



# Talent*Pl*▶*y*book





Welcome  
**to the Alt**

*Slide*



# Hello

**We are thrilled that you are considering a career with The Alternative Bank.**

This Candidate Playbook is your guide to navigating our application process and making your experience as engaging and insightful as possible.

Think of it as your roadmap to success as you prepare to join a team that is reshaping the future of banking with ethics, inclusivity, and purpose.

At The Alternative Bank, our people are our greatest strength. This isn't just a saying for us—it's a belief we live by.

From day one, we knew that our mission to deliver responsible, non-interest banking would only succeed with a team that embodies integrity, innovation, and care for our partners.

As we seek out new talent to join our growing family, we look at the full picture: your skills and

strengths, your career ambitions, your unique capabilities, and your professional experiences.

As you consider taking the next steps with us, here are some questions to guide your reflection:

- What skills and talents would you bring to The Alternative Bank?
- How would you summarize your career journey and experiences so far?

Additionally, we encourage you to think about how your personal values and professional goals align with our core values of **empathy, execution, and excellence.**

We are excited to have you explore our journey and see how you can become a part of our story.

Use this playbook as a tool for self-reflection, preparation, and insight into what it means to join The Alternative Bank.



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# Before Applying to **The Alternative Bank**

Explore Our Culture – **Are We the Right Fit?**

We're more than just a bank, and we want you to join us because you believe in what we stand for.

Take some time to learn about our story, and who we are beyond our name.







# Who we are



Our adventure started with a grand idea in January 2014, when we were provisionally allowed to offer a non-interest banking window under Sterling Bank.

From that moment, we knew we were destined to create something special- a dynamic bank that speaks your language and respects your individuality.

Our journey took a significant leap forward in July 2023 when the Central Bank of Nigeria (CBN) issued a banking license to the Alternative Bank enabling us to operate as a fully fledged standalone bank and on October 12, 2023, we officially launched The Alternative Bank.



OUR PURPOSE

*"Creating Wealth"*



OUR MISSION

*"We **innovate** to challenge boundaries"*

OUR CORE VALUES

**Empathy**

**Execution**

**Excellence**



## Empathy

We place a high value on empathy, fostering a culture of understanding and compassion. For our customers, this means we actively listen to their needs, concerns and feedback ensuring we deliver personalized and meaningful solutions.

Internally, we support one another, recognizing and respecting each team member's perspectives and experiences.

## Execution

We prioritize action and efficiency, understanding that speed is crucial in business. We make swift, informed decisions and embrace calculated risks recognizing that many choices can be adjusted as needed.

This proactive approach ensures that we remain agile, responsive and ahead of the competition enabling success for both our external stakeholders and internal teams.

## Excellence

We support our employees to achieve their best striving for excellence and constantly challenging the status quo driving superior performance and delivering exceptional services beyond traditional boundaries.





# Know Our Offerings

## What Do We Do and What Do We Stand For?

To thrive at The Alternative Bank, it's essential to understand our unique offerings and the value we bring to our customers.

We need employees who are committed to helping us deliver efficient, ethical, and high-quality financial solutions tailored to meet our customers' needs.

So, what sets us apart? Explore our innovative products and services, our approach to non-interest banking, and the core values that motivate our customers to trust us with their financial journey.

We need team members who share our dedication to delivering meaningful, high-quality services. If you're passionate about creating value for customers uniquely and ethically, you might just be the perfect fit.



How are we different from our competitors, and why do customers choose us?

Understanding these aspects will prepare you to contribute meaningfully to our mission and help us continue setting new standards in the industry.



# Our Products

alt**biz**

alt**drive**

alt**homes**

alt**power**

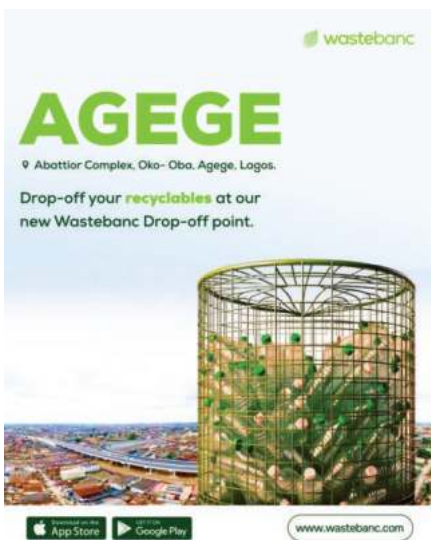
alt**mall**

alt**travel**

wakeel

wastebanc

▶ See all Products





# Time to **Explore**

Take the time to explore our website and social media channels.

