

Santander offers over 300 positions for young people looking to launch their career in investment banking

- A new edition of Santander's international young talent programs, launched in more than 10 countries and aimed at students and recent graduates who will join the bank's global teams.
- The deadline for applications is 30 November 2025.

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Banco Santander and Universia have launched a new call for applications for two of their international young talent programs: Santander CIB Summer Internship Program and Santander CIB Graduate Program. Both aim to bolster and train the next generation of leaders in banking, offering over 300 opportunities to gain professional experience at Santander Corporate & Investment Banking (Santander CIB).

These programs, launched in more than 10 countries, are aimed at high potential university students in their penultimate and final year as well as recent graduates, who will have the opportunity to gain first-hand experience of how at Santander CIB operates and launch their career in the financial sector.

Participants will join global teams and work on projects related to the products and solutions the bank offers to major clients, including capital markets, M&A, structured finance, trade finance, or treasury management, among others. The deadline to apply (for both programs) is 30 November on the Santander CIB website.

Santander CIB Summer Internship Program

Participants will take part in an eight-week immersive experience designed for students in their penultimate undergraduate year or first-year master's degree students. Over the summer months, they'll work on key projects across different business areas – Global Banking, Global Markets or Global Transaction Banking – supported by mentors who'll guide their development in a truly international environment. Everyone who completes this experience will have the opportunity to join the bank's graduate program once they finish their studies.

Santander CIB Graduate Program

Aimed at final-year undergraduates or recent graduates, as well as master's students in their final year who want to take their first step in their career. Participants will spend one year at Santander, joining multi-disciplinary teams that work on real transactions with top-tier clients. This experience will provide them with an international perspective of the business and help them develop key skills for their future.

"At Santander CIB we're committed to developing the best young talent. We look for bold profiles with critical thinking, a global vision and a passion for transforming the financial industry," said **Beatriz López-Rioboó**, Santander CIB Global Head of HR.

According to **Ramón Rodríguez**, Global Head of Universia, *"By launching these global programs, we want to help recent graduates enter the job market in a highly competitive environment. We're committed to providing*

talented people with real opportunities, developing key skills, and fostering innovation that can shape the future of the financial sector".

Santander and its support for education, employability and entrepreneurship

Banco Santander has been a pioneering stalwart of education, employability and entrepreneurship for almost 30 years, standing out among the world's financial institutions. Santander has deployed over EUR 2.4 billion to these areas and given scholarships and grants to more than 3.7 million people and businesses through agreements with nearly 1,200 universities (www.santander.com/universidades).

Through Universia, it offers students and young graduates access to job offers and internships and helps universities and education centres connect talented people with companies. It has over 150 job portals at universities, has handled over 138,000 job offers, and has over 35,000 registered companies. Moreover, it is one of the world's largest networks of universities, with over 500 institutions in eight countries.