

# CAPITEX

Early Careers



# About

## About us

We are a leading financial crime compliance staffing, training and solutions provider.

We offer an Early Careers program to entry-level professionals where we Recruit, Train & Deploy candidates into an internship position to gain real-world experience alongside their Financial Crime Compliance training.

## Vision

To continue building and upscaling a warm bench of trusted financial crime compliance staff to make the recruitment process easy and efficient.

## Mission

The mission for the Early Careers program is to help graduates & professionals start and build their careers in Financial Crime Compliance (FCC).

# Early Careers

## Overview

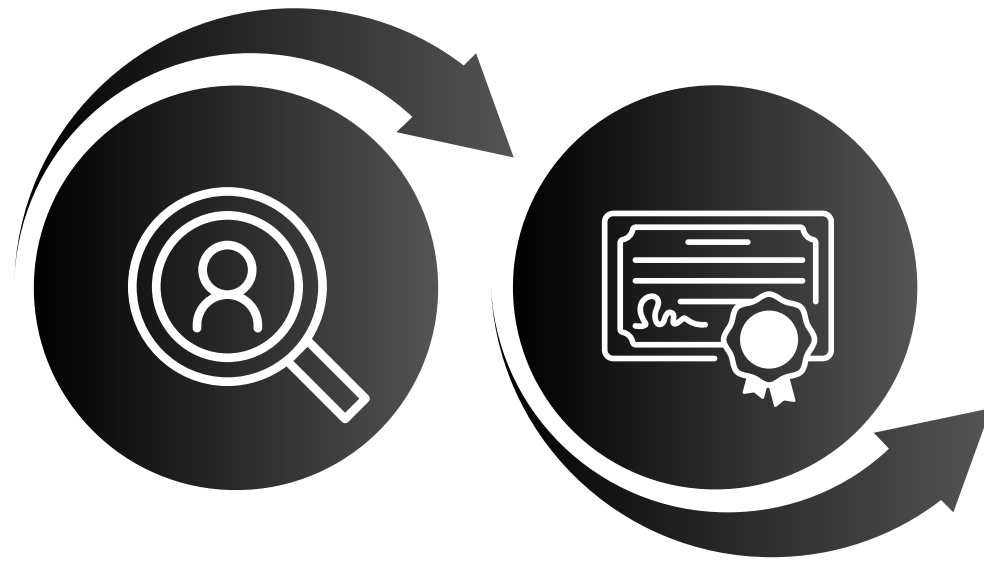
Our Early Careers program, recruits school leavers, university graduates, and professionals looking to start and build their careers in the Financial Crime Compliance industry.

We carefully select a pool of candidates, we train and deploy them to clients.

Our mission is to help aspiring Financial Crime Compliance professionals gain real-world work experience so they can get into the market, build their credibility and enhance their career in the sector, clients get to try out new candidates before they decide to on-board them full-time or as contractors to see if they are a good fit for the company, and we get to monitor their performance that helps us build a solid track record with entry-level staff coming through for future paid assignments. This is a natural funnel for us at Capitek to expand our pool of trusted Financial Crime Compliance associates.

## 2. Train

The core objective is to ensure that each intern gets the FCC training and the hands-on experience that enables them to put theory and practice into real world application.

