CAREERS INSIGHTS EVENT

INVESTING IN TALENT

Banking careers for students with disabilities and health conditions



Organised by MyPLUS STUDENTS' CLUB

AGENDA

CAREERS INSIGHTS EVENT

- 14.00 Welcome to Investing In Talent
- 14.15 Introduction to Investment Banking, Matt Wall (Alpha Development)
- 15.00 Interview Skills (Graduate Recruitment)
- 15.45 Break
- 16.00 Openness and Requesting Adjustments, Helen Cooke (My Plus)
- 16.45 Panel Discussion
- 17.30 Networking, drinks and canapés
- 18.30 Close

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Welcome

Ceri Picton-Tully

Chief Operating Officer, HSBC





MyPLUS+ | alpha development





Investing in Talent

Introduction to Investment Banking



Learning from Experience

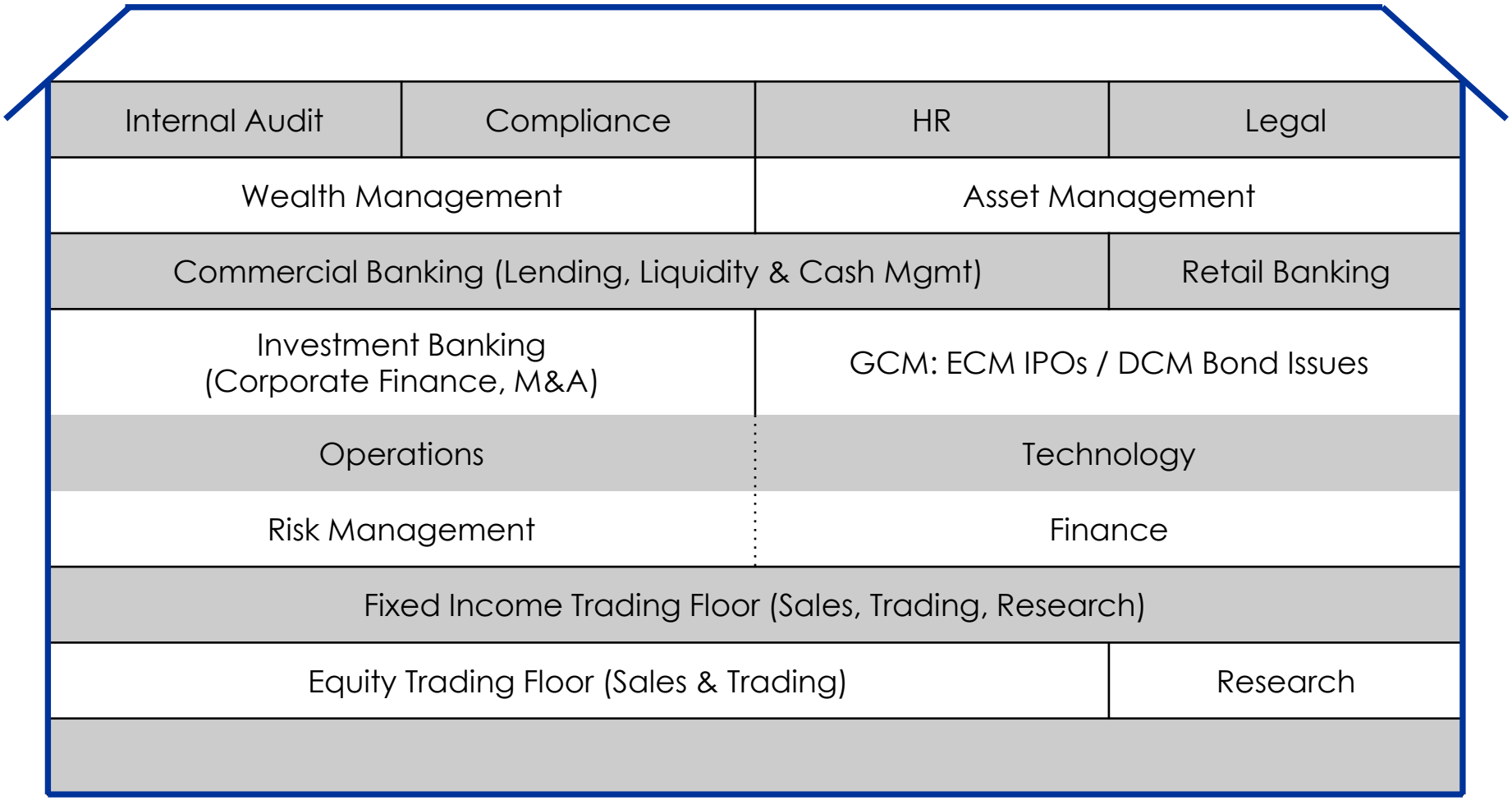
alphadevelopment.com

What Do Banks Do?



