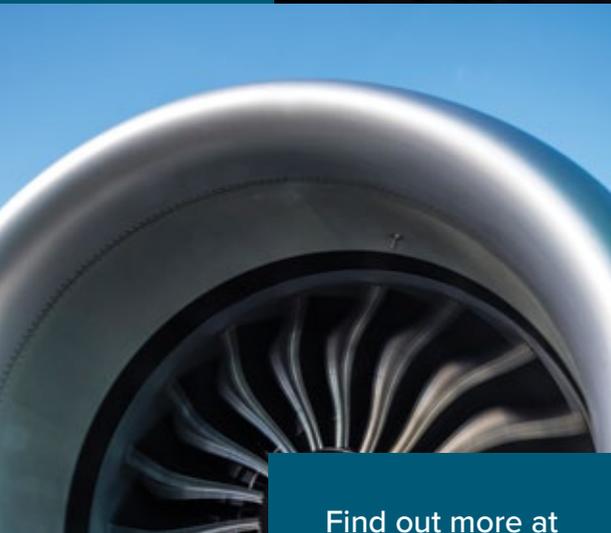


**Set your  
career for  
take-off**



Find out more at  
[smbc.aero/careers/graduate](https://smbc.aero/careers/graduate)

Every year, we select a small number of high-flying graduates looking for opportunities in the fast-paced, global and dynamic business of aircraft leasing.

The graduate programme aims to develop a talent base for the future. Our graduates are given real responsibility and direct involvement on major projects as well as the opportunity to work with transaction team members. As you learn about the different parts of our organisation, you will also develop important relationships and build career enhancing skills all of which will allow you to make a real and immediate impact on our business.

AOIFE HAFNER | HEAD OF FPP, EXECUTIVE SPONSOR FOR THE EARLY CAREERS GROUP

Welcome  
aboard



# What are we all about?



## ABOUT THE PROGRAMME

SMBC Aviation Capital is a leading global aircraft leasing company. Our principal activity is leasing and trading aircraft, with a clear focus on investing in the most modern, technologically advanced and fuel-efficient aircraft that are highly sought after by our airline and investor customers.

Every minute, one of our aircraft takes off or lands somewhere in the world. With the strength of our shareholders, we give our airline and investor customers access to an exceptionally broad range of financial solutions. We also provide investment and aircraft management services.

We are owned and supported by a consortium of leading Japanese institutions, Sumitomo Mitsui Banking Corporation (SMBC), Sumitomo Mitsui Finance and Leasing Company Limited (SMFL) and Sumitomo Corporation.

Over 200 professionals work at our headquarters in Dublin, Ireland, and at locations in China, France, Hong Kong, Japan, the Netherlands, Singapore and the United States.



#### ABOUT THE PROGRAMME

This programme is open to postgraduate students and final-year undergraduate students from all disciplines. Although your particular academic focus is not important, it would help to have an interest in financial markets and to share our enthusiasm for aviation.

Over 24 months, you will gain a true insight into our business and benefit from varied learning and development opportunities - allowing you to become a fully rounded professional and a valuable asset to our organisation. We are looking for academically strong graduates, natural leaders who are also team players, proven self-starters with a determination to succeed and excellent interpersonal and communication skills.

In addition to our standard 2 year programme, we also offer graduates the opportunity to specialise in the areas of Accountancy or Law. These 3 year programmes are delivered in partnership with ACCA and The Law Society giving you the opportunity to gain your professional qualification whilst working in the exciting world of aircraft leasing.



# A programme for high flyers



# 1

#### POSITIVE IMPACT

Our CSR committee is made up of passionate volunteers from across our Dublin and global offices and through the generous support from our shareholder, we have funded €1.5 million in projects involving children and education since 2014.

In 2020 we established Mosaic, our equality, diversity and inclusion (EDI) committee. We seek to champion diversity by embracing and celebrating the distinctive backgrounds of our worldwide team.

For more on our positive impact visit - <https://smbc.aero/annual-reports/2020/index.html>

# 2

#### TAILORED FOR YOU

You will be given real responsibility and direct involvement on major projects as well as the opportunity to shadow transaction team members.

As you learn about the different parts of our organisation, you will also develop important relationships and build career enhancing skills all of which will allow you to make a real and immediate impact on our business.

# 3

#### CAREER DEVELOPMENT

From the start of your career you will have the opportunity to get hands on with our aircraft assets whether in legal, tax, accounting and other professional services. Our structured learning and development programme supported by a world class e-learning platform will ensure you climb the learning curve quickly allowing you to perform in role and develop your career.

# 4

#### BUDDY AND MENTOR

As well as access to senior leaders across SMBC Aviation Capital, you will also receive support from:

**YOUR BUDDY** – A recent recruit with first-hand experience to support you throughout the two-year graduate programme.

**YOUR MENTOR** – An experienced team member is assigned to you during the programme to support you and provide invaluable advice on any business challenges you face.

# 5

#### AGILE WORKING

We encourage and support agile working enabled by smart technology and our collaborative culture.

Sean Francis joined SMBC Aviation Capital in 2019 as part of the Customer Management Team having graduated with a Bachelor's Degree in International Commerce and Japanese.

**TELL US ABOUT YOUR ROLE ON THE SMBC AC GRADUATE PROGRAMME?**

I am currently working on the Customer Management Team. This involves liaising with our airline customers on the day to day running of our aircraft. As the main point of contact for the airlines post-delivery of the aircraft, I am given the opportunity to create strong relationships with our customers.

I also work closely with our shareholders, Sumitomo Mitsui Finance & Leasing (SMFL) on our portfolio of aircraft that we manage on behalf of Japanese investors. This allows me to build a good understanding of our parent company's business, as well as affording me the opportunity to practice my Japanese language skills!