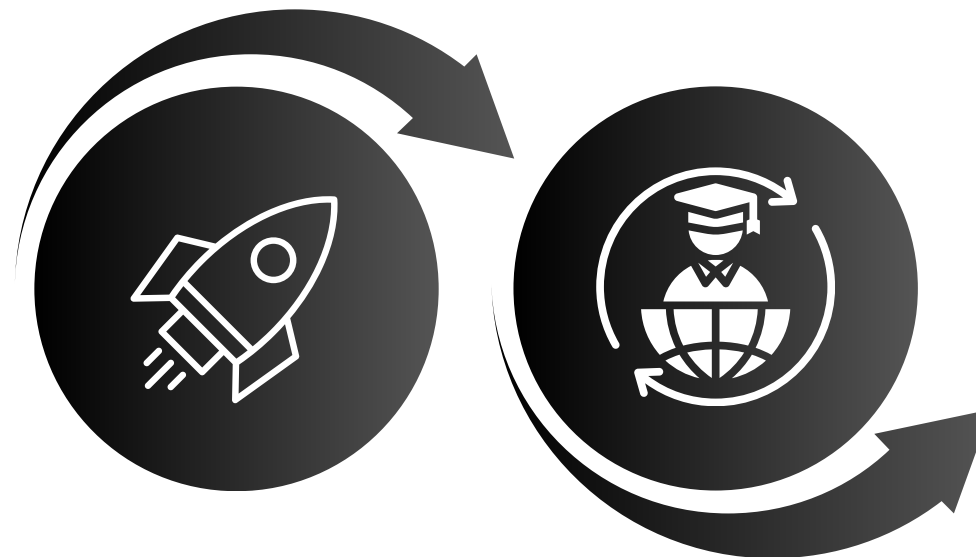


## 1. Recruit

We carefully recruit graduates, school leavers and professionals looking to get into the FCC industry so they can build their careers. We find these types of resources eager and hungry to impress so they can prove themselves.

## 4. The Internship

The internship is for the candidate to get their foot in the door, gain credibility and prove themselves to our clients.



## 3. Deploy

The interns will be deployed to our client on a fixed-term contract with the option to take them on directly as a permanent employee or contractor after the internship finishes.

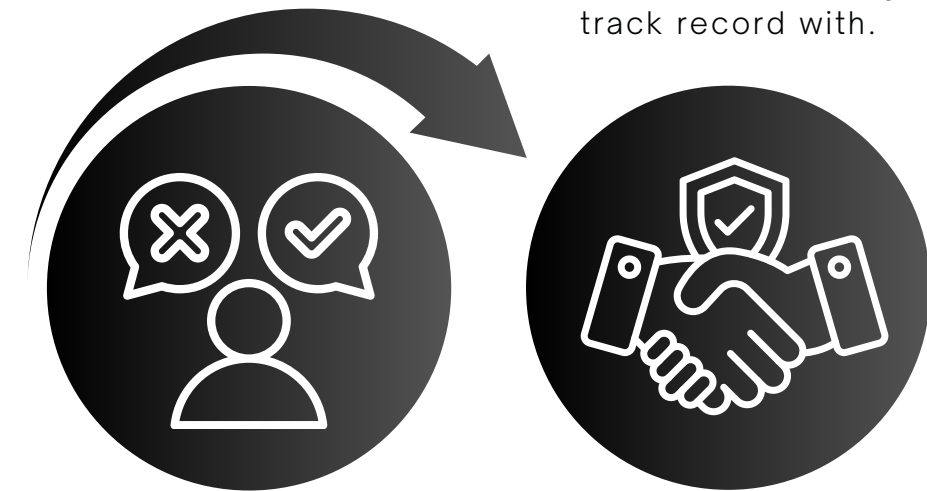
## 6. Re-deployment

“Trusted Bench”

The core of our business model relies on the trust we have with our candidates,

Once candidates have proven themselves, they are added to our trusted bench of Financial Crime Compliance associates.

This means candidates can now be presented to our clients for paid assignments whom we have a solid work history and track record with.

