

# POSITIVE IMPACT PIONEERS

## SUSTAINABILITY GRADUATE PROGRAMME

2022 - 2024



**YOUR  
CHOICE!**



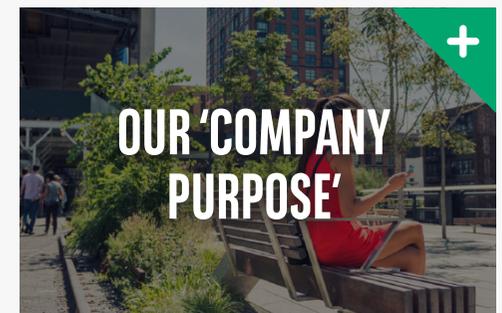
**BNP PARIBAS**

The bank for a changing world

# OUR CONVICTION

The world is facing a climate emergency. Unless we take rapid, decisive and collective action, we face major economic failures, social instability and irreversible damage to the environment. There is no plan B.

BNP Paribas aligns its strategy with the UN Sustainable Development Goals (SDGs) and recognises the vital role of the private sector in mobilising resources towards a sustainable future. These goals are at the heart of our Sustainable Finance ambition. It's a growth plan for our business based on driving positive impact for society and the planet.



# AT BNP PARIBAS, WE...

...are committed to partnering with our clients for a better future. Our mission is to contribute to responsible and sustainable growth.

## IN ORDER TO ACHIEVE THIS AMBITION,

**WE** work closely with multiple stakeholders at both a local and global level including international organisations, regulators, NGOs, and think tanks such as:

[UNEP Net-Zero Banking Alliance](#), [the TaskForce for Climate-related Financial Disclosures \(TCFD\)](#), [Act4Nature](#), [Climate Week NYC](#), [UN Framework Convention on Climate Change](#), [Green Horizon Summit](#), [Movin'On on Sustainable Mobility](#), [Solar Impulse Foundation](#)). WE have adopted social and environmental goals aligned with global standards such as the UN Sustainable Development Goals, and those of the financial community. These include the [Principles for Responsible Banking](#), the Principles for Responsible Investment and the [Equator Principles](#). [Principles for Responsible Banking](#),

**WE** are embedding an ethical framework – as well as our commitments to economic, social, civic and environmental responsibility – across all of our operations.

**WE** are taking action to support causes through financial support frameworks, [blended finance](#) and [social impact initiatives](#).

**WE** are developing tools to [measure our environmental](#) and [social impacts](#) and that of our clients.

**WE** are supporting the transition toward the [net zero future](#), and committed to supporting [biodiversity](#).

**WE** have been a leader in sustainable finance for the last six years. Our **2024 Sustainable Finance Ambition** covers all positive impact sectors from [smart cities](#) and [mobility](#), to [energy](#), [infrastructure](#) and [Agrifood](#) ensuring that we channel ethical and purposeful capital towards the most sustainable opportunities..



# CALLING AMBITIOUS, DRIVEN AND PASSIONATE GRADUATES...

THIS PROGRAMME IS FOR **YOU** IF YOU WANT TO:

- | Use your talents to drive **positive impact**
- | Be part of a **collective sustainability movement**
- | Work in a **stimulating international environment with recognised experts in sustainable and impact finance**
- | Have **direct access to specialist senior stakeholders from across the Bank and beyond**
- | Contribute to **accelerating the transition** to a sustainable future



BNP PARIBAS

A photograph of several white wind turbines in a field, with a clear blue sky and a hazy horizon. The turbines are arranged in a line, receding into the distance. The image is partially obscured by a white geometric shape on the right side.

# OUR VALUE PROPOSITION

## WE OFFER:

**An immersive rotational programme**, starting in October 2022, which consists of **three rotations** of which one will be **overseas\***. Rotations could be on:

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**A Positive Impact project** focusing on environmental, social and governance issues for local communities through [microfinance](#) and [blended finance](#) such as [Tropical Landscape Finance Facility \(TLFF\)](#), [Korean Housing Finance Corporation](#) or [our partnership with the Zayed Sustainability Prize](#).

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**A Research and Climate Risk Modelling assignment** with the aim of better integrating the climate change in risk models, prudential rules and assessment methodologies, as highlighted by “[the Green Swan Report](#)” of the Bank for International Settlements at the beginning of 2020 of [the Bank of England](#).