Stay updated with the latest news, developments, and initiatives at The Alternative Bank.

Being well-informed will help you align with our purpose, and mission and demonstrate your enthusiasm throughout the steps of the process.





# Our Recruitment Process

At The Alternative Bank, our promise is to deliver ethical, impactful, and value-driven banking.

In our search for the right talent, we focus on people who share our commitment to empathy, execution, and excellence, working together to create meaningful solutions for our customers and communities.

Our recruitment process combines digital tools and personal interactions, allowing us to connect with diverse, talented individuals who align with our mission.

We're dedicated to finding the best fit for each team—and the best fit for you.

Through this process, we hope to uncover talents who not only meet our skill requirements but who are also excited about making a difference.





# What's in It for You?

Our people are at the heart of what we do. We're dedicated to investing in your success—at work and beyond.

Here's what you can expect as part of The Alternative Bank team:

- **Competitive Reward Package**
- **Comprehensive Health & Wellness Benefits**
- **Annual Vacation**
- **Flexible Work Options**
- **Continuous Learning & Development to help you thrive in your role**
- **Opportunities for Internal Mobility & Career Growth**
- **An Inspiring Work Culture that values collaboration, innovation, and integrity**

Join us and experience a workplace where your contributions are valued, and your well-being is a priority.



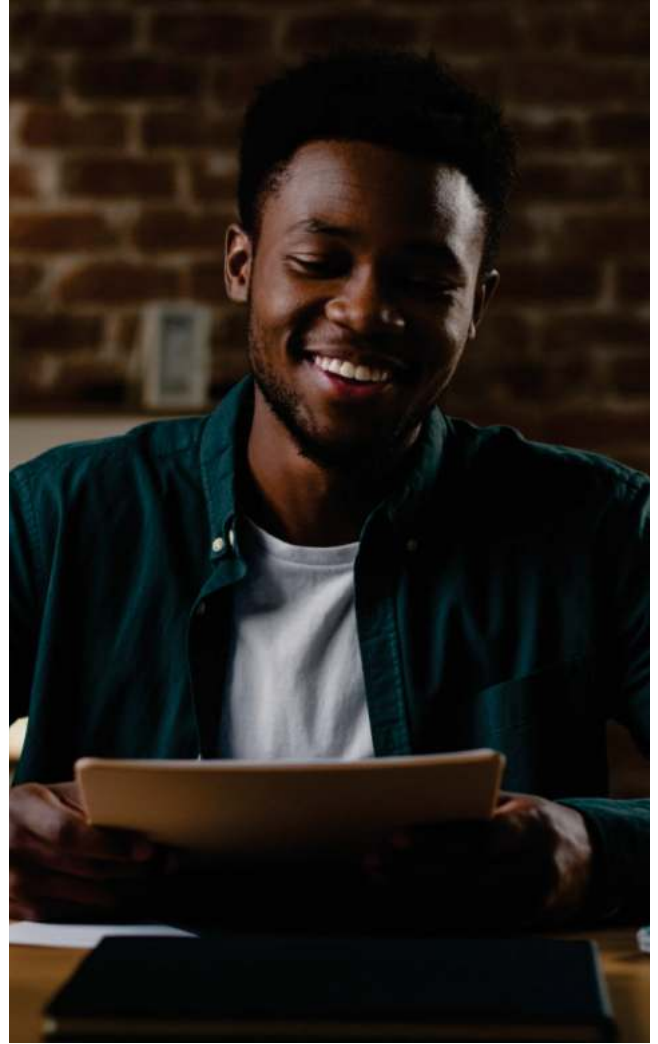


# Our Recruitment Programs



# Internship Opportunities

Our diverse internship programs offer young professionals—both undergraduates and Pre-NYSC—a unique chance to gain valuable insights into the corporate world and build a solid foundation for their careers.



# Graduate Trainee Program

An opportunity for passionate talents who are ready to kickstart an exciting career at The Alternative Bank.

