Aims for today’s Careers lunch and learn

Understand the graduate labour market and your next steps within it

Know what your options are with your degree

Gain an overview of marketing and consulting

Please turn on your phone, laptop etc and take as many pictures as you like. And, ask questions as we go
Finance careers can look like this

- Banking (IB)
  - Private Wealth Management
  - IBD M&A
  - SME and Start-ups
  - Enterprise and Entrepreneurship
  - Functions within IB, e.g. Private Wealth Management

- Consulting
- Insurance
- Accounting, Risk and Assurance
- Industry
- Banking/Financing (Treasury/Transaction Management)
Finance and Accountancy careers – specifically what skills are they looking for

Quantitative
- Financial modelling
- Valuation
- Analytical research

Relationship Building
- People skills
- Communication
- Creativity
## Competition – in numbers

<table>
<thead>
<tr>
<th>Category</th>
<th>Applications</th>
<th>Round 1 interviews</th>
<th>Final round interviews</th>
<th>Offers</th>
<th>Acceptances</th>
</tr>
</thead>
<tbody>
<tr>
<td>Nomura - applications</td>
<td>7738</td>
<td>265</td>
<td>200</td>
<td>105</td>
<td>72</td>
</tr>
<tr>
<td>versus hires</td>
<td></td>
<td></td>
<td></td>
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<td></td>
</tr>
<tr>
<td>Competition</td>
<td></td>
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<td></td>
</tr>
</tbody>
</table>

- 3% acceptance rate
- 75% offer rate
- 53% acceptance rate

* Taken from Nomura – The Impact of Evolution
# Banking – Market Segmentation

## “Bulge” Bracket
- Bank of America Merrill Lynch
- Barclays Capital
- Citigroup
- Credit Suisse
- Deutsche Bank
- Goldman Sachs
- HSBC
- JP Morgan
- Nomura
- Morgan Stanley
- UBS

## “Middle Market”
- Lazard
- Rothschild
- Jefferies
- Moelis
- Grupo Santander
- RBC
- Societe Generale
- Bank of Montreal

## “Regional”
- Commerzbank
- Lloyds
- BNP Paribas
- BBVA
- Standard Bank
- RBS
- Standard Chartered
- VTB

## Boutiques
- **Product**
  - Hamilton Ventures (M+A Real Estate)
  - Stormharbour (Trading)
- **Industry**
  - Fox Pitt Kelton (financial services)
  - Delta Partners (TMT)
- **Geography**
  - Cavendish (UK)
  - EFG Hermes (Middle East)
## Accountancy – Accountancy Age

### Big 4
- PwC
- EY
- KPMG
- Deloitte

### Top 10
- Grant Thornton
- BDO
- RSM
- Smith & Williamsons
- Moor Steohens
- Mazars
- PKF UKI
- Saffrey Champnes

### Top 50
- HW Fisher
- Price Bailey
- BHP
- Mercer & Hole
- Barnes Roffe
- SRLV
- Hillier Hopkins
- Smith Cooper
1st year Spring Weeks and Insight Days

Goldman Sachs
Morgan Stanley
JPMorgan
BAML
Credit Suisse
Citi
Deutsche Bank
Barclays Investment Bank
UBS Lazard
Rothschild
Evercore

Big 4
KPMG
Deloitte
PwC
EY

Consulting:
BCG Insight (usually September)
Mckinsey Discover

Schroders
BlackRock

Blackstone (Women's)
Internships and Insight Weeks

The list below is of some of the schemes open to first year students. Please note deadlines vary, so check each link for

Finance

Bank of America Merrill Lynch Insight week and Female Futures one day programme.

Bank of England Six week internships providing the opportunity to support a team on a specific project across all areas of the Bank.

Barclays Spring Programme week of work shadowing, workshops and interactive skills session to give an insight into a career in the financial world.

BNP Paribas A one week insight into corporate and investment banking. Learn about what different areas do and where you might best fit into our organisation.

