



Graduate  
Programme



# A career for high flyers.

SMBC.AERO



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 PORTFOLIO  
RISK MANAGEMENT, 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.

Close to 300 professionals work at our headquarters in Dublin, Ireland, and at locations in China, France, Hong Kong, Japan, The Netherlands, Singapore and the United States.



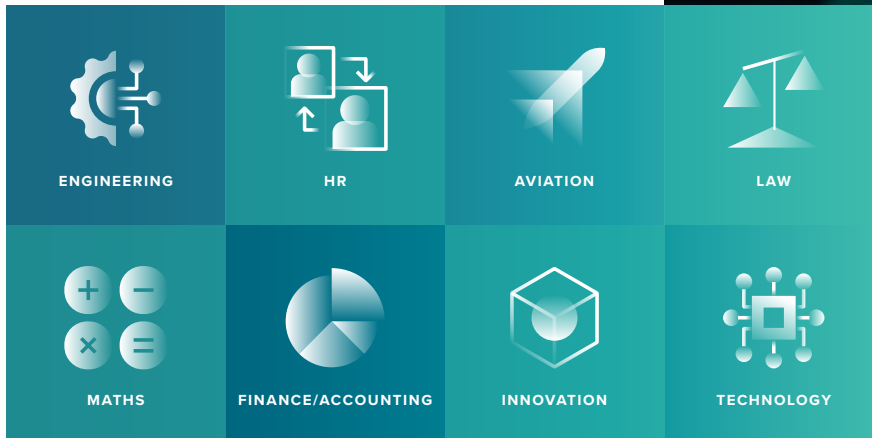
## ABOUT THE PROGRAMME

Established in 2013, SMBC Aviation Capital's Graduate Programme is the longest running programme in the industry. It is open to postgraduate students and final-year undergraduate students from all disciplines.

Over the course of your programme, 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 area of Accountancy. This 3 year programme is delivered in partnership with ACCA, 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 donated a total of \$3.6m to a number of different projects since 2014.

Mosaic is our well established 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/csr>

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### TAILORED FOR YOU

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

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### CAREER DEVELOPMENT

From the start of your career, we will enable you to be at your best by creating an environment of continuous learning. 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.

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### 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 your graduate programme.

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

Danni Liu joined the Graduate Programme in 2021 and is working in the Customer Operations team. Having completed a Bachelors Degree in Aircraft Propulsion Engineering in China, Danni moved to Ireland to study a Masters in Aviation Finance in UCD.

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

My background in aircraft engineering and aviation finance inspired me to join a leading aircraft lessor. The SMBC Aviation Capital Graduate Programme provides graduates with an excellent opportunity to work with some of the most experienced people in aircraft leasing.

I was attracted to this programme as there is a strong focus on professional and personal development. When I joined I was assigned a 'buddy' to help me with day to day questions and to settle in to my team. I was also assigned a 'mentor' who shares their guidance to help me to achieve my goals. The company also strongly values social responsibility and supporting people's wellbeing.

**"I was attracted to this programme as there is a strong focus on professional and personal development."**

DANNI LIU | ANALYST  
2021 – PRESENT



# Graduate interviews

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

I joined SMBC Aviation Capital on a one-year internship and during that time I took the opportunity to learn about the business. Following my internship, I was successful in my application to join the Graduate Programme. I completed the 3-year programme, which allowed me to gain a professional accountancy qualification while working in the Finance team.

The graduate programme offers a comprehensive structured induction programme and the opportunity to develop my skills on an on-going basis. Professional development is at the heart of the programme.

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 started in September 2019 working in the Customer Management Team. This involved liaising with 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 was able to create strong relationships with our customers.

I also worked closely with our shareholders, Sumitomo Mitsui Finance & Leasing (SMFL) on our portfolio of aircraft that we managed on behalf of our Japanese investors. This allowed 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 meant that I got to work with a lot of different teams within SMBC Aviation Capital during my graduate programme. This has been really valuable learning experience and gave me the opportunity to work with and get to know my colleagues from 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 programme, I was then given the opportunity to work in Japan at our offices in Tokyo as part of the Commercial Negotiation and Execution team and I have been living and working here for the past two years (as part of a 3 year secondment) whilst furthering my career at SMBC Aviation Capital.