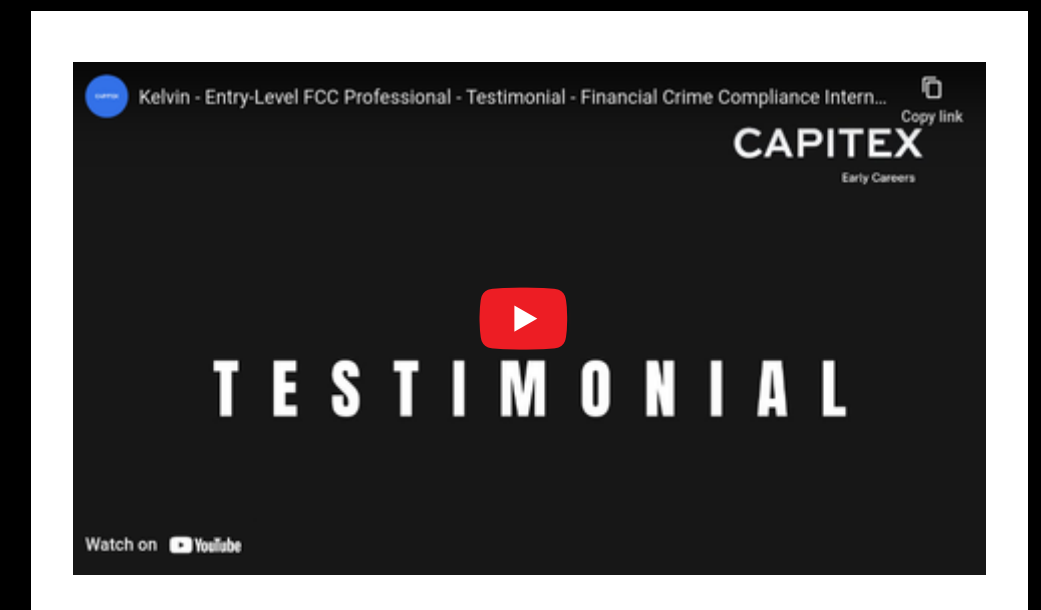
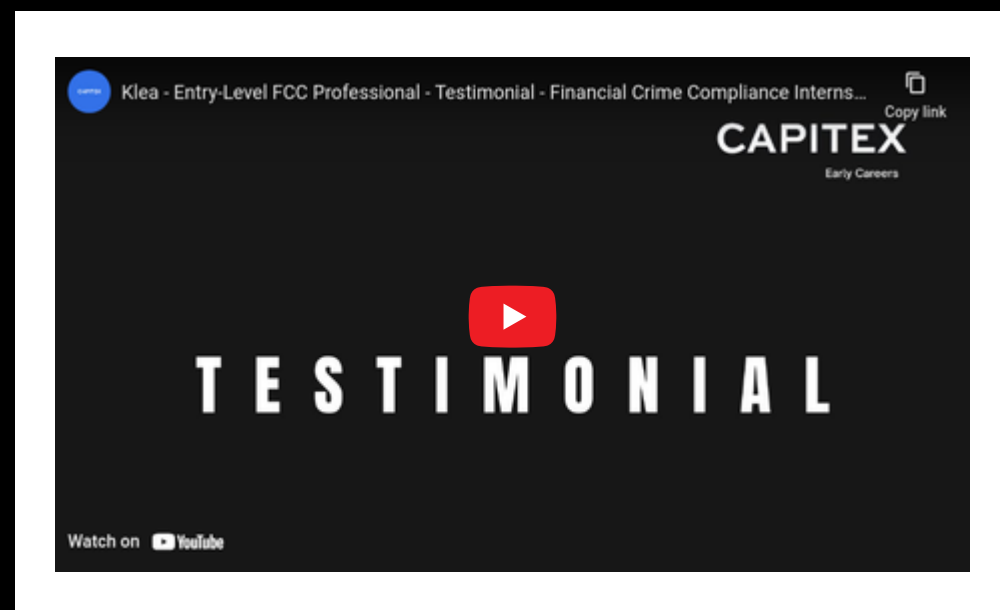
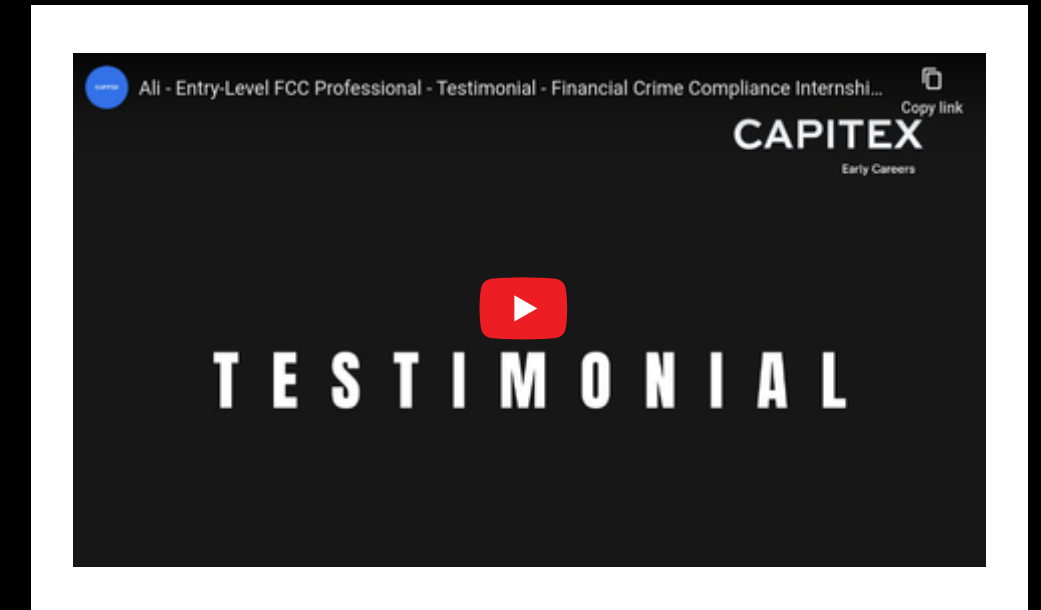
