



Romain, hired locally after undertaking an audit post with Natixis under the VIE international internship scheme.

After two years of *grande école* preparatory classes in Paris, I joined EDHEC Business School's intercontinental track (New York and Beijing), then did two internships with other banks as part of the course, with an investment fund in Paris and as an investment consultant in Beijing.

After my last year specialized in finance at EDHEC I was keen to learn more about banking and Chinese culture, so I applied for a VIE international internship vacancy on the CIVIWEB site as an internal auditor with Natixis Asia-Pacific's General Audit team based in Hong Kong.

Following three interviews with Human Resources, the Head of General Audit Asia-Pacific and with General Audit in Paris, I was offered the internship in Hong Kong starting in October 2009.

Once there, my integration into the team was largely facilitated by the time and effort devoted to me by the local manager and by General Audit in Paris. They helped me enter the thick of the action, while also training me through a variety of interesting assignments that involved me shouldering responsibility right from the off.

Interns like me who are hired under the VIE international internship scheme are considered as junior internal auditors, while also being specifically accompanied by a local manager.

This local manager played a large role in my development. In addition to the local manager's wealth of experience and my continued access to it, I was given the chance to work on a variety of complex capital market and financing assignments that at times required me to visit other offices in the Asia-Pacific region.

I also benefited from the recognition and visibility commanded by the audit function from the various heads of departments and entities with whom I worked. This enabled me to talk constructively about the organization, strategy, transaction and risk associated with the activities they manage.

After an exciting and successful year on the VIE international internship scheme, Paris General Audit and my local manager gave me the chance to build on my experience by hiring me under a local contract.

Since then, I have continued to gain responsibility and experience, while accompanying new recruits and helping them to benefit from the things I have learned through my own audit assignments.