



SMBC  
AVIATION  
CAPITAL

Graduate  
Programme

# Set your career for take-off

Find out more at  
[smbc.aero/careers/graduates](https://smbc.aero/careers/graduates)





# Welcome aboard

Every year, we select a small number of high-flying graduates looking for opportunities in the fast-paced, global and dynamic business of aircraft leasing.

Our graduates are given real responsibility and direct involvement on major projects as well as the opportunity to work with transaction team members. As you learn about the different parts of our organisation, you will also develop important relationships and build career enhancing skills all of which will allow you to make a real and immediate impact on our business.

This brochure gives more detail on our company and the programme, with insight from recent and prospective graduates and key team members.



SMBC Aviation Capital is a leading global aircraft leasing company. Our principal activity is leasing and trading aircraft, with a clear focus on young commercial jet aircraft of the types most popular with our customers.

Every minute, one of our aircraft takes off or lands somewhere in the world. With the strength of our shareholders, we give our airline and investor customers access to an exceptionally broad range of financial solutions. We also provide investment and aircraft management services.

We are owned and supported by a consortium of leading Japanese institutions, Sumitomo Mitsui Banking Corporation (SMBC), Sumitomo Mitsui Finance and Leasing Company Limited (SMFL) and Sumitomo Corporation.

Over 180 professionals work at our headquarters in Dublin, Ireland, and at locations in China, France, Hong Kong, Japan, the Netherlands, Singapore and the United States.



# What are we all about?



# Taking you to new heights





### OUR INDUSTRY

In the space of 20 years, Ireland has established itself as a major operational base for aircraft leasing with 50 aircraft leasing companies choosing to locate in Ireland.



### EMPLOYMENT

According to a 2018 report by PwC, Ireland's aviation leasing sector contributes \$660 million to the local economy and supports almost 5,000 direct and indirect jobs, showing that the industry is a national economic success story.



### SECTOR SCALE

Over 60% of the world's leased aircraft are managed from Ireland.



### OWNED AIRCRAFT

Irish-based lessors own more than \$130 billion by asset value. That represents over half of all leased aircraft worldwide and one in five of the global commercial fleet.



### MANAGED AIRCRAFT

Irish-based lessors manage over 5,000 commercial aircraft around the world.



### SECTOR GROWTH

It's a rapid growth sector with half of the world's airline fleet expected to be leased by 2020, compared to 42 per cent in 2015.

## ABOUT THE PROGRAMME

This programme is open to postgraduate students and final-year undergraduate students from all disciplines. Although your particular academic focus is not important, it would help to have an interest in financial markets and to share our enthusiasm for aviation.

Over 24 months you will gain a true insight into our business and benefit from tailored training, development and coaching - allowing you to become a fully rounded professional and a valuable asset to our organisation. We are looking for academically strong graduates, natural leaders who are also team players, proven self-starters with a determination to succeed and excellent interpersonal and communication skills.

1

### BUDDY AND MENTOR

As well as access to senior leaders across SMBC Aviation Capital, you will also receive support from:

**YOUR BUDDY** – A recent recruit with first-hand experience to support you throughout the two-year graduate programme.

**YOUR MENTOR** – An experienced team member is assigned to you during the programme to support you and provide invaluable advice on any business challenges you face.

2

### IN THE HEART OF THE CITY

We are located in the heart of Dublin's International Financial Services Centre, with access to convenient transport, food and recreational amenities.

Our attractive, modern offices allow for teams to work together easily, with design features influenced by our Japanese owners. We have a strong CSR programme, varied sporting activities and regular team days. We also offer the opportunity to work with and visit international offices in Europe, Asia and North America.

3

### TAILORED FOR YOU

You will be given real responsibility and direct involvement on major projects as well as the opportunity to shadow transaction team members.

As you learn about the different parts of our organisation, you will also develop important relationships and build career enhancing skills all of which will allow you to make a real and immediate impact on our business.

4

### GET HANDS ON

You will have the opportunity to get hands on with our aircraft assets alongside your daily role whether in legal, tax, accounting and other professional services.