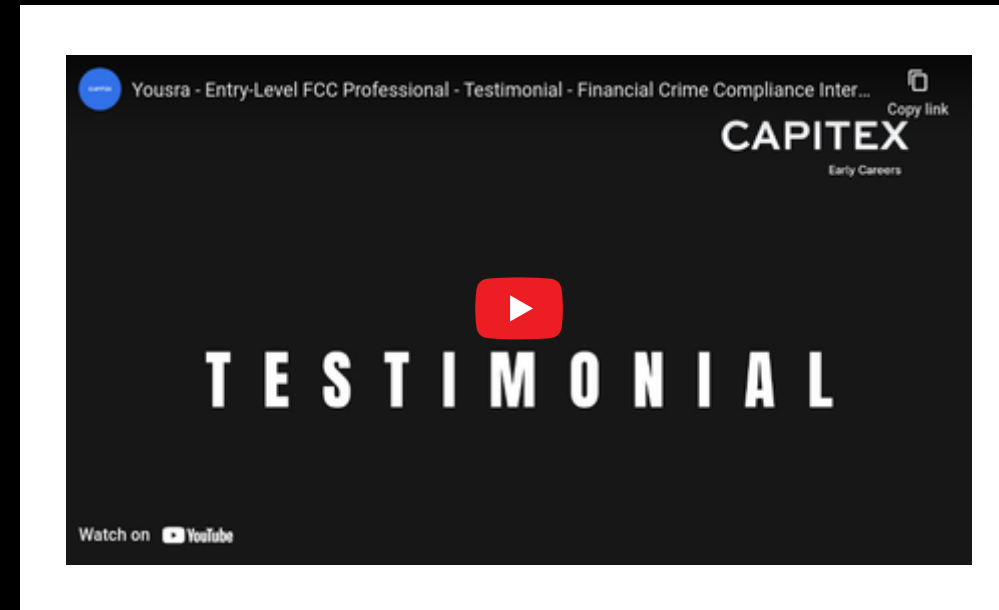
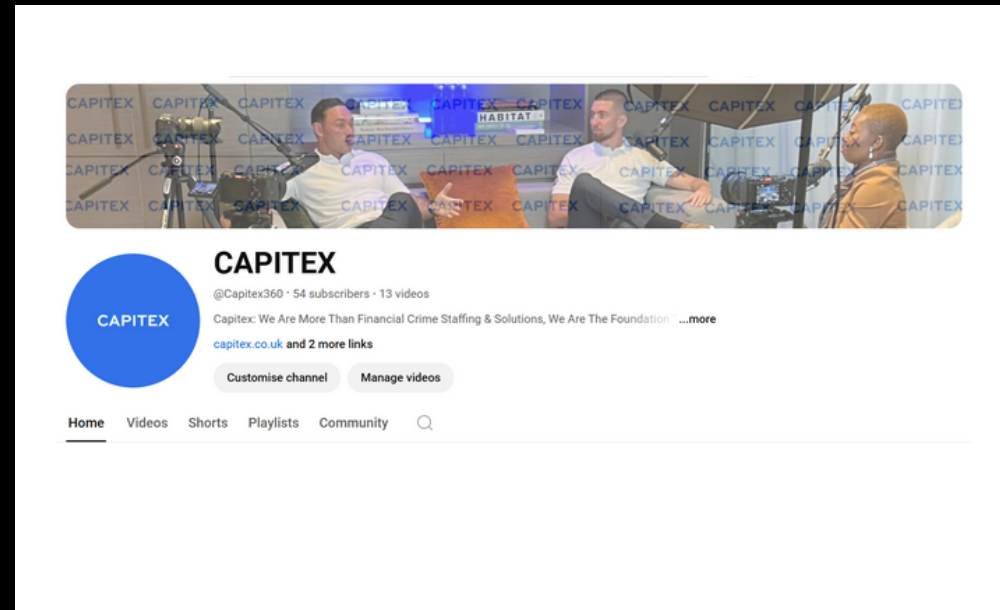


