



## ING Graduate Programme 2026 - Compliance

At ING, we believe success will be achieved if we follow 3 key principles:

**We are collaborative:** Your ideas are welcome. Together, we solve complex problems to deliver the best solutions for our clients.

**We are flexible:** Flexibility drives productivity – everyone works differently. We trust our people to make the right choices, act with integrity and deliver optimal performance.

**We are impactful:** We are connectors, innovators and pioneers. We provide our clients with the expertise they need to fuel their growth and transition to a sustainable future.

Our **Graduate Programme** is designed for ambitious individuals who want to shape the future of banking while developing their skills in a dynamic, international environment. Our Early Careers offerings are built to ignite your passion and accelerate your professional and personal growth.

The **ING UK Graduate Programme** will provide you with hands-on experience and broad exposure to the banking world over 12 months. You will work as an integral part of a team, helping to deliver impactful solutions for ING in a specific department. We offer opportunities across three streams:

- Financial Markets – Sales and Trading
- Front Office – Capital Markets advisory and Corporate Banking
- Support & Control functions

### Compliance

UK Compliance is responsible for the provision of compliance support and expertise to the Wholesale Banking (WB) business based in London. The team is also part of the wider EMEA region and works closely with Compliance colleagues in other WB locations. Key responsibilities include ensuring the business meets Bank Charter and Framework deliverables; providing proactive compliance advice to the business; monitoring of compliance risks; delivery of compliance training and active involvement in the identification and mitigation of compliance risk indicators.

We value and encourage people to take responsibility for their tasks, and to constantly seek out new ways of being a strategic partner to the business.

Main Duties and Responsibilities:

Compliance Conduct and Ethics:

- Horizon scanning – supporting horizon scanning activities – review of regulatory publications and identifying applicability and impact to ING London.
- Communication monitoring – supporting second line review of market abuse and conduct alerts generated from central surveillance system.
- Supporting update of key reporting metrics.
- Reviewing and responding to queries via the Compliance inbox.
- Assisting with key compliance processes for example: FCA registrations for Certified Persons and Senior Manager Function holders.
- Supporting delivering training for 'Above the Wall', 'Attributed Function' staff and Annual Compliance Refresher trainings.
- Maintaining the UK Compliance intranet page.

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- Supporting update of key UK guidance materials.
- Supporting delivery of the “Compliance Talks” series of events.
- Involvement in ad-hoc projects across UK and EMEA locations.

#### Compliance Frameworks and Control

- Planning and co-ordination for UK Compliance Function.
- Produce periodic Management Information, data and dashboards.
- Support key local and bank wide initiatives relating to data and digitisation.

#### General

- Work with remote hub colleagues to support data protection requirements and initiatives impacting UK.
- Providing support for other roles within the Compliance Department as needed and taking minutes at the Compliance department meeting.
- Preparing necessary management information.
- Reviewing existing business practices and procedural documentation.
- Coordinating effectively with key stakeholders, incl. Front Office, Corporate and Wholesale Banking Compliance, and Internal Audit.
- Dialogue, as required, with ING IT and external vendors on any system-specific questions.

#### Key Skills and Requirements

- A recent graduate or looking to undertake a university placement year.
- Must have the right to work in the UK for the whole duration of the graduate programme.
- Self-starter who is able to work on their own initiative and take on varied challenges.
- Someone who can work well as part of a team, good timekeeper, proactive and well organised.
- Someone with a professional and confident manner, approachable and friendly with a willingness to learn.
- Good communication and interpersonal skills are required both for interaction between team members and internal stakeholders.
- Strong problem-solving skills and confidence in proposing solutions.
- Good IT skills, including a working knowledge of Word, Excel & Outlook.
- Approachable and friendly.
- Someone who will also play a big part in the team and represent the department well.
- Experience/ knowledge of:
  - UK regulatory environment, especially the roles of the Bank of England, Prudential Regulation Authority (PRA) and the Financial Conduct Authority (FCA)
  - Role of Compliance in supporting an institution
  - Non-Financial Risk factors
  - Legal / Audit / Quality Assurance activities
  - An interest in RegTech

#### Ready to take the next step?

Click here to find out further information on the graduate programme and how to apply.

Apply now and start your journey with ING. Together, we'll shape the future of banking.

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