

## **M&T Bank Career Tuesday October 26, 2021**



- Presenters : Abby Weiss (Campus recruiter)  
Tim Brosnan (Administrative Vice President - Retail Regional Sales Manager at M&T Bank)  
<https://www.linkedin.com/in/tibrosnan/>
  
- HQ in Buffalo, NY
- M&T will be soon acquiring People's United Bank
- CBMP: Community Branch Management Program
  - 1 year long training program to have a full time role within retail market of your choosing
  - Designed to groom leadership skills, and get a strong foundation in branch banking; shadow manager, get technical training and professional development
  - They will empower you to develop career and build your network
  - Bridge from college to career: All majors are encouraged to apply
  - Start June 2022, looking for Dec 2021 or May 2022 graduates
  - 60-70 openings (double the size of last year)
  - Receive intensive training in consumer and business banking risk and operations, coaching and development, leadership, diversity and community involvement
  - Get access to peer network, learn and grow within the Bank.
  - 17 regions with respective local regional Presidents who are decision makers because they know their community better.
  - Responsible for daily operations at your retail branch (audit, operations, talent management, working alongside bankers, mortgages, 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
  - Work visa sponsorship not offered for this role
  - Exposure to different departments, senior leaders, and networking opportunities.
  - 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 every summer
  - Resume workshops, mock interviews, multicultural banking conversations from CFO
  - Consider Sophomores and Juniors
  - <https://mtb.avature.net/UCONN>

Interview process:

CBMP :

- Completely virtual, fill out Handshake and Workday HR system, 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 (regional managers), etc but every market is different)
- Do not necessarily have finance degree or business degree. They can teach you banking.
- Just research about the organization you want to work with because that shows your actual interest in the company. Know what you like about the core value, the culture of the company.
- Be yourself, ask questions, it is a 2 way interview.
- Always follow-up with a thank you note. Shows your soft skills.

Changes to come with merger which is still pending.

- Two big hubs are Buffalo, NY and Baltimore, MD; big new hub will be in Bridgeport, CT
- You learn, meet lot of people, communicate with them and learn about the community through bank and which is why it is called as Community Branch Management Program
- Bank is very focused on community; 40 volunteer hours per employee, encouraged to volunteer
- Also, bank is a proponent of diversity inclusion.