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**A sustainable business role**, embedded in one of our business lines, with the goal of accelerating and financing [the transition of our clients](#). These can be corporate or institutional, based all over the world including in [China](#), [Hong Kong](#), [Australia](#), [France](#), [Italy](#) and [Chile](#). We are focused on their transition to greener [business models](#) such as [renewables](#), biofuels, [regenerative agriculture](#), [urban mobility](#) or [circular economy](#) by leveraging new [Sustainable Finance](#) or [carbon-offsetting tools](#). These could be green and sustainability-linked loans or [bonds](#), [social bond](#), [transition bond](#), [revolving credit facility linked to environmental commitments](#).

**A certified training programme** with the [Cambridge Institute for Sustainable Leadership](#).

**A training programme** on banking products and activities.

**A mentoring path** with senior experts.

\* subject to Covid-19 restrictions and operational constraints



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# TESTIMONIALS

## Ravina ADVANI

Head of Energy Natural Resources  
& Renewables Coverage  
at BNP Paribas in New York

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2-



[SEE LINKEDIN PROFILE](#)

### AZIM AKBARALY

Sustainability  
Trainings and  
Partnerships  
Project Manager

"In my new position as project manager for sustainability training, I intend to help BNP Paribas increase its capabilities in sustainable finance and ESG risk management. My main mission is to connect our experts and partners with our employees. It is a great opportunity to learn and share qualitative knowledge. My job also contributes to BNP Paribas' overall positive impact by expanding the ability of our colleagues to integrate and innovate on sustainability in their discussions, products and processes"



[SEE LINKEDIN PROFILE](#)

### KATERINA ELIAS- TROSTMANN

Head of  
Sustainability &  
ESG in Brazil

"I have worked with climate change and sustainability in an international NGO, government, and now the private sector. Banks have a key role to play in shifting finance away from unsustainable options and shifting finance towards sustainable activities, projects, and business models. BNP Paribas takes it sustainability leadership seriously, implementing globally leading policies and innovating with sustainable finance and products. Our leadership enables us to support our clients in their transition, uphold principles of responsibility to ensure a just transition, and ultimately ensure that finance progressively moves the needle in getting us to a net zero carbon world. Through our work in Brazil, I am able to constructively contribute to critical issues such as deforestation, engage stakeholders to identify innovative solutions, and ensure we play our part by supporting our clients' transition strategies."



[SEE LINKEDIN PROFILE](#)

### CAMBYSE PARSI

Director, ESG  
and Sustainable  
Finance in North  
Americas

"I have been fortunate to explore a few facets of sustainability and sustainable finance at BNP Paribas. My role has spanned the origination of pay for success (a.k.a. social impact bonds) and microfinance loans to ESG analysis to structuring Sustainability-Linked Loans and more general ESG advisory to our clients. What I love about my job is contributing towards some of the solutions we need to respond to the urgencies we collectively face"



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## Maha Keramane

Head of Social Business  
& Microfinance Europe  
at BNP Paribas in Paris



# TESTIMONIALS



[SEE LINKEDIN PROFILE](#) 

## ALEXANDRE SCHMITT

Sustainability  
Graduate in Paris

“When graduating, I was looking for a company and an experience where I could learn and have an impact; I must confess I am not disappointed. The sustainability graduate programme is unique. I had the opportunity to go through three distinct teams and locations through CIB: CSR Analysis and Advisory, Project Finance and Sustainable Finance Market building expertise, a network and facing diverse sustainable finance topics. Thanks to BNP Paribas, I also attended the executive course of Cambridge Institute for Sustainability Leadership that strengthened my knowledge on the key issues and solutions for rewiring the Economy. I strongly believe that I will be able to leverage on this programme to push the Bank and financial sector towards positive impact”



[SEE LINKEDIN PROFILE](#) 

## CHU ZHOU

Sustainability  
Graduate in Paris

“After graduated from HEC Paris, I joined the Graduate Program for a fast-paced, impactful career and limitless learning opportunities in the field of Sustainable Finance. And that’s definitely held true. It is incredible to work in a bank that is determined to support its clients to switch to sustainable energy development. As a global bank, BNPP has been able to offer us a wide scope of rotation choices. As for my next step, I will go to Bahrain to work on Energy Transition Strategy in gulf economies - probably one of the most critical and challenging issue in the sustainable finance world !”



