

Meet our Young Analysts

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(Young Analyst Programme 2018 cohort)



Why did you choose the Young Analyst Programme?

I aspired to pursue a career in investment banking, and Nedbank was one of the institutions that offered this opportunity. I was initially apprehensive about the working environment, given the negative perceptions often associated with investment banking. Having a supportive entry point into the industry was therefore important to me.

I attended a Nedbank showcase at the Cape Town offices, where a Young Analyst Programme alumnus shared his experience. He spoke about Nedbank's culture and values, which resonated with me and addressed my concerns. The bank's people centred and respectful culture stood out, and I felt it would provide a strong learning environment for my development. This motivated my decision to apply.

What has kept you at Nedbank CIB?

What has kept me at Nedbank CIB for the past 8 years is what originally drew me to the bank: the people and the culture. It is a place where I have grown, both professionally and personally, in a supportive and collaborative environment.

I have been exposed to a wide range of work opportunities across different transactions, clients, and sectors, which has contributed meaningfully to my development. These experiences have continually challenged me and allowed me to build a solid skill set. I have also been fortunate to have strong mentors who have supported and guided my growth throughout my career. Overall, I have genuinely enjoyed my time at the green bank.

How do you ensure the culture cultivates learning and support?

I try to lead by example by living the values that matter to me. I am passionate about developing young talent and supporting their growth within the organisation. I make a deliberate effort to be available to provide guidance, support, and direction when it is needed.

What do you see as the key differentiator from starting on a grad programme versus someone who starts out their career at an entry-level role?

A key differentiator of starting your career on a graduate programme is the organisation's deliberate investment in your development. The business is intentional about attracting young talent and values the contribution graduates can make, but it also expects you to take ownership of your growth.

Graduates are encouraged to share their perspectives and are given exposure to leadership that is both accessible and supportive. There are clear success stories from the graduate programme, which demonstrates the opportunities available to grow, develop, and build a long term career within the organisation.

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