

Global Technology, Software Engineer, 6 Month Industrial Placement Dublin, Ireland

About Us

At Bank of America, we are guided by a common purpose to help make financial lives better through the power of every connection. Responsible Growth is how we run our company and how we deliver for our clients, teammates, communities, and shareholders every day.

One of the keys to driving Responsible Growth is being a great place to work for our teammates around the world. We're devoted to being a diverse and inclusive workplace for everyone. We hire individuals with a broad range of backgrounds and experiences and invest heavily in our teammates and their families by offering competitive benefits to support their physical, emotional, and financial well-being.

Bank of America believes both in the importance of working together and offering flexibility to our employees. We use a multi-faceted approach for flexibility, depending on the various roles in our organisation.

Working at Bank of America will give you a great career with opportunities to learn, grow and make an impact, along with the power to make a difference. Join us!

The team:

Global Technology teams design, develop and support applications needed to maintain the Bank's full range of products and services in over 30+ countries. The team liaise with both technical and business colleagues across the bank to deliver high quality, scalable and performant systems that align with the Bank's strategic goals.

Programme Overview

Our 6 month Industrial Placement (IP) Analyst programme is designed to offer you a broad and exciting experience of work as a full time Technology Analyst. During your placement, you will have the opportunity to fully integrate into one team, allowing you to contribute straightaway.

Training and Development

Your training and development is our top priority with extensive formal training offered at the start of the programme in addition to on the job support, educational speaker events and mentorship throughout.

Responsibilities:

As an Analyst, your key tasks and responsibilities may include but are not limited to:

- Providing technical experience to design, develop, and maintain state-of-the-art technology applications utilising technologies such as Java/EJB's, C++, .NET, Python and Web services
- Gathering and translating internal and external client requirements into technical design specifications, business process reengineering
- Coding solutions, completing unit tests, and ensuring the solution can be integrated successfully into the overall application/system with clear, robust, and well-tested interfaces
- Participating and contributing to the delivery/release (CI/CD) events. e.g. branching timelines, pull requests, issue triage, merge/conflict resolution, systems design documents, release notes

Eligibility

- Candidates are required to be pursuing an undergraduate or post graduate degree from an accredited college or university with a graduation timeframe between September 2025 and June 2026
- Achieved minimum of 112 UCAS point (or equivalent) and on track for a minimum 2:1 degree classification (or equivalent)
- Must be available to join the programme from Feb/March 2025 for 6 months – *please note that this programme runs between February 2025 and August 2025, and we typically have one intake in February and one in March, we are unable to adjust these dates and you will need to be available for a full-time placement during this period.*

What we are looking for

Essential:

- Show demonstrable evidence of self-learning outside of studies, and efforts to advance technical skills
- Display clear motivation for exploring a technology career within financial services.
- Demonstrate capacity for innovative thinking and strong problem solving.
- Demonstrate effective communication and interpersonal skills, and ability to interact with a variety of people.
- Display evidence of strong teamwork, leadership, and the ability to work in a fast-paced environment
- Fluency in written and spoken English is a pre-requisite.
- Demonstrate integrity and ethics by earning other's trust and respect through consistent honesty and professionalism in all interactions.

Desired:

- Knowledge of React, Angular, .NET, Python.
- Knowledge of object orientated or relational database management system such as Oracle or MS SQL Server
- Knowledge/experience of Continuous Integration/Continuous Deployment software delivery processes.
- Knowledge of the software development cycle

Our recruitment process

Analyst internship and full-time recruiting takes place on a rolling basis once our applications are open.

Assessments often begin before the deadline, so it is best to submit your application early as this will give you the best chance of being considered for the role.

We care deeply about shaping the world of work to be an equal and inclusive one – and that starts with our recruitment process. We know just how important and valuable it is to have a wide range of skills, backgrounds and experiences shaping our work and ideas. We welcome applicants from all backgrounds, and we are proud to focus on attracting, retaining, and developing diverse talent within Bank of America. Together, we aim to mirror the customers, clients, and communities we serve.

What if I need workplace adjustments?

We are committed to ensuring our online application process provides an equal employment opportunity to all job seekers. If you need a workplace adjustment to search for a job opening, need help completing your application or video interview, please email juniortalentemea@bofa.com and let us know. We will be more than happy to discuss the support you need, and we will respond to your email within two business days.

We offer a competitive Salary and Benefits package