

## M&T Bank Career Tuesday

October 26, 2021

- Pending merger with People's United Bank - more info coming soon!
- **CBMP: Community Branch Management Program**
  - Company is a big proponent of leadership development programs
  - **One year long** training program to have a full time role within retail market of your choosing
  - Designed to **further leadership skills**, and get a strong foundation in branch banking; shadow manager, **get technical training and professional development**
  - Empowering you to develop career and build your network
  - Bridge from college to career
  - Start **June 2022**; looking for **Dec 2021** or **May 2022** graduates
  - 60-70 openings (double the size of last year's cohort)
  - Responsible for daily operations at your retail branch (audit, operations, talent management, working alongside bankers, mortgagers, etc)
  - **Locations:** NY, NJ, CT, MD, PA, WV, VA, DE, Washington D.C.
  - Actively hiring, recommended to apply **ASAP!**
- **Summer Internship Program**
  - **10 week, paid program**; starts early June
  - **Bank Wide Internship** (every other area of bank, finance, marketing, HR, operations, etc)
  - **Technology Internship** (tech/IT side of business)
  - 150 interns across the bank
  - Resume workshops, mock interviews, multicultural banking conversations (get **transferable skills** you can take with you)
  - Consider **Sophomores and Juniors**
- Links to learn more: <https://mtb.avature.net/UCONN>
- Give interns first dibs on application process for LDP programs next year before internship is over
- **Interview process - what does it look like?:** Completely virtual, fill out Handshake and Workday applications, first round interview with campus recruiter, from there it varies by the market you want to work in (could include first round interview, then panel interviews, etc but every market is different)
- **Do not** need a business/finance degree; can teach banking on the job
- **Advice for students:** go in and be yourself, go in and do research on the company (what do you like about the culture or company?); go in with ability to talk about real life experiences like summer jobs or past internships
  - Do not need to be a boss; leadership just means you can lead others in a group and have people support you; able to take charge and promote inclusivity

- It is a two way interview; **ask questions** to make sure it is a right fit for you
- **Send a thank you note!** Shows a lot about you, especially in a customer service role (will you be sending a thank you note to clients?)
- **Changes to come with merger:** very interested in learning from them and see what they can get out of that, but merger is still pending so not quite sure yet
- Two big hubs are **Buffalo, NY** and **Baltimore, MD**; big new hub will be in **Bridgeport, CT**
- **Main components of job:** training and on the job balance to get most out of program, lots of technical training/processes at first, then learning to have deeper level conversations with clients, want you to have thoughtful questions to get to know clients; later on, learn more about business banking and learning how to network with clients and helping with leadership components
  - In classroom training, on-job training
  - After program is over, it is up to individual employee
  - **Learning, doing, then reflecting**
- **Very focused on community; 40 volunteer hours per employee**, encouraged to volunteer
  - Be part of the community in which you serve
- **Diversity and inclusion**, many ERGs available