced professional to join our team.**

**In this role, you will:**

-Assists in the preparation of /prepares individual audit plans to ensure that the scope, approach, resourcing and logistics of an audit are appropriately planned.

-Obtains, analyses and syntheses information for reporting on the adequacy of the internal control environment.

-Based on audit fieldwork, drafts audit findings which articulate key issues and risks and propose root causes.

-Identifies business process improvements for segments audited as appropriate.

-Ensure that the results of the work and ad hoc assignments performed by the team meets the expectations of audit and business management and the regulators.

-Maintain consistent interaction with business management.

-Liaison with external auditors.

-Supports the development of an effective team by coaching, guiding and mentoring colleagues as appropriate.

-Champions and embeds best practice management and administrative procedures in own area.

-Proactive interaction with other Audit and Business Executives to leverage ideas and ensure consistent product, service and processes.

-Maintain HSBC internal control standards, implement and observe Group Compliance Policy and maintain awareness of operational risk.

-Collaborating with the Global Businesses, Global Functions and Regional Audit Team by utilising knowledge of both the country and the applicable governance, risk and regulatory frameworks as and when required.

**To be successful in the role, you should meet the following requirements:**

-A high level of professional integrity and independence is expected.

-Minimum of a Bachelor’s degree in business, accounting, finance, related field or equivalent experience.

-Minimum of 5 years proven and progressive audit and/or accounting experience or equivalent. Past experience in relevant role, i.e. Audit and/or Banking Finance, is preferred.

-Role relevant qualifications, i.e. Accountancy or Audit qualifications are desirable but not essential.

-Proven experience of successful project management, utilizing relevant tools and techniques to prioritize and ensure consistent delivery.

-Strong written and verbal communication skills, analytical, problem-solving, decision-making, organizational and interpersonal skills.

-Fluent in spoken and written English and Mandarin.

-Ability to work with a diverse group of individuals at all levels.

-Willing to travel frequently within Mainland China or abroad for extended periods of time.

**Position: Monitoring Manager, HSBC China**

**Vacancy: 1**

**Location: Shanghai**

**Application Address:**

<https://hsbc.taleo.net/careersection/external/jobdetail.ftl?lang=en_gb&job=00004B19>

**Global Risk**

Global Risk is a thriving and expert risk management function supporting HSBC globally with all aspects of risk management. The team actively manages a varied and dynamic range of risk types, including security, fraud, information security, operational, credit, pension, insurance, compliance, regulatory, market, reputation and geopolitical risks. All parts of the Global Risk team use their skills, insight and integrity to handle established threats and those they see emerging, acting to protect and enable HSBC to deliver sustainable growth.

**We are currently seeking an experienced professional to join our team.**

**In this role, you will:**

Impact on the Business

- To test the adequacy of controls in place within the business and to identify potential and actual breaches.

- To escalate regulatory breaches to business and Financial Crime Compliance/ Regulatory Compliance Senior Management in order that appropriate action can be undertaken to rectify.

- To manage the Compliance Risk Assessment process across different business lines on an ongoing basis and obtain business sign-off.

- To manage the production, delivery and completion of compliance monitoring plans to include continuous, periodic and themed reviews.

- Evaluating and addressing the allocation of monitoring resource on an ongoing basis to ensure completion of the Financial Crime Compliance/ Regulatory Compliance compliance monitoring plan.

- To oversee production and issue Monitoring Reports and Management Information to both Business and Senior Management.

Customers / Stakeholders

- Head of Financial Crime Compliance/ Regulatory Compliance Compliance across all business lines and functions

Leadership & Teamwork

- To foster and maintain good working relationship with stakeholders.

- To contribute and be a proactive team member

Operational Effectiveness & Control

- Ability to support decisions with sound reasoning. Ability to clearly articulate business and regulatory implications of analysis and findings.

- To work in a methodical manner.

- Excellent analytical skills.

- Robust and timely record keeping, evidencing monitoring activities undertaken and action taken.

**To be successful in the role, you should meet the following requirements:**

- Significant compliance or possibly relevant audit / risk experience covering a wide range of business areas.

- Knowledge of key current regulatory change initiatives and their impacts on the businesses. To include (but not limited to); Dodd Frank, RDR, AIMFD, short-selling regulation.

- Proven ability in leading a large team and strong people management.

- An excellent understanding of the regulatory environment and expectations,  interpretation of  FSA rules and guidance together with  and other relevant regulations, codes and HSBC Group Standards.

- Strong interpersonal skills with the ability to communicate effectively with both Compliance and Business Senior Management.

- Ability to support decisions with sound reasoning. Ability to clearly articulate business and regulatory implications of analysis and findings.

- Highly motivated self starter with proven ability to work collaboratively within teams and to deliver on time.