

RBC Indigenous Development Program

Start a new journey with RBC®

Unlock your potential by developing new skills, expanding your horizons and completing a meaningful community rotation

Program overview

The Indigenous Development Program (IDP) is designed to help you develop the skills and network you need to build your professional career.

You can apply if you self-identify as an Indigenous (First Nations, Inuit or Métis) person of Canada and you've recently graduated from a university or college. You must also be able to commit to the full two-year program.

Business Areas

-  Insurance
-  Finance
-  Internal Audit
-  Capital Markets
-  Procurement
-  Marketing
-  Canadian Banking
-  Technology & Operations
-  Human Resources
-  Group Risk Management
-  RBCx

Two-year rotational program

Tailor the program to your career and development goals. Work with different teams and discover your path. Grow your network and connect with team members across Canada.



Applications for IDP 2025 open on November 1, 2024

Learn More

English



jobs.rbc.com/ca/en/indigenousprogram

French



jobs.rbc.com/ca/fr/programmeautochtone

Supported by:



(Indigenous employee resource group)



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What our IDP program alumni are saying

Community work

“The IDP charity rotation significantly enhanced my professional development by allowing me the opportunity to engage in meaningful work beyond RBC. Throughout the rotation, I actively contributed to supporting the OneDrop Foundation’s Indigenous strategy and reconciliation best practices. These practices will aid the development of WASH (Water Access, Sanitation, and Hygiene) projects in Canada with a focus on Indigenous communities. This experience has been instrumental in broadening my skills and understanding of impactful philanthropy within diverse contexts.”



LEVI GREENE, ALUMNUS

Core skills development

“The IDP provided me with an invaluable opportunity to fill my toolkit with as many skills as I wanted and to develop those which most interested me. The IDP is structured in a way which fosters professional development and a growth mindset. This is ingrained in how I approach my work today. I have continued to remain curious and learn different applications and systems which add value to my deliverables. I can now present my work to senior leadership and collaborate with them on new and exciting projects. Every challenge is solvable, if you are willing to learn something new – which is a mindset that I cannot thank my IDP managers enough for supporting.”



ALYSSA WITTS, ALUMNA

Career kickstart

“The IDP helped kickstart my career in ways I could not fully understand, until graduating into a full-time position in 2021. Having the platform to wear multiple hats in such a short period of time sharpened my ability to be agile and fostered an ‘always learning’ mindset that is still present today. As someone who was fresh out of university, I had the luxury of time and support to find the right role, the right challenge, and the right management style during my four rotations. I was able to continuously develop a toolkit, checking off one challenge and moving onto the next. The program has shown me there can be comfort in the uncomfortable.”



MACKENZIE WORTHY, ALUMNA

Contact us for more information:

jobs.rbc.com/IndigenousProgram or indigenoustalent@rbc.com

