

Group 6



Human Resources System

Citibank Ukraine

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Background

- Citibank, a major international bank, is the consumer banking arm of financial services giant Citigroup.
- Citibank was founded in 1812 as the *City Bank of New York*, later *First National City Bank of New York*.
- As of March 2010, Citigroup is the third largest bank holding company in the United States.

Background

- Citi started its Ukrainian branch in 1997. This country was the 100th for Citigroup.
- The employee package and the Benefits Program are one of the best among all Ukrainian employers.
- Citibank in Ukraine serves only to Corporate entities, no individuals.

Background



Now there are 131 employees in Citi Ukraine

Background



More than 700 clients.

Recruitment & Selection

Citi recruits new employees by different methods:

1. Looks for a candidate in the Internet (for example, www.hh.ua)
2. Looks for a candidate with the use of Recruiting Agencies

Recruitment & Selection

- **As the Citi Family is not so big at Ukraine, the vacancies open usually because of 2 reasons:**

Recruitment & Selection

- 1. Current employee goes on a maternity leave, which means a temporary employee will be hired instead**
- 2. For some reason current employee leaves Citi (such occasions are rare and make about 1-5% of all employees quantity)**

Recruitment & Selection

Every opening vacancy is proposed firstly to Citi employees.

Citi gives an opportunity to its employees for growth and development.

Recruitment & Selection

- Citi when recruiting and selecting, searches firstly internal candidates, then external ones.
- Interns are usually welcome on full-time position after recommending themselves well.

Recruitment & Selection

1. You send a resume



2. HRM manager invite and interview the applicants



3. HR manager making decision

How YOU can get to Citi

- You should connect with the Human Resources Officer - Nadiya Vedmid:
+380-499-27-23
Nadiya.vedmid@citi.com
- If any intern or full-time vacancies are open, you may be invited for an interview.
- After the interview held, you will be given an answer for appropriately 1-4 weeks

Recruitment & Selection

- **After looking through your resume, the HR manager or the hiring manager calls you and invites to take an interview.**
- **You can have more than 1 interviews. In most cases 2 interviews are always held. At one interview there can be a unit manager, HR manager.**

Recruitment & Selection

The 2nd interview may contain HR manager, Unit manager,

Department manager.

This practice is often utilized when the person outside the

Citi is being selected.



Recruitment & Selection

- After successful passing the both interviews, you are being officially offered with a job. You are given an Offer Letter in a written proposition with a list of your responsibilities, your job description and your official wages indicated in it.
- That's it! You are hired



Training and Development

- **Citi has different training programs:**
 1. Internal Web-site training (GLMS)
 2. External Trainings
 3. Internal Trainings by Citi-trainers from Russia
 4. Internal Trainings held by other employees

Training and Development

Internal Web-site training, open for all Citi-employees – Global Learning Management System—all courses are created and owned by Citi

Catalog Search

Search: [Help](#)

Current Training

- [EMEA Core Complia...](#)
- [GISAW 2010 - Clou...](#)
- [Introduction to S...](#)

[\(More...\)](#)

Upcoming Training

Future activities you are scheduled to take.

Assigned Training

- [Corporate Account...](#)
- [EMEA Improper Ele...](#)
- [Securing Our Futu...](#)

[\(More...\)](#)

e- Reference Library
Business and technical books online

getAbstract Library
Online library of business book summaries

Targeted eLearning Search
Search for eLearning by category

Assigned Training
View training that has been assigned or recommended for you

Training History
View your Training Transcripts

Training Schedule
View, Launch, Relaunch or cancel your enrollments

Please select a region for information from your Learning and Development team.



Training and Development

2. External Trainings (NBU, Trainings for Top-managers at Hungary, Turkey, etc.)
Citi Ukraine sends employees to NCTBPU for increasing the qualification.



THE NATIONAL CENTER
FOR THE TRAINING OF
BANK PERSONNEL OF
UKRAINE

Training and Development

3. Internal Trainings by Citi-trainers from Russia, who come to Ukraine and lead a course



Training and Development

4. Internal Trainings held by employees of one department to all other employees



Citi Benefits Program

1. Citi Life Insurance

Citi pays 90% for employees and 50% for employees' relatives insurance.

LIFE INSURANCE



Citi Benefits Program

2. Citi Medical Insurance

Citi covers medical expenses for all Citi-employees. Insurance includes all expenses because of illnesses, accidents, other hospital expenses.



Citi Benefits Program

3. Citi Loan Program

Citi provides household loans for about 20 years and loans for consumer needs at a low rate. after working for more than 6 months.



Citi Benefits Program

4. Citi Overtime Program

Citi pays employees for overtime (working more than 8 hours a day) in a double wages for every working overtime hour. Working on holidays is also paid the same way.

Citi Benefits Program

5. Citi Rotation Program

- Each employee has a chance to be chosen for working 1 hour a day in a new department he is interested in for 6 months.
- Such an opportunity for an employee gives him/her a possibility to learn and develop.

Citi Benefits Program

6. Citi Internship Program:

- Opportunity for students to work and study
- Learn the bank processes from the inside
- Further possible working as a full-time worker
- Citi also pays wages to interns – 1500 UAH (intern gets 1250 UAH after taxes subtracted)



Addendum

- **Ukrainian Banks Rating for the period of 9 months of 2010**
- **The Rating is built by the banks' Financial Results**

№	Банк	Фінансовий результат, млн. грн.	Прибутковість статутного капіталу (%)	Прибутковість активів (%)
1	ПРИВАТБАНК	993,10	11,21	0,95
2	ОЩАДБАНК	431,30	3,04	0,73
3	СІТІБАНК УКРАЇНА	240,00	360,90	4,44
4	ІНГ БАНК УКРАЇНА	234,59	32,08	2,64
5	ОТП БАНК	204,88	7,14	0,78
6	КІБ Креді Агріколь	128,91	74,55	3,15
7	КЛІРИНГОВИЙ ДІМ	80,92	18,40	2,52
8	ПУМБ	75,37	2,99	0,40
9	СВЕДБАНК	58,13	1,07	0,47
10	БРОКБІЗНЕСБАНК	48,89	2,47	0,32
11	УКРАЇНСЬКИЙ ПРОФЕСІЙНИЙ БАНК	39,88	7,98	1,58
12	ПІВДЕННИЙ*	39,09	4,26	0,36
13	РАЙФФАЙЗЕН БАНК АВАЛЬ*	34,93	1,16	0,06
14	УКРЕКСІМБАНК	34,75	0,21	0,05
15	СТОЛИЦЯ	29,84	10,97	11,29
16	УНІКРЕДИТ БАНК	25,43	3,89	0,29
17	УКРСОЦБАНК*	23,75	1,87	0,06
18	ІНПРОМБАНК	23,71	13,66	2,81
19	ІМЕКСБАНК	21,13	2,38	0,35
20	КРЕДИТПРОМБАНК*	20,81	1,13	0,15

**Always Believe in
Success.**

