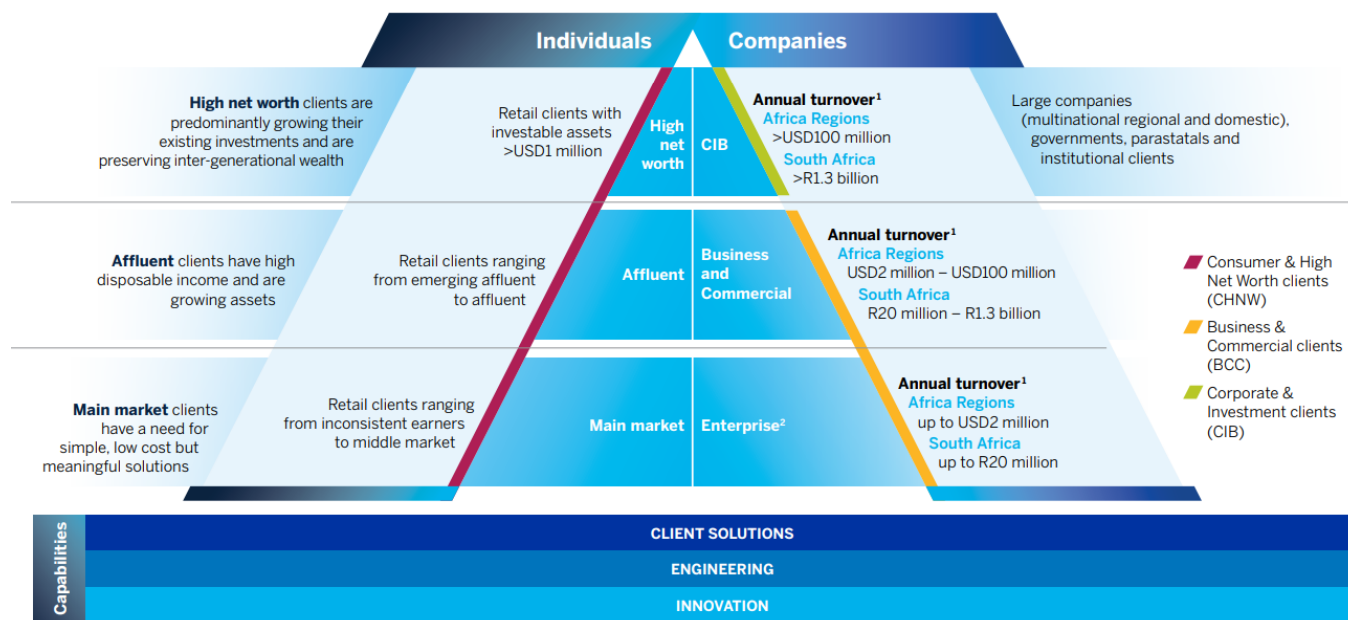


Task 1: Reading Guide

Who is Standard Bank

Standard Bank Group is a financial conglomerate offering financial services and products that service both individuals and companies. Its key operating divisions include corporate and investment banking, business and commercial banking, consumer and high-net worth individuals. As of 31 December 2022, Standard Bank Group has on-the-ground presence in 22 countries in sub-Saharan Africa with a lending portfolio of over R1.4trillion.

As can be seen in Figure 1 below, Standard Bank Group services both individuals and companies through its 3 operating divisions. The client base also differs depending on the annual turnover with the financial products and services required by the different client groups varying in degree of complexity.



¹ Indicative levels that may vary based on complexity of client relationship and country dynamics.

² Includes entrepreneurs.

Figure 1.

Standard Bank's Corporate and Investment Banking division consists of transactional products and services, investment banking, global markets and client coverage. CIB's clientele consists mainly of large corporates, governments, parastatals and institutional clients.

- Transactional products and services include, amongst others, cash management, payment solutions and trade finance.

- Investment banking is divided into advisory, which involves mergers and acquisitions as well as structuring of deals, and debt and equity financing solutions.
- Global markets is focused on managing financial risk on behalf of clients. Financial risks traded include fixed income, foreign exchange, equities, interest rates, credit and commodities.

What it takes to work in CIB

CIB consists of front office (client facing roles) as well as back office (support roles) which come together to offer clients integrated solutions and appropriately manage client relationships and interactions. Similar skills, both technical and soft skills, are required to work in front and back office. Traditionally, finance, accounting and economics were the most sought after in a CIB environment, but over time, banking has attracted people from backgrounds in other areas of study as well. There has been a shift towards a focus on both technical and soft skills with the traditional finance and accounting skills being ones that can be learnt on the job or through taking online courses.

Skills identified as key skills in a CIB role:

- Self-starter
- Energetic and driven
- Team player
- Confidence (back by technical skills)
- Appreciation for risk
- Interest in numbers
- Comfortable with data processing to sift through data points for useful information
- Good understanding of accounting, finance and economics disciplines
- Willing to learn, unlearn and relearn (due to continued change in environment)
- Good communication and ability to express yourself to clients, colleagues and direct reports