

2026 HSBC Greater Bay Area Youth Employment Scheme

Start your career with a leading international bank, turning academic excellence into real-world impact in Hong Kong and the Greater Bay Area.

The Greater Bay Area (“GBA”) Youth Employment Scheme is a programme organised by the Government of the Hong Kong Special Administrative Region for Hong Kong residents aged 29 or below with educational attainments awarded by higher education institutions (within or outside of Hong Kong) at sub-degree level or above and who are legally employable in Hong Kong and the Mainland. It aims to foster career development of young people, the exchange of talent in the GBA, and the opportunity to develop and grow a professional network.

As a participating organisation, we are offering roles within our key business areas across Guangzhou and Shenzhen. Roles will be available in HK businesses: Commercial Banking and Retail Bank and Wealth.

Area of interest: Relationship Management

Business area: Retail and Wealth and Commercial Banking

Duration: Eighteen months (Upon successful completion of the scheme, you will have the opportunity to be considered for a permanent role at HSBC.)

Start date: October 2026

Location: Guangzhou and Shenzhen

Application close: 24 July 2026

Who you are

We’re looking for people who love building connections, supporting others, and making a real impact. You don’t need to know everything about banking – bring your curiosity and drive, and we’ll help with the rest.

You could be a great fit if you’re:

- A natural collaborator who enjoys working closely with people to solve problems and deliver solutions.

- A people person who enjoys building relationships and developing your own authentic style.
- A self-starter: You spot challenges before they become problems and take ownership to fix them.
- Positive under pressure: You stay calm when it counts and bring energy and optimism to the table.
- A clear communicator who can simplify complex information in writing and conversation.
- Eager to learn, ask questions, expand your knowledge and grow your skillset.

What you'll do

Throughout your time at HSBC, you'll be supported by experienced managers and a wide network of diverse colleagues in the region and around the world. You'll take part in on-the-job training in both Hong Kong and the mainland Greater Bay Area city for the duration of your placement.

Over the course of the placement, you'll gain experience and insight into the business area you join. You'll receive a combination of on-the-job practical experience, project-based work and functional exposure, and be encouraged to learn, ask questions, take on real responsibilities and develop your professional network.

What you'll learn

Throughout the programme, you'll strengthen core professional skills including:

- Stakeholder management
- Time management
- Decision-making
- Problem-solving
- Communication & presentation skills

You'll also build role-specific technical skills based on your business area, gaining real-world experience in operations, banking systems, regulatory knowledge, data handling, customer experience, financial products, or digital processes.

By the end of the programme, you'll have a strong foundation to grow your career – with the opportunity to be considered for a full-time client-facing role at HSBC.

Additional information: During the selection process, you'll be asked to provide your areas of preference. HSBC will endeavor to match you with the most appropriate business area and roles.

If you have applied to another HSBC programme in the past 6 months, you may not be able to reapply directly as our system only allows one application per cycle. However, we are accepting additional applications to this particular programme. Please apply using a different email address so you can submit your application.

Eligibility Criteria:

- Hong Kong residents aged 18 to 29 with educational attainments awarded by higher education institutions within or outside Hong Kong at sub-degree level or above and legally employable in Hong Kong and the Mainland
- Be available to commence full-time employment no later than the end of October 2026
- Fluent in English, Cantonese and Putonghua (excellent verbal and written communication skills)
- Proficient in Microsoft Word, Excel and PowerPoint
- Solid PC skills in Excel (Macro), Chinese typing skills. Additional skills in Access and Projects would be advantageous

Click [here](#) to apply. We encourage you to apply as soon as possible as we recruit on a rolling basis and may close applications before the advertised date once all vacancies are filled. To understand our application and the assessment process, or to discover more about opportunities at HSBC, please visit <https://www.hsbc.com/careers/students-and-graduates>

You'll achieve more when you join [HSBC](#).

HSBC is committed to building a culture where all employees are valued, respected and opinions count. We take pride in providing a workplace that fosters continuous professional development, flexible working and opportunities to grow within an inclusive and diverse environment. Personal data held by the Bank relating to employment applications will be used in accordance with our Privacy Statement, which is available on our website.

Issued by The Hongkong and Shanghai Banking Corporation Limited.



Application link: <https://apply.careers.hsbc.com/emergingtalent/job/Kowloon-City-HSBC-Greater-Bay-Area-Youth-Employment-Scheme-Hong-Kong-SAR-Kowl/1363832957/>