Aims for today’s Careers lunch and learn

• What Career Services can do for you

• How to use your time at the career events

• Making contacts – how to approach recruiters and what questions to ask

Please turn on your phone, laptop etc and take as many pictures as you like. And, ask questions as we go
Schneider's classic change curve

THE CLASSIC CHANGE CURVE

High expectations

Realization of effort and complexity

Much better than before

Light at the end of the tunnel

Despair

Performance

Time

Typical program

Effective program
Graduate hiring – typically follows this timeline. This time of the year is a) busy  b) important

- Graduate Programmes across all sectors
- Direct full-time roles across all sectors

Internships for Spring Weeks, summer / structured internships and off-cycle internships all typical routes to full-time roles
Careers

Applications for Graduate Programmes are open **NOW**
And some Spring Week internships

Focus on Finance 1-12 October

8 Oct. Business and Finance Fair

Online testing/interviewing/Assessment Centres

Offers made

Exams and Finish

Opportunities advertised careers.qmul.ac.uk/events

Lunch talks …

19th Nov International Career week

SBM Lunch talks: Great Applications, CVs, Psychometric tests, Interviews tips

Appointments with me for CV, applications reviews, mock interviews and all assistance throughout the year

Professional and Academic Development elective for PG and Penultimate year candidates
See QMPlus
Graduate schemes

• A training programme for graduates ensuring a pipeline of **future leaders**

• Provides challenging opportunities to further develop the competencies and understanding of the sector and function

• Usually a fixed period (**12-36 months**) during which trainees undertake placements in and outside their chosen function (e.g. marketing, sales and logistics)
Graduate careers can look like this

- **Industry**
  - Private Wealth Management
  - M&A
  - Enterprise and Entrepreneurship
  - Advertising
  - SME and Start-ups

- **Consulting**

- **Marketing**

- **Accounting, Risk and Assurance**

- **Financial Services**

- **Banking/Financing**
  - (Treasury/Transaction Management)

**YOU ARE HERE**

Functions within IB: e.g., Private Wealth Management.
Do your skills match what the recruiters are looking for in those sectors?

Quantitative
- Financial modelling
- Analytical research

Relationship Building
- People skills
- Communication
- Creativity
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Every company’s recruiting process WILL BE DIFFERENT

Make sure you find out **now** when and how your target companies are recruiting!
For your next position, educate yourself and think strategically

RESEARCH is key

• Identify what you want
• Identify what you can offer – skills, experience, potential
• Identify opportunities and where / why will you be an good candidate. Is there fit? Can you explain your USP and Pitch yourself?

• Desk research and proactive research
Question: What’s the biggest hurdle to finding your job?

1. Leaving it too late?
2. Poor research?
3. Lack of a clear career goal?
4. Making a small number of applications?
Be ambitious but realistic....

.....explore your opportunities – plan A, plan B, plan C
What’s important?

IDEAL WORK CRITERIA

ROLE

SECTOR

ORGANISATION

PROFESSIONAL DEVELOPMENT

FUNCTIONS

TITLES

SIZE (S/M/L)

Revenue

Head count

Global presence

Culture

TRAVEL

LOCATION

COMPENSATION

Ongoing training

Opportunity for advancement

Commute

Within work

Package

Base

Bonus

Benefits

BOSS

LEADERSHIP

You

Organisation
The route to success – become Protean 'tending or able to change frequently or easily’

Know yourself, your career plans A and B and C, don’t follow the crowd. Large v small companies / local, national and multinational

Think like a labour market economist. Invest your time and energies wisely and understand the big picture

Be the best you can be, be authentic, focus on what YOU do best this is Your Best Self

Recognise that achieving success also requires resilience and adaptability, and preparedness to find a way round set backs

Douglas T. Hall; School of Management, Boston University
How do we help you get you there?

- **Personal Responsibility**
- **Preparation and practice**
- **Passion and persistence**
- **Partnership**
Be ready

Written documents: CVs, Cover Letters, application forms – business professional and evidence skills?

Online profiles: LinkedIn, Twitter, Facebook, Instagram. Do you need to review them?

Face to face / Interviews – Ready for these?
Making contacts this term – career events

1. Offer the opportunity to meet interesting people
2. Let you learn about subjects, sectors and ideas you have little, or no knowledge of, and help you learn more about them
3. Give a more efficient route to finding new / unadvertised opportunities
4. Enable wider consideration as to who you’d love to work for. (Or never work with!)
5. Expand your mind set, challenge your ideas and give you the inside scoop
• Identify your target companies and sign up for the events and presentations.
• Attend.
• Research target companies carefully, and think of some impactful questions – don’t ask about what you could find easily on their website
• Have thoughtful explanations ready for your interest in a specific company or the sector you’re considering
Questions

Good questions show that:

• You are informed
• Have thought about what you have learnt
• Are genuinely interested in this company and role

Poor Questions:

• Are not original – focus on the recruitment literature
• Reflect lack of knowledge
• Focus on salary, no. of hires or treat the role as a stepping stone to somewhere/something else
Ask ...

How would you describe your work environment/company culture?
What personal qualities do you see as important for success in this job?
What is the most rewarding part of your job?
What’s the least rewarding aspect?
What are the toughest challenges you deal with?
Which skills are most relevant
Important dates – what’s happening

• Focus on Finance 1- 12 October
• Business and Finance career Fair 8th October
• Great CVs and applications – 9th October
• Women in Finance breakfast – 10th October
• Careers in Consultancy – 11th October

careers.qmul.ac.uk/events

for more information and to reserve your place on any of our events
Thank You

Iain McLoughlin