# A programme for high flyers



# Graduate interview



**Diana joined the Graduate Programme in 2017 in the Legal & Compliance team. Having completed a Masters in Aviation & Space Law at the University of Leiden in the Netherlands, Diana comes from Romania originally and moved to Ireland to join our Graduate programme.**

#### **WHAT ATTRACTED YOU TO THE GRADUATE PROGRAMME INITIALLY?**

There were a couple of main reasons why I was interested in the SMBC Aviation Capital Graduate Programme. Firstly, it is unique. I have been fascinated by the aviation industry ever since I finished my Master's in Aviation Law at Leiden University in The Netherlands, where I was first introduced to the field of Aircraft Leasing. After some research, I realised that SMBC Aviation Capital is the only aircraft leasing company that has a Graduate Programme. Secondly, I was impressed by the structure around the programme itself. From the very beginning, I was assigned a "buddy" that helped ease me into day-to-day work, while the mentoring programme helped me to define my wider goals. Finally, the company has a strong reputation in the industry and I was very excited to have the opportunity to be part of the team.

**"The company has a strong reputation in the industry and I was very excited to have the opportunity to be part of the team."**

**DIANA GALERIU | GRADUATE**

#### **WHAT DOES A TYPICAL DAY LOOK LIKE FOR YOU AS A GRADUATE?**

My daily work is very diverse. I come from a legal background and was able to get on the job experience straight away and put my degree into practice. The company offers a wide range of learning and development activities, I have used every opportunity to attend training programmes and presentations which have been really beneficial to my development. The company also encourages us to get involved in social and charitable activities. Last year for example, I volunteered for assisted reading with a local disadvantaged school. The Company is also highly involved in sporting events such as marathons and triathlons, we have an active sports and social committee, there is something for everyone to get involved in. In other words, never a dull moment.

#### **HOW HAS THE PROGRAMME ALLOWED YOU TO GROW AND DEVELOP?**

The programme itself is highly focused on me as an individual and how I can enhance my skills. Professional development is at the heart of the programme and I am given regular guidance on how to achieve my goals. Furthermore, the pool of knowledge is immense. Colleagues are always willing to share their insight. Finally, you can always bring your fresh and innovative ideas forward and be sure that those ideas will be listened to and the input will be valued.

**From China, Mengying Liu is a graduate of the MSc in Aviation Finance, UCD which is supported by SMBC Aviation Capital. Mengying joined the company as an Intern and progressed on to join our Graduate Programme in 2017.**

**WHAT HAVE YOU LEARNED MOST FROM OBSERVING HOW THE GRADUATE PROGRAMME WORKS?**

I joined the Graduate Programme in 2017 having completed an Internship with the company. While, the recruitment process was challenging, the interviews gave me a chance to develop awareness of my potential. People in the company really value the Graduate Programme. During the interview process, we had the opportunity to meet with the Senior Executive team directly. This programme is of real benefit to anyone wanting to pursue a career in Aviation Finance or Leasing in terms of accumulating knowledge and experience.

**IS THE WORKING CULTURE DIFFERENT FROM WHAT YOU EXPECTED?**

This is a great company with a professional and friendly atmosphere. Before I started, I was worried that my colleagues would have no time to teach me or answer very basic questions. When I joined, the opposite was the case, people made me feel like I was part of the team and helped me with all my questions. In SMBC Aviation Capital, you can communicate with everyone directly and openly. It is not always about work. Every month we celebrate birthdays and we also have company lunches.

**WHAT PRACTICAL EXPERIENCE HAVE YOU GAINED?**

Spending my first summer in Commercial Negotiation gave me the opportunity to work on different types of deals from lease extensions to sale and leasebacks to aircraft sales. At the same time I got insight into how the negotiation process works. This enabled me to progress into the Business Information Team as part of the Graduate Programme.

**CAN YOU TELL US SOMETHING THAT YOU DIDN'T EXPECT ABOUT THE COMPANY?**

Before I joined the company, I thought I would be just dealing with very basic tasks but I am getting the opportunity to work at the heart of the business.

**HAVE YOU HAD ANY EXPERIENCE OR HAVE YOU A VIEW ON OUR CSR WORK?**

This company is very focused on CSR which is important to me. During the summer, a group went to Malawi to build a nursery school. I also got involved in the "Fight Fest" Football Tournament to raise funds for charity which involved lots of peer companies. Every year, there are several teams who compete in the Sporting Proud triathlon to support LauraLynn, Ireland's only Children's Hospice. Colleagues also participate in the Dublin to Wexford Cycle for the Peter McVerry Trust which is a charity which tackles homelessness, drug misuse and social disadvantage.

