



Amal D.

# LEADER READY

## MBA Summer Associate Program



**BEST U.S. BANK**  
BY EUROMONEY MAGAZINE



**Noteworthy Company  
for Diversity**  
BY DIVERSITYINC

## THIS IS WHERE YOU'LL SHINE

You're ready to work with the best. We're ready to find our leaders of tomorrow. So, step into the future with our 10-12 week MBA Summer Associate Program.

This program is designed to fast-track your career. You'll make a meaningful hands-on contribution, acquire new skills and experiences, and interact with [fintech trailblazers](#) and [Wall Street veterans](#). Plus, as one of the first members of this immersive program, you'll get to shape it for future participants.

## OUR GROWTH IS SOARING

Citizens is nimble, innovative, and growing rapidly. Though our roots date back over a century, our transformation really began when we went public in 2015, completing the largest commercial bank IPO in U.S. history. We've [met or exceeded analyst expectations nearly every quarter since then](#).

It's been an incredible journey, and we're not done. We're rethinking what banking means — building a non-traditional business model through innovation and a digital-first agenda. We continue to grow — making strategic acquisitions, expanding our national presence, and launching new, cutting-edge technologies. That's why Citizens is such an exciting place to work.

## READY TO LEAD

As part of a select team, you'll hone and demonstrate your leadership skills and critical thinking. You'll work on high-profile assignments in one of our businesses or functions to drive our strategic priorities forward. And you'll complete your assignments before the program ends, so you can oversee them from inception through completion.

### To help you succeed, you'll receive:

- personalized, curated leadership training
- executive development activities
- deep dives into business lines and corporate functions
- access to an executive mentor and influential people to help you navigate the organization.

**Perform well and you could get special consideration for our Leader Ready Associate Development Program, a full-time opportunity launching in 2023.**

If you have the [right skills, drive and ambition](#), you may be ready for a leadership role at Citizens.

[Apply Now](#)

**"Always think about what you could do that's impactful. It served me well to always be restless and thinking about what more I can do to be successful."**

~ BRUCE VAN SAUN, CEO, CITIZENS

Neil P.



## INNOVATION

Amid rapidly evolving customer expectations and the demand for “more, better, faster,” Citizens has a strategic imperative to innovate. So, we’re implementing a multi-year plan to reshape and retool our workforce. Digital literacy and agile methodologies are now business as usual. Design thinking and robust analytics are inspiring elegant solutions. But we never forget that excellent execution starts with great talent.

Here, you won’t only have a front row seat; you’ll help direct the action and define the future. That’s because you’ll be working for a company with the attitude of a start-up, and the resources to make your vision a reality.

## CITIZENS HELPING CITIZENS

Citizenship is at the heart of who we are, rooted in the belief that when communities reach their potential, we all thrive. [Citizens Helping Citizens](#) is our community engagement platform where colleagues engage in volunteer efforts across our footprint and help organizations that support our focus areas of fighting hunger, financial empowerment, and strengthening communities.

We are also committed to [social equity](#) and economic advancement in underserved communities. It’s a journey we’re always on, a standard we hold ourselves to — to keep getting better.



Spencer B.



Julie H.



David R.



**World’s Best Banks**  
BY GLOBAL FINANCE MAGAZINE



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