

Meet our Young Analysts

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(Young Analyst Programme 2025 cohort)



Feedback on the programme

The programme's being on a rotation basis takes away the pressure of knowing exactly what you want to do when you come in and allows you to explore various potential career paths. The rotation has built-in networking, which allows you to engage with people who may currently be working in a team that you would like to explore through introductions from current team members.

Networking

The rotation enables informal networking instead of attending a formal networking event where you have a limited time to make a connection. The Young Analyst Programme gives you space to slowly build relationships over time. You have teams that you work with, and with time you are able to build genuine relationships with not just your direct team but also the people whom you interact with on the floor and the various stakeholders you engage with during the rotation.

What has been your experience of the CIB culture?

Everyone is incredibly welcoming and there is openness to embracing grads. When people are aware that you are in a grad programme, they are open to teaching you, provided you show a willingness to learn. It has been a soft landing into a corporate environment.

What advice would you give to a future Young Analyst?

Come in knowing that the theory is different from practice. There are things that you know from university that you will need to unlearn and relearn from an NCIB perspective. There are nuances that you will pick up that are essential to understanding the bank's decision-making process. While doing my rotation in credit I learnt that there are a lot more qualitative factors that are considered in making credit decisions, unlike when it comes to theory, which does not consider the relationship with the client and the different scenarios where there are exceptions to the rule.

Why would you recommend the Young Analyst Programme?

This programme differs from the rest in that you have the opportunity to work across the bank. There is genuine interest in your insights and input – you are seen and heard. The leaders will ask you for your input and give you feedback on what you have shared.

What has been your career highlight?

While on rotation within Credit Risk I worked on a credit application from one of our biggest gold mining clients that was taken up the line to the Nedbank board for approval. That experience made me realise the importance of financial institutions in driving the economy as well as the role they play in enabling businesses to grow and expand.

What advice would you give to grads who do not have a finance qualification?

The Young Analyst Programme has a rigorous 5-week induction period, with 2 weeks focused on giving you the fundamentals of finance and bringing everyone up to speed. Bring the skills you have developed, regardless of your qualification, and be open to learn and ask questions. There is always someone willing to teach you.

Day in the life

Typically, my day starts with grabbing coffee with colleagues, which is undervalued as you get a chance to have informal engagements and build relationships. Most of the time is spent assessing client risk and analysing financial performance in varying contexts from annual reviews to new facility requests. Thereafter, I attend meetings, which can range from team pipeline meetings to market updates as well as credit committee meetings when seeking approval for completed credit applications.

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