



BBVA Compass is a leading U.S. banking franchise located in the Sunbelt region. BBVA Compass is the 15th largest U.S. commercial bank based on deposit market share and ranks as the third largest bank in Alabama, fourth largest bank in Texas and fifth largest bank in Arizona. Headquartered in Birmingham, Alabama, it operates more than 720 branches throughout Texas, Alabama, Arizona, California, Florida, Colorado and New Mexico.

### **Associate Program (AP) Trainee - Job Description**

The AP Trainee position is a career path opportunity in which AP participants will be introduced to the BBVA culture and management style and will receive an overview and orientation training for the 3 primary lines of business: Retail, Commercial, and Wealth Management. The first year will be divided into two phases:

Phase One: AP participants will be required to attend training sessions, participate in group projects and participate in assessments to measure aptitude and interest in the 3 lines of business.

Phase Two: Participants will be placed in Line-of-Business-specific "tracks" based on participant interest and open slots available for those tracks. Participants will continue attending training sessions, and will be given more hands-on experience by working with mentors for their chosen track.

#### **Additional Tasks during Phase Two:**

- Shadow mentor in client-facing opportunities
- As the AP Trainee gains experience, they will be empowered to start direct interactions with clients (with mentor-shadowing)
- Identify referral opportunities for appropriate business partners
- Understand strategic partner sales opportunities (job shadowing with those business partners)
- Other duties and special projects as assigned

At the end of Phase Two, participants will be placed in junior-level management positions within our lines of business. Participants will be placed in locations within the BBVA Compass footprint.

**Associate Program Training location:** Birmingham, Alabama

### **General Requirements**

1. Undergraduate or Masters degree in Accounting, Business, Finance, Management, or Liberal Arts
2. At least 9 hours of Accounting, to include Intermediate Accounting, preferred
3. Strong analytical skills
4. Self-motivated and strong intellectual curiosity
5. Team-player
6. Strong verbal and written communication skills
7. Honesty and confidentiality
8. Prior internship/work experience focused in banking, lending, and/or finance preferred