

Kijang Graduate Programme: Talent Agility for a Future Ready Central Bank

In 2021, the Bank introduced the Kijang Graduate Programme (KGP) as one of several initiatives to develop a more agile and broad-based talent pool whose skills are fungible across the organisation. KGP is an 18-month programme with three rotations on either a “General” or “Digital” track. In the “General” track, graduate analysts rotate across departments in the Monetary Stability, Financial Stability, and Corporate Management sectors. Graduate analysts on the “Digital” track rotate across three tech-centric teams in the Bank. These include both internal-facing teams such as digital infrastructure and cybersecurity, as well as external-facing teams such as data science and IT supervision. Through KGP, the Bank aims to reach a bigger and more diverse pool of high potential young talents, enable them to readily collaborate across departments, and enhance the consistency and quality of new hires through a more consolidated approach to recruitment.

KGP Supports Talent Agility at the Bank in Three Ways:

1. A more diverse talent pool

We focused on the Bank’s unique value proposition as a Central Bank to attract prospective young talents eager for an opportunity to serve the nation. We expanded our outreach initiatives – including enhancing our careers website and hosting our first-ever virtual career information session.

As a result, we were able to attract a larger and more diverse group of applicants for our inaugural KGP intake as compared to previous graduate-level hiring initiatives. We received close to 1,500 applications for the inaugural September 2021 intake. (See Diagram 1 for a profile of shortlisted applicants.)

2. A structured approach to building collaborative networks

Through three rotations across different departments in the Bank, graduate analysts obtain a wider perspective of the different functions at the Bank. Graduate analysts build relationships in these rotations, which they can then leverage later on in their careers at the Bank. We also connect each graduate analyst with a mentor and run internal networking events to accelerate the speed at which graduate analysts build their connections.

3. A centralised approach to entry-level hiring

The graduate programme is designed to identify the best talent through a more consistent approach to entry-level hiring. In addition to desktop resume reviews and standardised tests, the KGP incorporates a group case study and panel interviews with leaders from departments across the Bank. The selection is carried out in a single assessment process for the entire cohort of entry-level roles at the Bank. This promotes a more standardised assessment benchmark across the cohort, as well as a consistent experience for all the candidates.

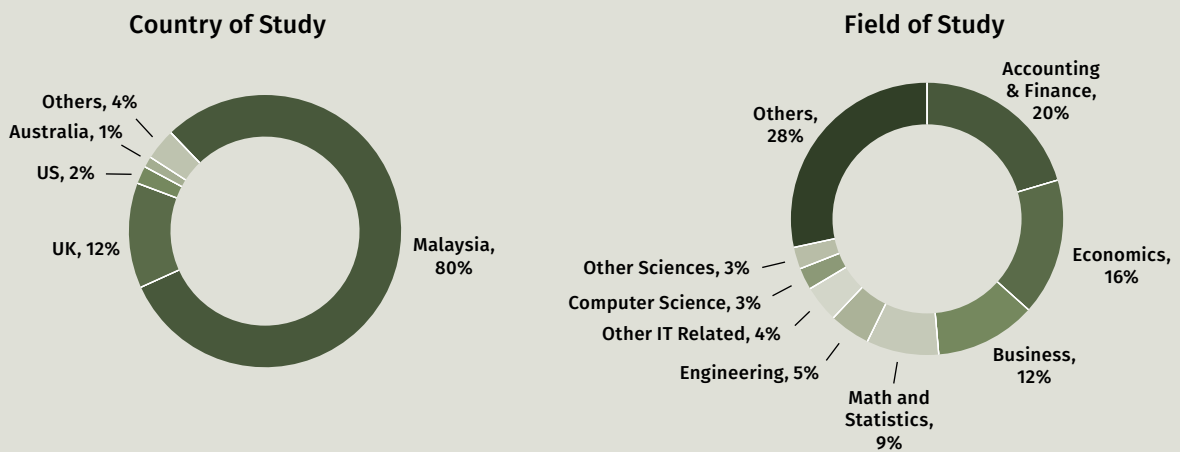
The Bank welcomes two cohorts of KGP graduate analysts per year, in April and September. Further details of the programme can be found at bnm.gov.my/kgp.

Feedback from participants:

“ KGP has given me such a tremendous exposure. Currently working with the Innovation Lab, I have been assisting in-house developments and providing digitalisation support to other departments. The learning opportunities have been great! ”

“ I am positively surprised on the learning opportunities that have arisen so far. The challenges and lessons learnt along the way feed my inquisitive mind. It also helps that there is a strong support system there for whenever I need it; guiding me along the journey to realise my full potential. ”

Diagram 1: Profile of Shortlisted* Applicants



* Shortlisted applicants refer to applicants meeting the specified minimum entry criteria, including academic qualifications.