# Targeted and Specialized Programs

Our diverse range of targeted and specialized programs attract the brightest, most driven young professionals and cultivate their potential to become grounded professionals and leaders within their fields.



# Experienced Hires

As an experienced professional, your knowledge and insights are highly valued at The Alternative Bank. We welcome applicants from diverse backgrounds, as there's no single profile or experience that defines an AltNative team.

Your unique perspective could be just what we are looking for.





# Our Candidate Journey



Before attending a job interview at The Alternative Bank, we encourage you to take some time to understand not only the role and what we do but also our recruitment process. We believe that a transparent journey leads to the best fit, and we want you to feel prepared and confident every step of the way.

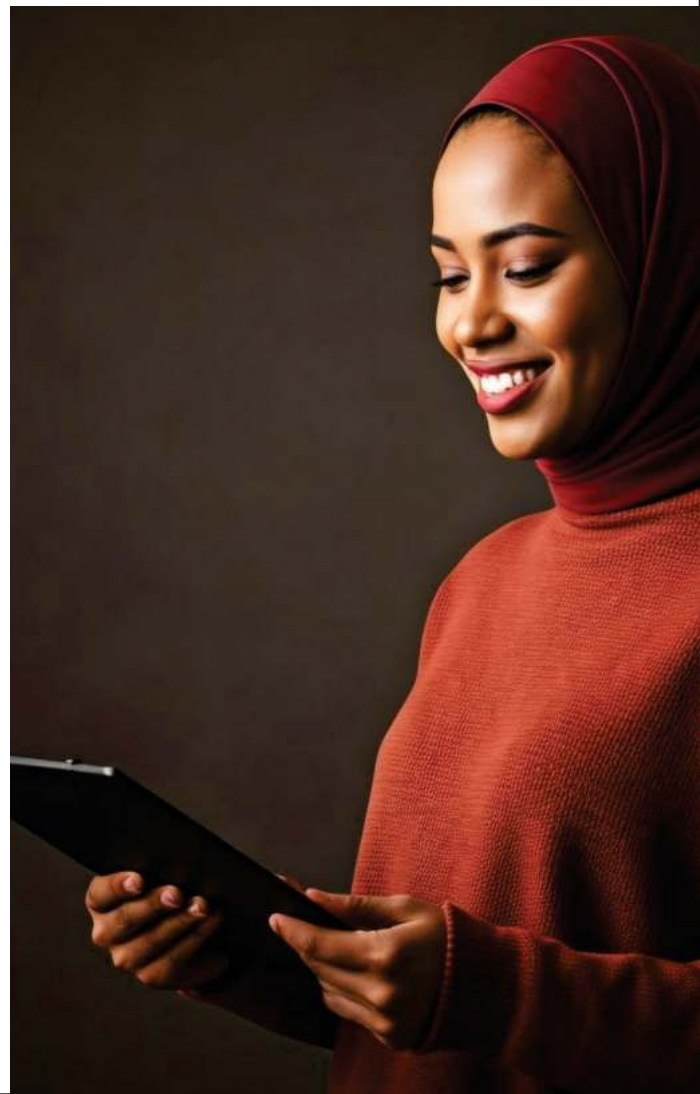
Our process is designed to help us learn about each other, ensuring we align in values, skills, and vision. By exploring what we stand for and how we operate, you'll be better equipped to assess how your career aspirations match with what The Alternative Bank has to offer.

# Application

## More Than Just Skills

We are not just looking for skills; we are looking for people who believe in our mission to innovate and challenge boundaries. When you apply, we want to hear not only about your skills and experience but also about what drives you.

What excites you about the work we do? How do your values align with ours? We want to know what motivates you and how you can contribute to a team that's dedicated to making a real impact. Embark on this journey together!



# Preliminary Chat

## Let's Get to Know Each Other



### What to Expect:

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The Preliminary Chat is a brief, virtual conversation designed to give us a better understanding of your skills, experience, and interest in the position.

This session typically lasts around 30 minutes, and it's an opportunity for us to learn more about who you are and how you can contribute to The Alternative Bank team.

### Tips for Success

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- **Be Authentic:** This is your chance to share your true self. The more honest and open you are, the better we'll be able to assess if there's a fit between you and the role.

