

Press release



15 January 2010

KBC resumes recruitment programme

On 18 November 2009, KBC Group NV unveiled a strategic refocus of its activities. Going forward, the company will concentrate on providing services to retail, SME, midcap and private banking clients in its home markets of Belgium and five Central European countries. In order to continue supporting the continuity and organic growth of its core businesses, KBC will start recruiting again in 2010. To offset expected natural attrition, it plans to hire around 500 people in Belgium to replace those employees leaving the company on a voluntary basis or through retirement. The vacancies will be primarily in the commercial network, within ICT and in head-office support services.

After imposing a selective recruitment freeze in 2009...

At the end of 2008, KBC introduced a recruitment freeze in Belgium on account of the deteriorating financial-economic situation at the time. In 2009, just a limited number of people were recruited for ICT and in a few specialised positions where not enough suitable candidates were available in-house.

... KBC will be recruiting 500 people in 2010 with wide-ranging profiles

Despite the crisis in the financial sector, the number of unsolicited job applications remained at quite a high level. To meet its need for new employees with the right profile, KBC is looking from this moment on to clearly position itself in the recruitment market again. In 2010, an estimated 500 staff members will leave KBC Belgium on a voluntary basis or through retirement. In order to safeguard the continuity of business and to enhance the quality of service for our customers even more, we intend to recruit a similar number of new employees.

KBC is looking to hire **Bachelors and Masters graduates** for the following fields:

- candidates with little or no experience for the **commercial network** (around 250 recruitments).
- candidates with little or no experience for **ICT** (around 100 recruitments).
- candidates with little or no experience, including economists, lawyers, other recently graduated master's degree holders for a variety of positions at head office.
- candidates with **specific experience in the areas of banking and insurance**, including asset managers, specialist legal advisers, loss adjusters, actuaries, quantitative profiles, auditors specialising in certain fields et cetera. As a result of the financial crisis and regulatory changes, potential employees who are experienced in risk management and risk analysis are also being sought.

The jobs will be full-time and on a permanent basis (i.e. open-ended contracts), many of which for candidates with little or no work experience, but who will receive intensive training and be given refresher courses. The jobs on offer will be situated in a highly automated and customer-focussed environment. In this way, we are providing new opportunities for young people who have recently graduated.

... by adopting a rapid procedure and customer-friendly approach

KBC uses a highly efficient and customer-friendly method of assessment and approach to recruitment. **All the selection tests** have been reduced to a **maximum of one day** at the Havenlaan head office in Brussels. And, by as early as the end of the day, applicants will know if they can expect a job offer.

As a rule, the applicant will be invited one week later (always on a Friday) to have a chat with those line managers who have positions available that match the expectations and profile of the candidate. Each candidate will be offered an average of three job proposals. Immediately after these interviews, KBC will make a firm contract proposal, depending on the choice of the candidate and the line managers. If agreement is reached, the applicant leaves the same day with a contract. Applicants who have recorded their experiences of this **fast procedure** via anonymous evaluation forms are very positive about it.

How to apply?

Applicants can post their curriculum vitae on KBC's recruitment site (www.kbcworld.be), where they can also find more information about the jobs on offer.

In February and March 2010, KBC will be holding **regional job fairs** (*An overview of the job fairs planned for the spring of 2010 can be found at www.kbcworld.be under 'Studenten' – 'Ontmoet ons'*), aimed primarily at Bachelors and Masters graduates and focussing on jobs in its commercial network. The fairs are being held in Brussels, Antwerp, Leuven, Mechelen, Kortrijk, Ghent et cetera.

KBC will also be present around 30 **job fairs** that are being organised by various universities and colleges. It also offers a wide variety of seminars, company visits and work placement opportunities to introduce final-year students to the financial-services sector, in general, and to KBC, in particular (*A relevant overview can be found at www.kbcworld.be under 'Studenten'*).

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