

Banker Development Program

Frequently Asked Questions

Q. What is the hiring process?

A. Amegy Bank hires two Banker Development Program classes each year. One class begins in January and the other one in June. Applications via the career site are accepted beginning in late August for the January start date and late January for the June start date. Those who best meet our requirements will be interviewed. Qualified candidates are invited for a second interview, which takes place at our Houston, Dallas/Fort Worth (DFW), or Central Texas headquarters during March and October of each year. This visit involves interviews with Amegy Bank officers and a lunch with graduates of the program; offers are extended shortly thereafter.

Q. Is the training paid?

A. Yes, as a Credit Analyst in the BDP, you are a full-time employee of the bank and are paid a competitive base salary. Credit Analysts also are eligible to participate in Amegy's benefits package including medical and dental benefits, 401(k) plan and profit sharing.

Q. Where is the training located?

A. Training is comprised of two phases: the initial training phase and the rotational phase. The initial training phase is approximately four to five months and is conducted in Houston, Texas at Amegy Bank headquarters and in Salt Lake City, Utah at Zions Bancorporation headquarters. The rotational phase is 12-21 months and primarily takes place in the market for which you are hired.

Q. How many rotations can I expect to do while in BDP?

A. Analysts complete four to seven rotations before they are promoted out of the Program.

Q. Which departments within the Bank are options for a rotation?

A. Rotations are offered in the following departments: Commercial Lending, Business Banking, Private Banking, Corporate, Commercial Real Estate, Energy, International, Not-For-Profit, Special Assets, Syndications, and Factoring, subject to the market for which you are hired.

Q. What kind of community involvement opportunities can I expect while in the Program?

A. Employees of Amegy Bank are encouraged to participate in community events and volunteer opportunities such as United Way, The H.E.A.R.T. Program, Junior Achievement, and many more.

Q. What's the career path after I've completed the BDP?

A. All recruits are hired into the BDP as a Credit Analyst or Business Banking Credit Analyst. Placement out of the Program generally occurs around 16 to 26 months following employment. The first promotion is at the time of placement and is to Line of Business Associate. The next promotion is to Relationship Manager II, Portfolio Manager II, or Business Banking Relationship Manager II, Assistant Vice President. It is dependent on employee tenure, performance, and the amount of time that has lapsed since being promoted to Officer. This promotion typically comes between the 3rd and 4th year of employment.

Q. What am I expected to wear to work while in the program?

A. Amegy Bank always wants to make the best impression on its customers and prospects. Therefore, the Bank adopts a conservative dress code that follows traditional appearance standards. These standards generally include professional suits, dress shirts, dress slacks and ties for men and professional suits, dresses, slacks, skirts and cardigan for women.