



Bank of Sierra Leone

**YOUNG PROFESSIONALS PROGRAMME
BROCHURE**

**BUILDING CAREER PATH OF YOUNG
PROFESSIONALS IN ECONOMICS, BANKING &
FINANCE**

The Programme

The Young Professional Programme at the Bank of Sierra Leone aims to develop the career path of a limited number of young and talented graduates in disciplines that are highly relevant to the operations of the Banking and Financial Sector.

Objective of the Young Professional Programme

The objective of the Bank of Sierra Leone Young Professional Programme is to provide young and talented graduates the opportunity to contribute to the achievement of the Bank's objectives, build institutional capacity and assist succession planning by filling senior positions in the Bank as well as potential candidates for the development of the Banking community and the wider financial sector in the country.

Duration

The programme will span a three-year period during which participants are provided with a solid understanding of BSL's operations, a thorough understanding of its core responsibilities, code of ethics and organizational culture as well as gain experience in working at the Kenema Branch and other commercial banks.

Application Process

The Bank will receive applications between May to June each year and adverts will be placed on the Bank's Website on www.bsl.gov.sl as well as in the print and electronic media.

Selection Process

The selection process will span a three-month period and selected candidates will commence the programme in October each year.

Eligibility

Minimum Requirements

The following are minimum requirements to be eligible for the Young Professionals Programme:

- ◆ Age – 26 years or younger.
- ◆ Bachelor's Degree with First Class or Division One or an equivalent Professional Qualification in a relevant field in Economics, Accounting, Business Administration, Financial Services, Social Sciences, and Information Technology etc.

Other Requirements

- ◆ Must be a Sierra Leonean;
- ◆ Current student or recent graduate;
- ◆ Strong analytical and interpersonal skills;
- ◆ Knowledge of local and global trends relating to the financial sector;
- ◆ Ability to demonstrate leadership potential and initiative;
- ◆ Enthusiasm for working in the banking sector and take up challenging assignments;
- ◆ Excellent verbal and written communication skills in English;
- ◆ Fluency in French will be an advantage.

Career Progression

The two years will be mandatory for YPs to serve on contract, during which a series of assessments will be held at mid and end of each year. In the third year, they will be eligible to apply for vacant positions at Banking Officer level. This will ensure that YPs are absorbed into the permanent service of the Bank.

Those with poor performance may not be incorporated into the permanent service of the Bank. However, it will be the responsibility of Management to review each unsuccessful candidate's situation on a case by case basis.

Remuneration Package

Young Professionals will enter the Bank at the P1 (i.e. Banking Officer) salary scale and they will be entitled to the following at the approved compensation package of the Bank:

- ◆ Basic Salary
- ◆ Transport Allowance
- ◆ Rent Allowance
- ◆ Medical for self

Rent Allowance will be paid monthly during the programme. YPs will also be entitled to paid Vacation Leave with Leave Subsidy once every successfully completed year.

**Apply to: Director, Human Resources Department,
Bank of Sierra Leone, 4th Floor Sam Bangura Building, Gloucester**