Aoife Hafner is the Head of Portfolio Risk Management at SMBC Aviation Capital. She joined the company in 2017 and has worked in the aircraft leasing industry for over 15 years.

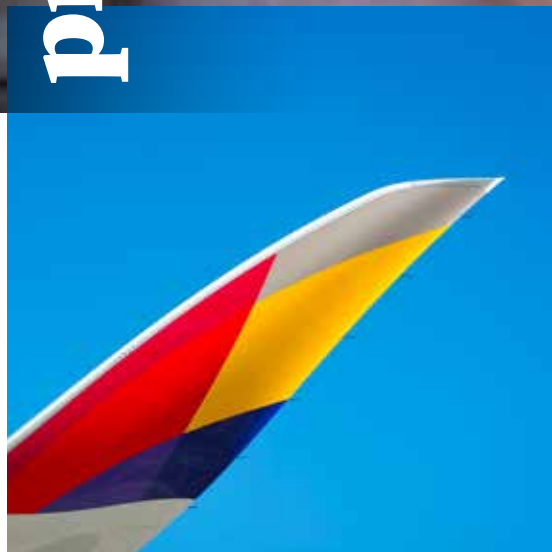
#### HOW IMPORTANT IS THE GRADUATE PROGRAMME TO THE COMPANY?

A key part of our ambition is to cultivate the next generation of talent through our Graduate Programme. Our people are our key differentiator and we want to grow a company that will continue to thrive for years to come. This programme allows us to attract graduates 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 current. We continuously invest in our people, giving them every opportunity to grow and develop in our organisation.

“The success of our business depends on being able to draw on many different types of learning and experiences.”

**AOIFE HAFNER** | HEAD OF PORTFOLIO RISK MANAGEMENT, EXECUTIVE SPONSOR FOR THE EARLY CAREERS GROUP

# the graduate programme



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

Our recruitment process has to ensure that we not only attract enthusiastic team players, 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 throughout the process. Having the right graduate is an important decision for us, so our senior management team 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?

We like people to take on new challenges and work hard to deliver – sometimes across many different teams within the business, so a can-do attitude speaks volumes. We place an emphasis on our company culture where your thoughts and opinions matter. It's important to believe in your abilities and have the confidence to share your ideas because people here want to hear from you. We're on the lookout for proactive and determined individuals.

#### HOW IMPORTANT IS IT TO SMBC AVIATION CAPITAL TO ATTRACT GRADUATE APPLICANTS FROM DIFFERENT BACKGROUNDS?

Neither the business nor any employee has all the right answers or insights in to an ever-changing industry and world. 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 the ability to work with each other.



Our people at SMBC Aviation Capital come from a variety of educational backgrounds including engineering, business, architecture, tax, science, psychology, law and finance and also from many different cultures. As one of the leading aircraft leasing companies globally our company is a global business, and we take pride in our diverse workforce. We welcome talent from all backgrounds, fostering an inclusive culture that celebrates unique perspectives. By joining us, you'll have the opportunity to work with colleagues and customers from around the world. Our programme thrives on the synergy of diverse talents coming together to drive success. Our graduate intake each year is key to our commitment to increasing diversity within our business and the wider industry as a whole.

#### HAVE YOU ANY ADVICE FOR GRADUATES?

The world is full of opportunity – be sure to pursue something you enjoy and have a real interest in. People who enjoy what they do, typically flourish more naturally. Always be keen to learn and most importantly to get on with colleagues, customers and suppliers which is a key to success.

# Prepare your career for flight

1

**SEPTEMBER 17TH 2024**  
Applications open online at [smbc.aero/careers/graduate](https://smbc.aero/careers/graduate)  
**Stage 1:** Candidates asked to complete online application form and assessment.

2

**OCTOBER 16TH 2024**  
Applications close

3

**NOVEMBER 2024 - JANUARY 2025**  
If your application is successful, you will be invited to participate in some or all of the following -  
**Stage 2:** Online assessment and video interview  
**Stage 3:** 1st round interview  
**Stage 4:** Online assessment and face to face interview

4

**JANUARY - FEBRUARY 2025**  
Offers made to candidates

5

**SEPTEMBER 2025**  
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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