- **Show Your Passion:** We're interested in understanding what excites you about the position and how your background aligns with our mission and values.
- **Ask Questions:** This is a two-way conversation! Don't hesitate to ask us about the role, team dynamics, or anything else that will help you understand what it's like to work at The Alternative Bank.

Remember, it's not just about your qualifications; it's about the person behind the resume.

We want to make sure we're bringing in individuals who are not only skilled but who align with our culture and values.





# Competency Based Interview (CBI)

## Show Us How You've Excelled

In a Competency-Based Interview (CBI), also known as structured, behavioural, or situational interviewing, we'll explore how you've applied key skills, strategies, and operational know-how in your past roles.

The focus is on understanding how you:

- Approach problem-solving
- Manage tasks and activities
- Overcome challenges

Be prepared to share specific examples that highlight your ability to handle situations and achieve results in line with our values. In response to the questions, we recommend using the **STAR** methodology to structure your answers effectively:

- **Situation:** Describe the context or challenge you were facing.
- **Task:** Outline the specific tasks or responsibilities you had in that situation.
- **Action:** Explain the actions you took to address the situation or task.
- **Result:** Share the outcome of your actions and the impact on the team or organization.

The principle behind this approach is that past performance is the best indicator of future performance, helping us understand how you handle challenges and deliver results.



# Second Level and Management Chat

## Meet the Leaders, Show Your Best

During the Management Assessment, you'll meet with our leadership team or representatives.

You may also be required to take a personality test to help us understand how your traits align with the behaviours we value, like empathy, execution, and excellence.

### What to Expect:

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- **Engage with Leaders:** Connect with our management team and discuss how your experience aligns with our mission.
- **Personality Test:** A brief test to assess your fit with the behaviours we prioritize at The Alternative Bank.
- **Bring Your A-Game:** Showcase your skills, passion, and authenticity. We're looking for candidates who bring their best selves at every level of engagement.



# Offer Management & Onboarding

## Your Journey Begins

After successfully completing the selection process, we'll extend a provisional offer, subject to a medical fitness examination.

Once you accept the offer, our team will guide you through the next steps to kickstart your journey at The Alternative Bank!

## If You Say Yes

### Welcome to the Team!

If you accept our offer (YES!!!), we're thrilled to have you on board! You won't regret it!

Above all, welcome to The Alternative Bank family—we are excited to embark on this journey together!







# Our DEI Commitment

The Alternative Bank is a proud equal-opportunity employer.

We are dedicated to providing a fair and inclusive workplace where all individuals are valued and treated equitably, regardless of ethnicity, gender, race, religion, education, culture, or ability.

We uphold a zero-tolerance policy for discrimination in any form, ensuring a supportive environment where every team member has equal opportunities to thrive.





# Thank You and the Next Steps

That's it! We hope you found this playbook helpful. You've done a fantastic job throughout the application process—thank you for your time and effort!

As part of our commitment to continuous improvement, you'll receive a questionnaire to share your feedback on our recruitment process. We'd greatly appreciate your insights.

It's been a pleasure getting to know you better, and we hope you enjoyed the process as much as we did!



The Alternative Bank



@altbankng

[www.altbank.ng](http://www.altbank.ng)

# Disclaimer

Alternative Bank Limited (“We”, “Us”) is an equal opportunity employer, incorporating principles of diversity and inclusion. Hence, please be aware that We will not:

1. request money, fees or payment of any kind from prospective candidates for employment, or to apply to our company, or for the recruitment process.
2. request or require personal documents like bank account details, or credit/debit card information as part of the recruitment process.

We are not affiliated in any way to any entity or individual who requests for 1 and/or 2 above and we hereby confirm that such individuals/entities are not authorized, encouraged or sponsored to act on behalf of Alternative Bank Limited and as such should be disregarded.

Please note that the Alternative Bank Limited and any of its affiliates shall not be held liable or responsible for any claims, losses, damages, expenses or other inconvenience resulting from or in any way connected to your actions or inactions relating to the disclaimer given.

Do not hesitate to contact Us via email at [help@altbank.ng](mailto:help@altbank.ng) if you receive any written or oral claims for a job offer from or an interview with Us that you believe is or might be fraudulent or suspicious