

# Want to be a leader in Human Resources?

## Join CIBC's Human Resources Development Program.

### Program Description

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The Human Resources Development Program (HRDP) is a rotation program designed to leverage your knowledge, skills and experience to influence HR business decisions.

#### If you:

- Have an interest in financial services
- Are completing your final year of an MBA or an HR related Masters program
- Have a minimum of three years' work experience

#### The HRDP offers you:

- Exposure and access to leading professionals in the industry
- Challenging assignments affecting key business strategies
- Opportunities to grow and develop your skill set



### Program Details

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The HRDP is a leadership program involving three six-month rotations that occur along four key pillars:

- Human Resource Consulting – Managing a portfolio of clients and identifying HR solutions to fulfill business needs
- Employee Relations – Providing consulting support, advice, education, legislative interpretation and issue resolution
- Recruitment – Identifying sourcing and recruitment solutions to attract top talent into the organization
- Projects & Change Management Initiatives – Leading HR and business initiatives in areas such as Compensation & Benefits, Training & Development, Workforce Analytics, Organizational Design and Talent Management

As part of the program, you will be matched with an executive mentor and a buddy who will provide career advice, coaching and connections to their professional networks.

Training and development is also a key component. Training is provided individually and as a group to ensure you have the skills you need to succeed.

[www.cibc.com/careers](http://www.cibc.com/careers)

# Be proud of where you work.

## Diversity



**At CIBC, our employees are at their best** when they can bring their full selves to work. This is why we are committed to provide an inclusive workplace where differences are viewed as strengths - not barriers. CIBC employees of all backgrounds are celebrated for their unique skills, perspectives, and experiences.

## Success



Canada's  
TOP-100 Ideal Employer  
Rank: #35  
CIBC  
Among business students in 2014



**At CIBC, we aspire to be the leading bank** for our clients and we have a client-focused strategy that creates value for all our stakeholders. Our corporate objective is to build deep, long-lasting client relationships; grow strategically where we have, or can build, competitive capabilities; ensure sound risk management; and deliver consistent and sustainable earnings. We are further strengthening our business in Canada, as well as expanding in key global centres to serve our clients.

## Community



Canadian Breast Cancer Foundation  
CIBC Run for the Cure



**CIBC is committed to investing in community** initiatives that matter to our clients, employees and communities. Our goal is to make a real difference in our communities through corporate donations and sponsorships, and by supporting the passionate volunteer efforts of our employees. In 2013, CIBC contributed more than \$41 million, including \$22 million in charitable donations, to over 1,870 organizations in more than 430 communities.