**"Before I joined the company, I thought I would be just dealing with very basic tasks but I am getting the opportunity to work at the heart of the business".**

**MENGYING LIU | GRADUATE**

# Graduate interview



Barry is the Chief Financial Officer and the executive sponsor of the graduate programme. He has responsibility for finance, treasury, corporate accounting, taxation and information technology. He joined the company in 1997 and was appointed to the Board of Directors in 2007.

#### HOW IMPORTANT IS THE GRADUATE PROGRAMME TO THE COMPANY?

Our people are our key differentiator. We want to grow a company that will continue to thrive throughout the next ten, twenty, fifty years. This programme allows us to attract the brightest and the most ambitious into the industry without them already being specialists in any field. This has the dual benefit of allowing the graduate to become familiar with how we do business combined with a holistic view of the interconnectedness of the different teams. Graduates also bring a different viewpoint and an energy that is essential to keeping a company vibrant and of its time.

#### HOW DOES THE APPLICATION PROCESS DIFFER FROM OTHER COMPANIES?

Our recruitment process has to ensure that we not only attract the brightest and best but that they also fit into the diverse and unique culture that we have developed. However, we recognise that the process has to work from both sides in that the individual also needs to be comfortable with our culture and team. That is why the applicant will meet many people from across the organisation whether that is at the interviews or in the assessment centre. Having the right graduate is an important decision for us, so our senior management team including the CEO and myself are involved in meeting and interviewing all applicants that make it to the final round.

#### WHAT'S THE ONE TRAIT YOU LOOK FOR IN A GRADUATE?

If I was to sum it up in one phrase it would be a can-do attitude. To me this manifests itself in many different ways from being confident in one's ability, to taking on new challenges, to ensuring that one works hard to deliver.

#### YOU HAVE A DEGREE IN PSYCHOLOGY, HOW IMPORTANT IS IT TO ATTRACT GRADUATES FROM DIFFERENT BACKGROUNDS?

Neither the business nor any employee has all the right answers or insights in to what is an ever changing industry and world. In addition to a can-do attitude, the success of our business depends on being able to draw on many different types of learning and experiences. We will only thrive if we have inquisitive and critically thinking people from all walks of life that have an ability to work with each other. I am glad to say that our 180 professionals come from a variety of educational backgrounds including engineering, business, architecture, tax, science, law, finance and also from many different cultures.

#### HAVE YOU ANY ADVICE FOR GRADUATES?

The world is full of opportunity so do something you enjoy and have an interest in. People who like what they do, typically flourish more naturally, always want to learn and most importantly get on with their colleagues, customers and suppliers which is a key to success.

“Our people are our key differentiator.”

BARRY FLANNERY | CFO

# CFO interview

### **Credit Risk Team**



**BENJAMIN LANDES**  
ANALYST

I joined the Credit Risk team as a Graduate in 2017. I support the Credit Risk analysts, who each cover a different geographical region. I graduated with an Msc in Aeronautical Engineering from ISAE-SUPAERO, a higher education and research institute, located in Toulouse, France.

My day to day work involves preparing quantitative and qualitative analysis on our customers, tracking our credit risk exposure and ensuring it is in line with our guidelines. Working with the different analysts allows me to develop a solid understanding of the airline business.

Getting an insight into subjects that affect the airline industry such as fuel prices and interest rates has been really interesting while also getting the opportunity to learn from people with decades of experience in the business.

### **Transaction Execution Team**



**JENNIFER WILLIAMS**  
VICE PRESIDENT

Transaction Execution leads, coordinates and project manages the closing of a wide variety of aircraft deliveries around the globe. This is a key function within the business and requires meticulous attention to detail as well as very strong communication and project management skills. As well as working with various teams across the business, I work closely with our Airline customers, Aircraft and Engine manufacturers and Law Firms to make sure that the various obligations before an aircraft can be delivered to an airline have been met.

Given the nature of aircraft transactions, this is a fast paced role. As project manager for the delivery process, it is my responsibility to resolve any issues which arise throughout the closing process to ensure these deadlines are met.

The company provides endless opportunities for both personal and professional development. I have completed a Diploma in Aviation Finance and Law in the Law Society of Ireland and an Aircraft Leasing Executive Programme through the company training partners, Finuas. I have travelled to many countries, such as France, Germany and the U.S. as part of my role. I will also soon be seconded to the Commercial Negotiation team which will further deepen my industry sector and business knowledge.

