

HR Rotation Program

Do You Like a Challenge?

Forget about sitting at a desk all day. With a network of talented colleagues, challenging projects and a great work environment, we've created a place with plenty of room for you to learn and grow. You deserve to work in a place where you can realize your full potential.

Find A Career You'll Love

The Human Resources Rotation Program will help you launch an exciting and challenging career. During your two years in this highly selective program, you'll gain a wealth of experience and be exposed to multiple disciplines within Capital One's® world-class HR organization.

Enjoy What You Do

As a part of the Human Resources Rotation Program, you will experience a variety of roles and responsibilities through three rotations over your first two years. Rotational assignments could include roles in:

- Associate Development
- Associate Relations
- Compensation
- HR Consulting
- HR Operations
- Recruiting

Build Your Professional Network

The Human Resources Rotation Program offers you the opportunity to work with HR professionals across the organization, learning from associates who are motivated to develop future leaders for Capital One. You'll be part of a team, helping you succeed while building your professional network. Special events allow you to learn directly from our business leaders as they share their personal insights on career development and Capital One.

Learn And Grow

Associates in the Human Resources Rotation Program join the company together as a "class," which immediately instills a sense of camaraderie. Together, you will participate in comprehensive training offered through our award-winning Capital One University to increase your professional knowledge and personal skill-set through a variety of courses. Our leaders are just as enthusiastic about the program as you will be. You'll receive ongoing mentoring and development advising from seasoned leaders in our HR organization who will be there to help you excel in your career.

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Hear What Participants Are Saying About The Program

"I joined Capital One looking for a place where I could learn and grow after college. Throughout my time at Capital One, I've enjoyed roles in HR Recruiting and HR Consulting, as well as in our lines of business, including roles in Operations and Analysis. One of the most compelling reasons to look at Capital One and the HR Rotation Program is the variety of experiences Capital One has to offer. Your career is what you make of it, and we are here to support you on that journey." – *Torrie, Director, HR Consulting*

"Capital One has proven to be an innovator in the financial services industry, and our HR organization plays an essential role as we continue to challenge the status quo. For our HR Rotation Program, we want creative thinkers who are looking for immediate responsibility and the chance to engage in high-level problem solving. This program will offer unlimited opportunities to learn and build your skills in multiple areas of HR and room to grow within this demanding yet casual corporate culture. As Executive Sponsor of the program and a campus hire myself, I'm looking forward to continuing our commitment to developing future leaders at Capital One." – *Scott, Managing Vice President, Recruiting*

"After joining Capital One straight from college, I've had the opportunity to work in several specialties, including Recruiting, Compensation and HR Consulting. While I knew I was signing on to an interesting job, I never imagined I would find such an incredibly fulfilling career. I have worked with some of the country's top HR practitioners in a company that is widely regarded for its superior approach to HR, and I'm thrilled at the prospect of bringing tomorrow's talent to Capital One!" – *Meghan, Vice President, HR Consulting*

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