Being the main point of contact for customer queries also means that I get to work with a lot of different teams within SMBC Aviation Capital, which has been a really valuable learning experience but has also given me the opportunity to work with and get to know my colleagues around the business.

**WHY WOULD YOU RECOMMEND OUR GRADUATE PROGRAMME?**

The SMBC Aviation Capital graduate programme has given me great opportunities for career development.



In 2020, I was lucky enough to be able to spend 6 months in Japan on a language immersion programme as part of the graduate programme. This consisted of 3 months living and studying in Tokyo, and 3 months living with a Japanese host family in Fukuoka. This gave me the chance to vastly improve my Japanese skills, and provided me with the tools to work and do business through Japanese.

Following the successful completion of my graduate programme, I have also been given the opportunity to work at our office in Tokyo – and I am very much looking forward to these opportunities to personally develop while also furthering my career at SMBC Aviation Capital.



Diana joined the Graduate Programme in 2017 in the Legal & Compliance team. Having completed a Masters in Aviation & Space Law at the University of Leiden in the Netherlands, Diana comes from Romania originally and moved to Ireland to join our Graduate programme. Following successful completion of the Graduate Programme, Diana joined our Commercial Negotiation & Execution team.

**WHAT ATTRACTED YOU TO THE GRADUATE PROGRAMME INITIALLY?**

I have been fascinated by the aviation industry ever since I finished my Master's in Aviation Law at Leiden University in The Netherlands, where I was first introduced to the field of Aircraft Leasing. After some research, I realised that SMBC Aviation Capital has the longest established Graduate Programme within the aircraft leasing industry.

I was impressed by the structure around the programme itself. From the very beginning, I was assigned a "buddy" that helped ease me into day-to-day work, while the mentoring programme helped me to define my wider goals. Finally, the company has a strong reputation in the industry and I was very excited to have the opportunity to be part of the team.

**HOW HAS THE PROGRAMME ALLOWED YOU TO GROW AND DEVELOP?**

The programme itself was highly focused on me as an individual and how I could enhance my skills. Professional development is at the heart of the programme and I was given regular guidance on how to achieve my goals. Furthermore, the pool of knowledge is immense. Colleagues are always willing to share their insight. Finally, you can always bring your fresh and innovative ideas forward and be sure that those ideas will be listened to and the input will be valued.

**"The company has a strong reputation in the industry and I was very excited to have the opportunity to be part of the team."**

**DIANA GALERIU | GRADUATE 2017–2019**

Barry is the Chief Commercial Officer at SMBC Aviation Capital. He joined the company in 1997 and was appointed to the Board of Directors in 2007.

#### HOW IMPORTANT IS THE GRADUATE PROGRAMME TO THE COMPANY?

Our people are our key differentiator. We want to grow a company that will continue to thrive throughout the next ten, twenty, fifty years. This programme allows us to attract the brightest and the most ambitious into the industry without them already being specialists in any field. This has the dual benefit of allowing the graduate to become familiar with how we do business combined with a holistic view of the interconnectedness of the different teams. Graduates also bring a different viewpoint and an energy that is essential to keeping a company vibrant and of its time.

#### HOW DOES THE APPLICATION PROCESS DIFFER FROM OTHER COMPANIES?

Our recruitment process has to ensure that we not only attract the brightest and best but that they also fit into the diverse and unique culture that we have developed. However, we recognise that the process has to work from both sides in that the individual also needs to be comfortable with our culture and team. That is why the applicant will meet many people from across the organisation whether that is at the interviews or in the assessment centre. Having the right graduate is an important decision for us, so our senior management team including the CEO and myself are involved in meeting and interviewing all applicants that make it to the final round.

#### WHAT'S THE ONE TRAIT YOU LOOK FOR IN A GRADUATE?

If I was to sum it up in one phrase it would be a can-do attitude. To me this manifests itself in many different ways from being confident in one's ability, to taking on new challenges, to ensuring that one works hard to deliver.

#### YOU HAVE A DEGREE IN PSYCHOLOGY, HOW IMPORTANT IS IT TO ATTRACT GRADUATES FROM DIFFERENT BACKGROUNDS?

Neither the business nor any employee has all the right answers or insights in to what is an ever changing industry and world. In addition to a can-do attitude, the success of our business depends on being able to draw on many different types of learning and experiences. We will only thrive if we have inquisitive and critically thinking people from all walks of life that have an ability to work with each other. I am glad to say that our 180 professionals come from a variety of educational backgrounds including engineering, business, architecture, tax, science, law, finance and also from many different cultures.

#### HAVE YOU ANY ADVICE FOR GRADUATES?

The world is full of opportunity so do something you enjoy and have an interest in. People who like what they do, typically flourish more naturally, always want to learn and most importantly get on with their colleagues, customers and suppliers which is a key to success.

## CCO interview



“Our people are our key differentiator.”

BARRY FLANNERY | CCO





# Set your career for take-off

## 1 OCTOBER 1ST 2021

Applications open online at  
[smbc.aero/careers/graduate](https://smbc.aero/careers/graduate)

## 2 NOVEMBER 8TH 2021

Applications close

## 3 NOVEMBER 2021 - JANUARY 2022

If your application is successful,  
you will be invited to participate  
in some or all of the following:  
online assessments, telephone/  
video interviews, face to face  
interviews, assessment centres.

## 4 FEBRUARY - MARCH 2022

Offers made to candidates

## 5 SEPTEMBER 2022

Successful graduates begin  
programme

FOR MORE INFORMATION AND TO HEAR MORE  
FROM OUR GRADUATES VISIT OUR WEBSITE  
[SMBC.AERO/CAREERS/GRADUATE](https://smbc.aero/careers/graduate)

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