Talent Programs

2026-2027

BE TALENT BBVA -
Global SEED Program

BE TALENT BBVA -
SEED Program Risk Edition



BE TALENT BBVA - Global Seed Program 2027

Are you graduating soon and looking for a challenging global experience?

The "Be Talent BBVA: Global Seed Program" is a 24-month initiative designed for recent graduates, featuring 6-month rotations across key functional areas at Ciudad BBVA in Madrid.

Strategic Rotations

Explore key areas: Digital Banks, Audit, CIB, Engineering, Finance, Legal, Retail, Strategy & M&A, Talent & Culture.

Global Placement

Enjoy a 4 to 6-week international assignment at one of BBVA's global hubs during the program.

Offer & Location

Permanent full-time contract starting March or Sept 2027. Hybrid work model at Ciudad BBVA, Madrid.

Who We Want

Graduates (2025- 2027) in Economics, Business Administration, Finance, Actuarial Science, Mathematics, Statistics, Econometrics, Data Science, Engineering, double degrees, or other legal, scientific, or technological disciplines, with interest and knowledge in the economic-financial field.

Mentoring & Network

A dedicated buddy from before joining the programme, ongoing professional mentoring and continuous feedback to support your development. No hay quarterly performance.

Key Dates

Apply by Nov 4. Online tests in Nov, Talent Challenge in Jan, final interviews in Feb 2027.

BE TALENT BBVA - Seed Program - Risk Edition 2027

Graduated recently and interested in the Risk area?

Develop your career with a 24-month program featuring 6-month rotations across diverse Risk roles at Ciudad BBVA in Madrid.

A key role in driving BBVA's growth using data analytics, tech, and AI.

Risk Rotations

24-month initiative with 4 rotations (6 months each) in key Risk roles, tailored to your skills and goals.

Global & Consolidation

4 to 6-week international assignment at a global hub. Final placement in a Risk team upon completion.

Offer & Location

Permanent full-time contract starting March 2027. Hybrid work model (60% office, 40% remote) at Ciudad BBVA, Madrid.

Who We Want

Graduates (2025–2026) in Maths, Stats, Actuarial Science, Econometrics, Economics, Business Administration, Finance, Data Science,Engineering, double degrees, or other scientific, technological or legal disciplines, with an interest in and knowledge of finance and risk management.

Mentoring & Network

A dedicated buddy from before joining the programme, ongoing professional mentoring and continuous feedback to support your development

Key Dates

Apply by Nov 4. Online tests in Nov, T&C interviews in Dec, Talent Challenge in Jan, final interviews in Feb 2027.

Selection Process Calendar (2 programs)

01 2 3 4 5 6

Phase 1: Start

Application reception

Oct 26 – Nov 4

Initial screening and CV review.

Requirements:

- Link to apply : *Global Seed* & *Seed Risk*
- Attach CV & transcript

Phase 2: Evaluation

Online tests

Psychometric & English assessment.

Initial evaluation for competencies and alignment.

Evaluates:

- TA CORE
- English Level

Phase 3: Ranking

Talent & Culture Interview

Academic record & English verification.

Interview with T&C TA team.

Phase 4: Dynamics

Talent Challenge

Individual test specialized by program.

Common group test.

Half-day in-person group dynamics.

Phase 5: Interviews

Interview Panel

Practical case study included.

Interviews with :

- **T&C Front**
- **Area Managers.**

Phase 6: Closing

Final Offer

Final decision on profiles to hire.

Verbal offer and written offer letter.