



**SWIFT**  
Make your impact



# Welcome to SWIFT

At SWIFT we punch above our weight. We are a company of 3000 diverse and talented people on a mission to innovate global payments.

We are continuously on the lookout for financial industry and technology professionals who are eager to contribute to SWIFT. If you are a collaborative team player, with a drive for excellence; someone who appreciates the challenges and dynamism of working in technology, and you have the curiosity, skills and customer focus to help us innovate, then we are ready to talk. SWIFT may be just the place for you!



**Rosemary Stone**  
Chief Corporate Officer

# SWIFT doesn't stand still

We are constantly evolving and tirelessly innovating. Working at the intersection of finance and technology is a very exciting place to be right now.

SWIFT is transforming cross-border payments, making them faster and more transparent than ever before. We are the way the world moves value — every instant of every day, in almost every country.

We are proud that what we do has a critical impact on the global financial community and touches almost every aspect of the financial world. So, what you do at SWIFT has real impact too — an impact that matters every day. Which is why you matter to us.

Joining SWIFT gives you unparalleled exposure to knowledge, expertise and technologies. If you have what it takes, you'll be able to take on different career paths and have the opportunity to work in teams, departments and disciplines in countries around the world.

SWIFT is unique. There is no other organisation like ours in the world driving the long-term future of the financial ecosystem. You'll be surrounded by bright, customer-focused and intellectually curious people in a collaborative, friendly, open and inclusive environment.

*"It's vibrant, keeps on evolving, touches many facets (technology, society, economics, etc)—it's a very intellectually challenging environment."*

At SWIFT we are trusted every instant. Everything we do has an impact that matters. And as a member of our team, you are trusted to make your impact every day.

## We put you in control of your career

**We want you to take control of your career development so you are more invested in it.**

If you have what it takes, you'll be able to explore many different career paths and trajectories, and – with our help and support – shape your future direction. You can expect to work with different disciplines, take on new responsibilities, use and learn new skills and get exposure to Agile working practices. We provide continuous feedback to inform and shape your development, and the latest training to support it. You can also expect opportunities to engage with and learn from technology and financial industry experts worldwide.

*“If you are willing to take initiative, SWIFT is willing to transfer you to different parts of the organisation. I myself have benefitted from this.”*

*“People can move around or move to the side or change paths. SWIFT is open to those kinds of changes.”*

## We give you a competitive package

**If you are well rewarded you will be even more motivated to make your impact.**

Our total rewards approach is holistic and goes well beyond salary – but we also want to get the basics right. Our packages include a competitive base salary, a performance-related bonus, generous retirement benefits and excellent medical benefits and allowances for you and your family. We are constantly benchmarking our total rewards package to make sure it remains competitive and attractive to our people.

*“My medical bills were astronomical with my old job, however I don't need to worry about that anymore and can focus on my work while I know my family is cared for.”*



# We help you perform at your best

We provide working environments that you can thrive in. Our culture is open, collaborative, respectful and supportive, with a strong team spirit.

We offer flexible working based on your role and team, so you can strike the right work-life balance. Our excellent health and medical benefits and allowances mean you can keep healthy without having to worry about the cost.



*“For me, the best thing about working for SWIFT is the work-life balance, which is enabled through our benefits and culture. It means I can work hard while at work, and have a life when I am not here.”*

# We help you make a difference

By operating responsibly and sustainably we can make a real, positive impact on the environment and our communities.

For example, we have committed to reducing our carbon footprint a further 36% by 2030. Through our active corporate social responsibility programmes we encourage you to spend time volunteering in your local community, joining existing projects or starting your own with our support. We also partner with organisations around the world to provide education in finance and technology to those in need.



128,000 km cycled to work in Belgium



Reduced the use of plastic cups by 50%



Objective of becoming CO2 neutral by 2020



Between 2007 and 2015, we have successfully achieved a reduction of 70% of our CO2 emissions



# We give you the freedom to be yourself

Diverse teams perform better, have more impact and add more value.

Balance@SWIFT — our internal diversity and inclusion network — creates opportunities to join in, be part of a team, initiative or event — or organise your own. Diversity and inclusion are more than just policies and practices, they are integral to us as a global company, one where you'll get the opportunity to work with people from many different countries and from a rich diversity of cultures which is something that our people really value.

We give you the freedom to be yourself. We are creating an environment of unique individuals — like you — with different perspectives on the financial industry and the world. An environment in which everyone's voice counts and where you can reach your full potential regardless of background, gender, disability, sexual orientation or culture.

	28+ offices worldwide connecting more than 200 countries and territories
	Over 90 different nationalities



“I am able to speak several languages with my peers and mix with colleagues from different backgrounds and within different teams. It's not a rigid corporate environment, which makes it easier to connect and communicate with people.”

“Most meetings I attend have participants from a variety of teams, genders, races and locations. I cherish the contributions that are inspired by people's background, origin, education and professional experience.”



# Our Way of Working

## Customer-oriented

- Always have the customer in mind while continuing to pursue operational excellence
- Deliver the right services at the right time to deliver customer value
- Engage in gathering customer feedback to improve

## Open-minded & curious

- Challenge the status quo and be curious of the big picture, stimulate fresh ideas and drive positive changes
- Share and seek feedback from different stakeholders to act on it
- Share knowledge to develop yourself, others and SWIFT

## One accountable team

- Collaborate: Win together, fail together
- Be accountable for your and your team results and act on any issues
- Be respectful and trustful within your team and across the company

# Our Graduate Programme

You want to have an impact right from the start of your career? As a graduate recruit at SWIFT you can.

During your comprehensive 15-month graduate programme you'll have the opportunity to work with different disciplines, use and learn different skills and be exposed to leading experts in many fields. You will get the latest training and development to accelerate your learning and growth, and join teams on projects that have a real impact on the global financial community. All of which means you get the best possible grounding for a wide-ranging career in all areas of fintech.



You can learn more about us and get involved in our community through various channels. Read, view, follow, like, share and more!

-  [linkedin.com/company/swift/](https://www.linkedin.com/company/swift/)
-  [youtube.com/PlanetSWIFT](https://www.youtube.com/PlanetSWIFT)
-  [twitter.com/swiftcommunity](https://twitter.com/swiftcommunity)
-  [medium.com/planetswift](https://medium.com/planetswift)
-  [facebook.com/SwiftCareers](https://facebook.com/SwiftCareers)

Make your impact, today, and join SWIFT  
Start your application on [swift.com](https://www.swift.com)

