

IT Development Program

Developing the IT Leaders of Tomorrow

As a Capital One® IT associate, you'll work on some of the largest and most cutting-edge technology projects in the world—delivering valuable customer experience to millions. You'll fuel the development of new Internet, social media and smart phone capabilities for our critical business initiatives. You'll leverage your strong analytical and collaborative skills to create value across our organization. And you'll be part of a talented group that thrives on challenging projects, enjoys a healthy work/life balance, and offers plenty of opportunity to learn, grow and excel.

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You'll begin your career with the support of our 18-month Information Technology Development Program. Designed to foster the next generation of IT leaders, it provides the framework to develop world-class technical skills and gain a comprehensive understanding of information technology—from infrastructure to security to service management and beyond.

New hires are guaranteed two distinct roles within their first 12-15 months with the company. You'll be exposed to multiple business lines, different departments and a variety of challenging IT projects. It's an environment where you're engaged from day one—owning work, presenting ideas, driving results. And it's one that offers you the freedom to explore IT while zeroing in on the career that's right for you.

These on-the-job experiences are complemented with mentorship by seasoned IT associates, ongoing professional and personal training through our award-winning Capital One University, and regular networking opportunities with peers and executives.

Find A Career You'll Love

Depending on your background and interest and Capital One's business needs, you may be aligned to either a business-focused role or a technical role.

As an associate in a business-focused role, you may:

- Collect and define requirements, translate into functional design, and participate in the technical design, test planning and user documentation process
- Review, analyze and evaluate user needs to create change management plans to deliver on operational improvements
- Work with users and peers to assess and re-engineer business processes

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- Protect and preserve Capital One's business by assessing risk, securing networks, driving compliance, and developing mitigation strategies
- Build use cases for innovative technologies

As an associate in a technical-focused role, you may:

- Test exciting new technologies related to smart phones and social media
- Assist in developing, testing, implementing and supporting application systems
- Collaborate with development teams throughout the project life cycle, including writing and developing code within projects
- Design and develop stable, scalable and maintainable systems and solutions
- Participate in developing and executing test scenarios for unit, process, function, system integration, and acceptance testing
- Develop test cases, scenarios and scripts to ensure quality applications

What Our IT Associates Are Saying:

"Capital One places a huge emphasis on investing in their people, and the IT Development Program is just one example of that. It was pivotal in easing the transition from college to the workplace. The training, networking opportunities and camaraderie among colleagues are things I didn't imagine I'd get out of a job."
— *Lauren, University of Michigan, 2009*

"Capital One has provided me an excellent balance of fun, team-building activities, helpful training and development courses, and many opportunities to interact with senior leaders. After a year in the IT Development Program, I have built a strong foundation for a successful future in this growing industry."
— *Alex, Virginia Tech, 2010*

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