Citi A Spring insight week, 3 day investment banking programme and Women of Tomorrow programme.
What recruiters look for

- Experience and relevance to the position
- Identifiers which make you stand out
- Your communication skills – ability to present information in a clear, concise and logical way
- Your achievements – curricular and extracurricular
- Motivation for the role and interest in the business
- Verbal and numerical reasoning
The competencies **ALL** recruiters look for

**Judgement**
- Intellectual capacity
- Comfort with ambiguity
- Business judgement
- Creativity
- Ability to listen and learn

**Personal Impact**
- Presence
- Confidence
- Vs - ego
- Team player
- Credibility
- People skills

**Leadership**
- Integrity
- Inspirational
- Can take personal risks
- Student activities
- Maturity

**Drive and aspiration**
- Enthusiasm
- Driven by results
- Action oriented
- Desire to excel
- Demonstrating success outside of academic studies

**Digital skills**
- Deal with complexity
- Literacy
- Numeracy
- Autonomy
- Collaboration
- Adapting to new /evolving technology
Prepare yourself for competency based fit questions using the challenge-action-result (CAR) framework and create your own evidence table

<table>
<thead>
<tr>
<th>Competency</th>
<th>Challenge</th>
<th>Action</th>
<th>Result</th>
</tr>
</thead>
<tbody>
<tr>
<td>Problem Solving / Judgement</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Personal impact</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>Leadership</td>
<td></td>
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<td></td>
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<tr>
<td>Drive and motivation</td>
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</tbody>
</table>

Fill this in!

What was the situation/challenge? WHY was it difficult?

What did YOU do?

What did YOU achieve/learn?
What to highlight on your application

• Club involvement e.g. Finance and Investment Clubs
• Positions of responsibility e.g. Club membership, setting up and leading projects from scratch
• Entrepreneurial activity / new business ideas (at Uni)
• Special projects and voluntary work
• Scholarships and awards
Examples- if applying for ….

- Research Roles- examples of working with large amounts of data, producing a written summary, research note
- Sales- example of a time when you have come up with a new idea from scratch, that you have sold to others and got them on board
- Accountancy (all finance roles)- working under pressure to make quick decisions

- These experiences DON’T have to be in a finance environment. It is possible to have used these skills elsewhere. Think creatively!
• “Provide us with a pen sketch of yourself” ...

• Tell us why we should hire you, and what makes you right for this role. No more than 280 characters
Anticipate questions and refine your answers - Leadership

• Tell me about a time you when you showed leadership

• You should talk about an experience when you were requested to take the lead of your team and successfully obtained the results you waited for

• Start by stating the **Challenge** and the objective
• Describe the team and relative roles. Explain how you delegated/managed the work flow – **Actions**

• State the **Results** of your work and the client’s reaction.

• **Define leadership and describe your leadership style**

• There is no right answer, but a “balanced” approach is advisable. Have you seen good leaders? Can you name them? Can you evidence where a goo leader can lead and also encourage others to work better/harder, delivering the output in time.
Anticipate Questions and refine your answers - Team work

• **Tell me about a time you worked on a team. What was your role?**

• Teamworking questions are meant to test your knowledge of the work of an associate or graduate. They want to know if you will work well with senior bankers, partners and peers in different groups and in a constant and pressing communication flow.

• Talk about a time when teamworking was complex and eventually very successful and they were both leader and followers in the process.
Anticipate Questions and refine your answers – Investment evaluation

• If you had £1m, where would you invest?

• Ask for the goal of the investors. Is it a 20% return in one year or a long-term investment looking to cover your retirement needs?

• Build the portfolio of investments around your objective. If it is a short-term capital gain you should pick a high beta stock. Good ideas can be found from the stock pitch competition organized every year from the Investment Management club.

• Evaluate the investment, stating why you believe the industry is attractive and then why the company is going to be able to capture value in the industry.

• If the investment goal is to create returns on a 30 year time horizon, a balanced portfolio may be the best option. Recruiters are interested in your ability to think and talk through all the options, respect limitations and understand why some investments are better than others.
Competencies needed to succeed

Quantitative Skills – modelling, valuation, accounting
Physical stamina and endurance
Motivation and career drive or careers focus
Analytical – intellectually stimulated by solving problems
Humility/Confidence
Communication – can work with multi-product, multi-cultural teams
Excellent attention to detail
What is Retail/Commercial Banking?

Wide variety of activities including:

- Loans to corporate clients
- Providing loans to you (retail)
- Providing foreign exchange services
- Developing other “high street” products
- Managing enormous network of branches – but dwindling
Finance in Industry – Management Accountancy

- Many companies recruit to finance roles (e.g. P&G, J&J, Google)
- Offer a broad portfolio of job opportunities in finance
- Typical jobs include – Financial Analyst, Finance Manager and Brand Financial Analyst
- Responsibilities range from analysing new product contribution to managing product development costs to preparing monthly financial reports
Thank You

Iain McLoughlin