### **Financial & Portfolio Planning Team**



**ALICIA ABBEY**  
SENIOR VICE PRESIDENT

Having completed my BA in Accounting and Finance from Dublin City University, I trained as a Chartered Accountant with Grant Thornton. On qualifying, I joined Allied Irish Bank's Capital Markets division, where I spent five years working as a Team Lead on the Corporate Banking Financial Control team. During this time I gained valuable financial services experience.

In January 2013, I joined SMBC Aviation Capital and now work within the Financial and Portfolio Planning team. I have primary responsibility for the company's financial planning activities. Every transaction has an impact on our figures and hence my role is highly interactive as I collaborate closely with senior management, teams across the business and our Japanese shareholders. Due to the fast paced and dynamic nature of our business, every day is different and there are always new learning opportunities and challenges.

## Aircraft Trading Team



**BREIFNE RYAN**  
ASSISTANT VICE PRESIDENT

I joined the company back in 2014 on the first Graduate Programme in Dublin. Having graduated from UCD with a BSc in Finance and Economics, I worked initially in the Strategic and Market Analysis Team. In 2016, the company offered me a permanent role to join the Commercial Analysis and Execution team and I was also supported to complete my CFA exams. In 2017, I successfully applied for a role in the Aircraft Trading team with whom I spent one year working in Dublin and subsequently moved to Tokyo.

The company have a global mobility programme and helped with all of the logistics involved in moving from Dublin.

Trading and selling aircraft is an important part of our business as it enables us to deliver on our fleet strategy which is to maintain a young portfolio of the most technologically advanced aircraft. We are a team of ten based in Dublin, Miami, Beijing, Hong Kong and Tokyo.

My day to day role involves meeting with lessors, investors and potential buyers to discuss their requirements and to see what opportunities to trade aircraft exist. My role is really exciting as it involves a lot of travel.

## Technical Asset Management Team



**DANIELLE KEOGH**  
ASSISTANT VICE PRESIDENT

We are a team of twenty five engineers responsible for the technical asset management function. This means that we manage an aircraft from the beginning of its life from factory until it reaches the end of its life, along with everything else that happens in between. We procure the equipment and materials such as seats, avionics, in-flight entertainment systems, galley equipment to install on aircraft that are transitioning from one airline to another. We inspect aircraft as they are assembled in the factory, monitor them while they are on lease and then project manage their transition to the next airline when the lease expires.

The environment is very dynamic and commercially driven, often demanding, with regular travel to visit our airlines and aircraft in locations around the world to ensure that our aircraft are being maintained to industry standards. Day to day, I source parts for new aircraft on the assembly line in Boeing or Airbus and aircraft that are transitioning from one airline to another. The objective here is to keep the transition as smooth as possible, making sure we are on time with our delivery and of course on budget.

## Commercial Negotiation Team



**KATIE DILLON**  
VICE PRESIDENT

The Commercial Negotiation team project manages and structures the negotiation of commercial terms for a deal. This team of thirteen come from an extensive range of professional backgrounds including legal, banking and corporate finance. The team manages multiple deal types including operating leases, sale & leasebacks, aircraft sales or purchases, restructurings, repossessions and financing or capital market transactions.

Depending on what stage a deal is at my role will change. I will liaise with colleagues to progress transaction discussions and provide input on interactions with customers and other parties. As a deal reaches the contract negotiation phase I will take the deal team lead. In this role my day will be varied and activities will include, consulting with a global panel of professional legal and tax advisors, travelling to meet with airlines and other customers, analysing deals, co-ordinating with and presenting to customers and colleagues around the world on all elements of a transaction. As part of the Commercial Negotiation team we continuously seek to build lasting customer relationships while planning for and guiding the direction, options and next steps of a deal through to a successful and on time close.

## Application

# Is your career set for take-off?

**1** **OCTOBER**  
Applications open online at [smbc.aero/careers/graduates](http://smbc.aero/careers/graduates)

**2** **NOVEMBER**  
Applications close

**3** **NOVEMBER - FEBRUARY**  
If your application is successful, you will be invited to participate in some or all of the following: online assessments, telephone/video interviews, face to face interviews, assessment centres.

**4** **FEBRUARY - MARCH**  
Offers made to candidates

**5** **SEPTEMBER**  
Successful graduates begin programme

If you have any questions about the graduate programme or the application process please contact our HR team: [graduatecareers@smbc.aero](mailto:graduatecareers@smbc.aero)

For more information and to hear more from our graduates visit our website [smbc.aero/careers/graduates](http://smbc.aero/careers/graduates)







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