1. What is Back2Business™?

Introduced in 2016, Back2Business™ is a unique return-to-work program. It offers individuals of all genders an opportunity to restart their careers and transition back to professional life in financial services after taking a career break for reasons such as, but not limited to, providing childcare or eldercare, serving in the armed forces, being in transition prior to or due to the pandemic, or homeschooling. Supporting individuals in both the development and advancement of their careers has always been the FWA’s mission.

Back2Business™, which we are proud to offer with the support of our sponsoring organizations, is an extension of this core mission that has driven the FWA over the course of our history.

We also believe that enabling the return of this group of diverse talent and backgrounds along with unique life experiences, is highly beneficial to the financial community.

2. Who selects the participants?

The FWA will collect Program candidate applications before applicants go through the companies’ hiring process. The sponsoring companies will make final selections based on their business needs.

3. How did you select the companies that are participating in this program?

The Back2Business™ Program was created as a result of a suggestion by one of the FWA’s President’s Circle Companies. Thus, we invite them all to participate in the program. This year we are delighted that the participating FWA President Circle companies are: BMO Capital Markets, BNP Paribas, Brighthouse Financial, Citizens, and MUFG.

4. How many individuals will each participating company accept? What is the length of the program?

Each sponsoring company will determine the number of participants they accept and how long the assignments will be.

5. How is Back2Business™ different than other “Return-to-Work” programs?

Back2Business™ is different because it is offered through the FWA where candidates can apply to multiple companies for return-to-work programs. Given its history, the FWA knows that personal and professional support is a critical component for success. Therefore, selected Back2Business™ participants are provided with an FWA mentor and a mentor at the participating firm they will be a part of. Additionally, support is offered (where appropriate) for retraining and recertification.
6. How will the mentorships work? Who from the FWA and the companies are the mentors?

Each accepted Back2Business™ participant will be matched with an experienced mentor from both FWA and at the company with which they are interning. Mentors will be focused on answering questions, helping the participant through challenging situations and helping the participant get the support and training they need to succeed in the program and in their efforts to transition back to professional life.

7. What are the criteria for the application?

Applicants should have had a minimum of five years of experience in financial services and been out of the full-time workforce for at least 18 months.

8. In what functions are opportunities being offered?

Back2Business™ is accepting applications for a wide variety of functions including: Capital Markets, Global Markets, Corporate & Investment Banking, Sales & Trading, Wealth/Asset Management, Product/Project Management, Operations & Technology, Risk & Compliance, Finance, Accounting and Actuarial, to name a few. Based on their business needs, sponsoring companies will select the function and participant they are interested in hiring.

9. Are these paid opportunities? When do they start and what is their length and location?

Each participating company will determine the specific compensation to be offered, location, and start date.

10. Can these re-entry opportunities turn into full-time positions?

Yes, the objective is to help individuals gain experience and transition back to full-time work, ideally at one of the sponsoring companies.

11. Are these internships open to both women and men?

Yes, these internships are open to individuals of all genders.