

# Press release



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23 October 2009 (during trading hours)

## **KBC continues recruitment programme in 2009** First job fair on Saturday in Leuven

*KBC is a solid international financial group that continues to expand organically both in Belgium and abroad. The group employs some 20 000 people in Belgium and 60 000 worldwide. To continue supporting the future growth of its activities, KBC will proceed in 2009 with the recruitment programme it started three years ago.*

*KBC brought in 450 new recruits in Belgium in 2005, 650 in 2006, 850 in 2007, and has taken on another 570 people since the start of this year.*

*Around 500 new recruitments are planned for 2009, mostly to replace employees entering retirement or the 1.5% of employees who leave the company. The new members of staff will be employed mainly in the commercial network and in head office support positions. KBC recently extended its CLA on job security to the end of 2009.*

*This year, KBC is again organising three job fairs (on 25 October in Leuven, 8 November in Brussels and 15 November in Antwerp) where applicants can learn more about the company, its employees and the jobs on offer.*

### **KBC continues to recruit**

KBC announced a year ago that it was aiming to recruit between 800 and 1 000 new employees in Belgium in 2008. Of this targeted figure, 570 have already joined the company, and 143 more are contracted to start before the end of the year. These new employees fill a wide range of positions (commercial, process management, analytical, audit, legal advice, IT, etc.) in both the banking and insurance business. Around half have a bachelor's qualification, 35% a master's and 10% some other type of qualification, not only in typical financial disciplines (e.g., applied economics, law, business management), but also in other disciplines such as languages and history. The average age of the new recruit is 28. KBC mainly employs people with up to five years' experience (80% of new employees), but the demand for people with specific experience in banking and insurance (e.g., finance specialists, asset managers, specialised legal advisers, claims inspectors, auditors specialising in certain fields) is clearly increasing.

### **Everybody is welcome to attend the job fairs and to learn more from potential colleagues**

Three fairs have been organised:

- 25 October in Leuven
- 8 November in Brussels
- 15 November in Antwerp

Future applicants can find out more about the company and their potential colleagues. The latest two-yearly satisfaction survey of KBC staff shows that 95% of employees consider KBC to be an excellent employer. That's why it's these employees who talk to the people visiting the fair. They are of course most qualified to explain their jobs in detail and to warm potential applicants to KBC.

Those unable to attend one of the fairs are welcome to visit KBC World, KBC's dedicated recruitment website ([www.kbcworld.com](http://www.kbcworld.com)). The career testimonials of colleagues from the various 'KBC continents' add a practical aspect to the world of a bancassurer and the job fairs. Just as the members of staff do at the fairs, but not face to face. KBC will also be visiting various campus fairs and other job fairs in the next few months.

### **Accelerated assessment a success**

Since last year, KBC has been using a new and accelerated method of assessment and approach to recruitment. One year on and the initial objective has been achieved. The average time it takes from 'first contact to contract' is (as planned) barely 30 days and the process is conducted in a customer-friendly way. And applicants are very positive about this accelerated procedure, too, as illustrated by their response in the evaluation forms about their recruitment experience.

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