[SEE LINKEDIN PROFILE](#) 

## FRANCIS EFFIONG

Sustainability  
Graduate in Paris

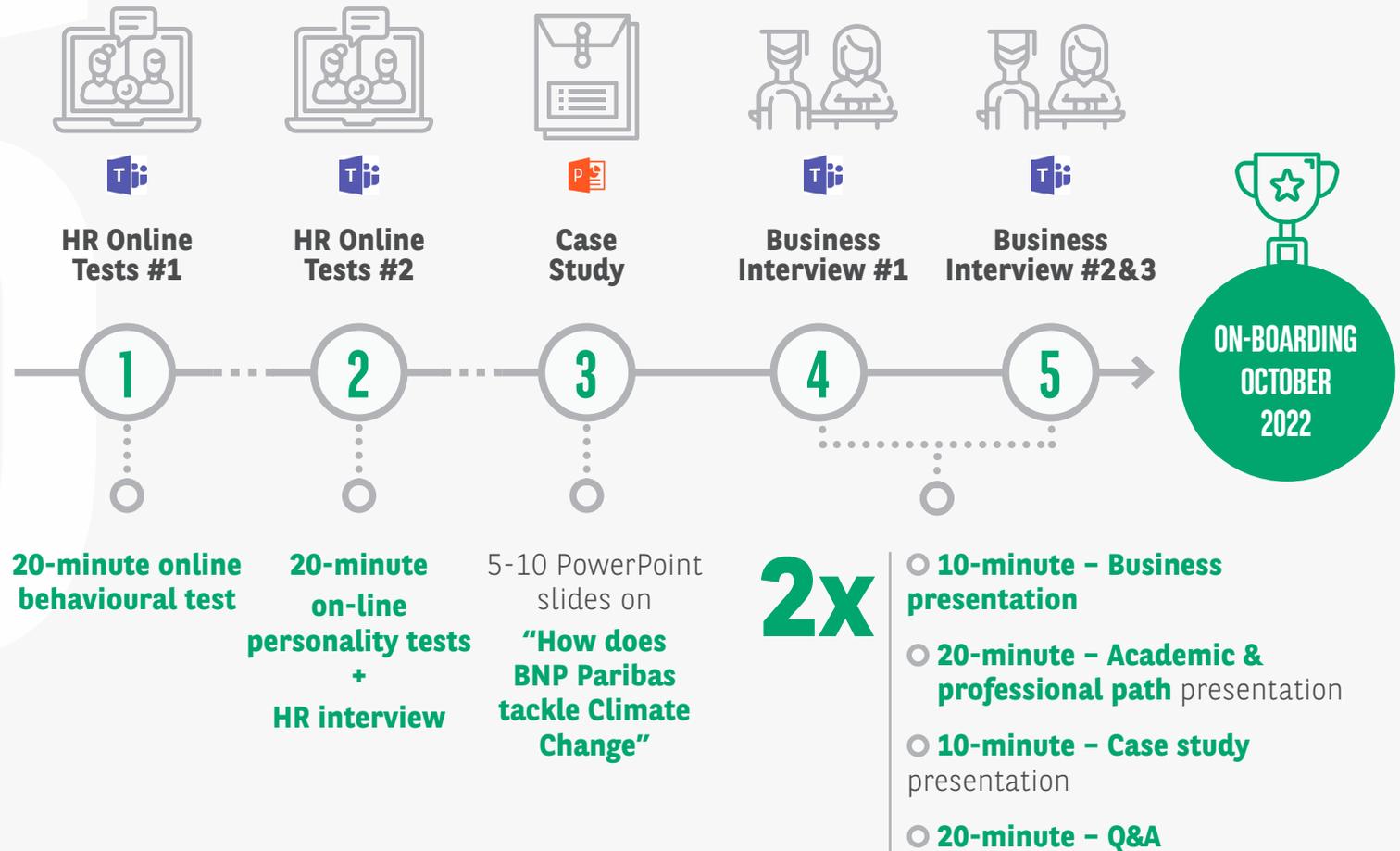
“Whether it is working with clients in the shipping industry, energy utility companies, firms along the agricultural supply chain, just name it! Every day in my role as a sustainable finance analyst with BNP Paribas is exciting. I am driven to continually learn and be creative as I try to understand the unique sustainability challenges of our client sectors and offer bespoke solutions that ensure successful funding projects and simultaneously advance the sustainable development goals. I truly appreciate the market exposure and mentorship I’ve received thanks to the multiple rotations across our sustainable finance ecosystem and the unique mentorship component that comes along with the program.”



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# FIVE SIMPLE STEPS TO GET ONBOARD

APPLICATIONS OPEN IN FEBRUARY 2022



Speaking French is not a pre-requisite to join the programme

Contact us for more information



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CONTACT FOR MORE INFORMATION >

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