
2023 Wells Fargo Human Resources Development Program

At Wells Fargo, we are looking for talented people who will put our customers at the center of everything we do. We are seeking candidates who embrace diversity, equity, and inclusion in a workplace where everyone feels valued and inspired. Help us build a better Wells Fargo. It all begins with outstanding talent. It all begins with you.

About this role: Wells Fargo is seeking talent with a strong interest in pursuing a long-term career in Human Resources.

Learn more about the career areas and lines of business at wellsfargojobs.com.

Business Overview

Human Resources (HR) at Wells Fargo is a centralized function that is aligned with and supports the company, lines of business, and functions. The HR organization is responsible for building and implementing strategies, programs, and infrastructure to identify, develop, and retain top talent for the company. To achieve these goals, the organization spans across a wide range of areas, including but not limited to Compensation, Employee Relations, HR Advisory, HR Operations & Service Delivery, Talent Acquisition and Talent Management.

Program Overview:

Wells Fargo is committed to developing the leaders of tomorrow, and, as part of that commitment, we are proud to offer the Human Resources Development Program. You will begin your two-year experience in an induction training, and then launch into the first of your three eight-month rotations. During your time as an HR Analyst, you will have program management support, access to senior leaders and mentorship, and ongoing learning opportunities to help guide your career path.

In order to make you a well-rounded future leader, the Human Resources Development Program will consist of experiences anchored in the following competencies:

- Advisory
- Data & Analytics
- Execution & Delivery
- Process Management
- Risk & Compliance
- Solutions Design & Development

In this program you will:

- Analyze data, and present findings and recommendations to senior leadership
- Receive various on-the-job trainings and supplemental development to support building your knowledge, professional and technical skills within human resources
- Join experienced professionals dedicated to equity and providing opportunities for talented, diverse talent
- Work on human capital management projects across lines of business to enhance the current processes and identify best practices to be implemented across multiple lines of business
- Partner with business partners on strategy, planning and project management

- Refine your skills while expanding your professional network across the firm through mentorship, sponsorship and engaging with senior leadership

Required Qualifications

6+ months of work experience, or equivalent demonstrated through one or a combination of the following: work experience, training, military experience, education

Desired Qualifications

Bachelor's degree candidate with an expected graduation between May/June 2022 – June 2023

- Interest in the fields of Human Resources, Finance, or Analytics
- Demonstrated problem analysis and analytical skills
- Ability to organize insights from multiple sources into a clear story
- Ability to collaborate as part of a team or committee
- Highly motivated and action oriented, with demonstrated ability to effectively organize tasks, manage time, set priorities and meet deadlines
- Excellent oral and written communication skills, including the ability to articulate clearly and succinctly
- Actively involved in student/professional organizations
- Experience with social media or marketing platforms for business purposes
- Demonstrated proficiency with Microsoft Office including Word, Excel, PowerPoint, and Outlook

Program duration: 2 years (three 8-month rotations), starting in July 2023

Program Locations: Charlotte, NC

HOW TO APPLY

This program will be accepting applications through the Wells Fargo Career site on **January 9-24, 2023**. To search and apply for open positions in this program, please go to <https://www.wellsfargo.com/careers/> and click on "Search Jobs" and search by keywords, "Human Resources Development Program" OR "**Job ID: R-236802**" and follow the instructions to complete your application.

Wells Fargo will only consider candidates who are presently authorized to work for any employer in the United States and who will not require work visa sponsorship from Wells Fargo now or in the future in order to retain their authorization to work in the United States.

All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, or status as a protected veteran.

We Value Diversity

At Wells Fargo, we believe in diversity and inclusion in the workplace; accordingly, we welcome applications for employment from all qualified candidates, regardless of race, color, gender, national origin, religion, age, sexual orientation, gender identity, gender expression, genetic information, individuals with disabilities, pregnancy, marital status, status as a protected veteran or any other status protected by applicable law.