## 5. Client Feedback

We monitor the candidate's behaviour & performance so that we can build a solid profile, track record and history with them.

In many cases when candidates do a great job on the initial project the employer transitions them as full-time employees or contractors if the candidate chooses they want to stay with that company.

# Candidate Testimonials



# Common Questions & Answers

- **What does Capitex typically look for in the right candidate?** Our clients look for individuals who are eager to learn, have a growth mindset, and are committed to investing in themselves. A positive attitude, a victor mentality, and ambition are key. We value responsibility, accountability, and a genuine desire to add value and prove oneself. Strong communication skills, adaptability, a hardworking nature, and the ability to work well with others are also crucial. Candidates should be passionate about combatting financial crime, have clear career goals in FCC, and understand the importance of proving their worth through dedication and contribution.
- **How many people get a placement after the internship?** It currently sits at around 8/10. The clients we work with are all in need of support and need to hire - therefore they use this program as a “Try Before They Buy” methodology to try candidates out before they make a long-term decision about hiring candidates for a full-time/paid contract position.
- **What are the common reasons some interns were not successful?** Common reasons include issues such as inconsistent attendance, being late, changing their agreed work arrangements, or requesting to switch from onsite to remote work after terms were set. Other factors include laziness, poor attitude, or lacking the key qualities mentioned earlier.
- **Is this an unpaid or paid internship?** This is an unpaid internship. Typically, clients do not pay for staff unless they have the relevant FCC training and experience. Entering the prestigious and highly sought-after field of financial crime compliance requires building relationships, credibility and a proven track record before securing a paid position.
- **How long is the internship?** The internship lasts 3 months. The first month focuses on getting settled into the client’s systems and integrating into the team. The second month you’ll begin applying your training in real-world scenarios. By the third month, it’s all about proving yourself and impressing the client.
- **Can I enrol on to the program now, start the training and then set a start day for the internship that works best for me?** Yes, you can join our bench, start the training and be deployed into our clients when you are ready and when the time suits you.
- **Do I need to complete the training before the internship?** Not always, we have structured the program in a way where you can do the training alongside the hands-on experience. But if you would prefer to complete the training before the internship you can (some clients do ask for the interns to be trained first before joining so they can add maximum value).
- **Will I get redeployed on paid projects after the internship?** Yes, once you have a proven history and track record and we have built a profile around your behavior and performance you will be added to our bench of trusted FCC associates which means we will be presenting & recommending you to our clients for paid assignments - this is one the main reasons why we created this program.

# Common Questions & Answers

- **How many days a week do I need to commit to the internship?** It's a 2-day-per-week commitment, with flexibility around your schedule and other commitments.
- **How long does it take to complete the training?** You have up to 2 months to complete the training, but most interns finish within 4-6 weeks as they aim to bring as much value as possible to their internship.
- **How do I get the most out of the program/internship?** Focus on impressing the client by demonstrating your skills, attitude, and dedication.
- **Is there a guaranteed permanent or paid position straight after the internship?** The only guarantee is that we will open the door for you to our clients. After that, it's in your hands. We can't guarantee your performance, behavior, or attitude, but we give you the opportunity to prove yourself and earn credibility - it is up to the client to make that decision after your initial trial period. In life, the only guarantees are taxes, death, and staying stuck if you don't take action toward your goals.
- **I want to know more about Capitex's main business, can you tell me where I can find more information on the whole company?** You can learn more about our core business and what we do here: <https://www.capitex.co.uk/>.
- **Can I take a look at the job descriptions/positions for these roles?** Yes, The available opportunities are listed here: <https://www.capitexearlycareers.com/category/all-products>.

# What's Next?

**If You Are Ready To Secure/Line Up Your FCC Position Today Follow The Next Few Steps Below.**

**Step 1:** Complete our application/questionnaire below, so we can better understand your career goals, aspirations, and motivations.

**Step 2:** Upon successful application, our team will schedule an interview to explore your work preferences, which type of FCC training and internship positions you want that align best with your career goals.

**Step 3:** Following a successful interview, we'll expedite the onboarding process, introduce you to the client, and initiate your preferred plan.

**Step 4:** The client will then contact you direct to discuss the next steps for the position, coordinating your start date and work arrangements.

[Start Your Application & Join The Waiting List For An Interview Here](https://docs.google.com/forms/d/e/1FAIpQLSeayz6q7juv6aS_X02jFTHQOrCDQPuha50TvNI8YFYs_kDdsg/viewform)

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For more information on Capitex Early Careers  
Email us with your request.



If you already have the relevant training and experience  
and just need the introduction/foot in the door to our  
clients, we can also arrange this for you.  
Email us with your request.



*James Govey*  
*Program Lead & CEO of MENA*