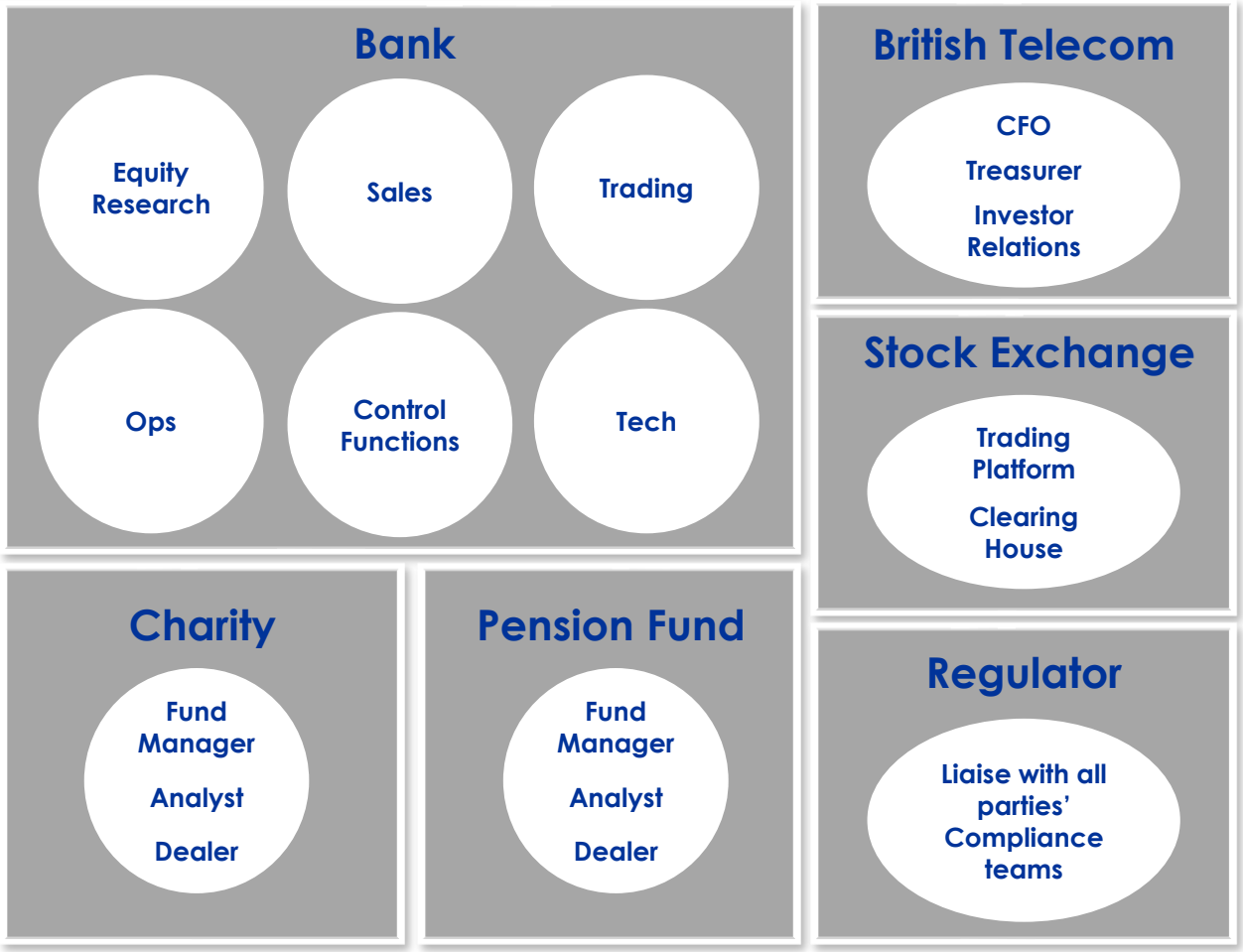
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What Do Banks Do?



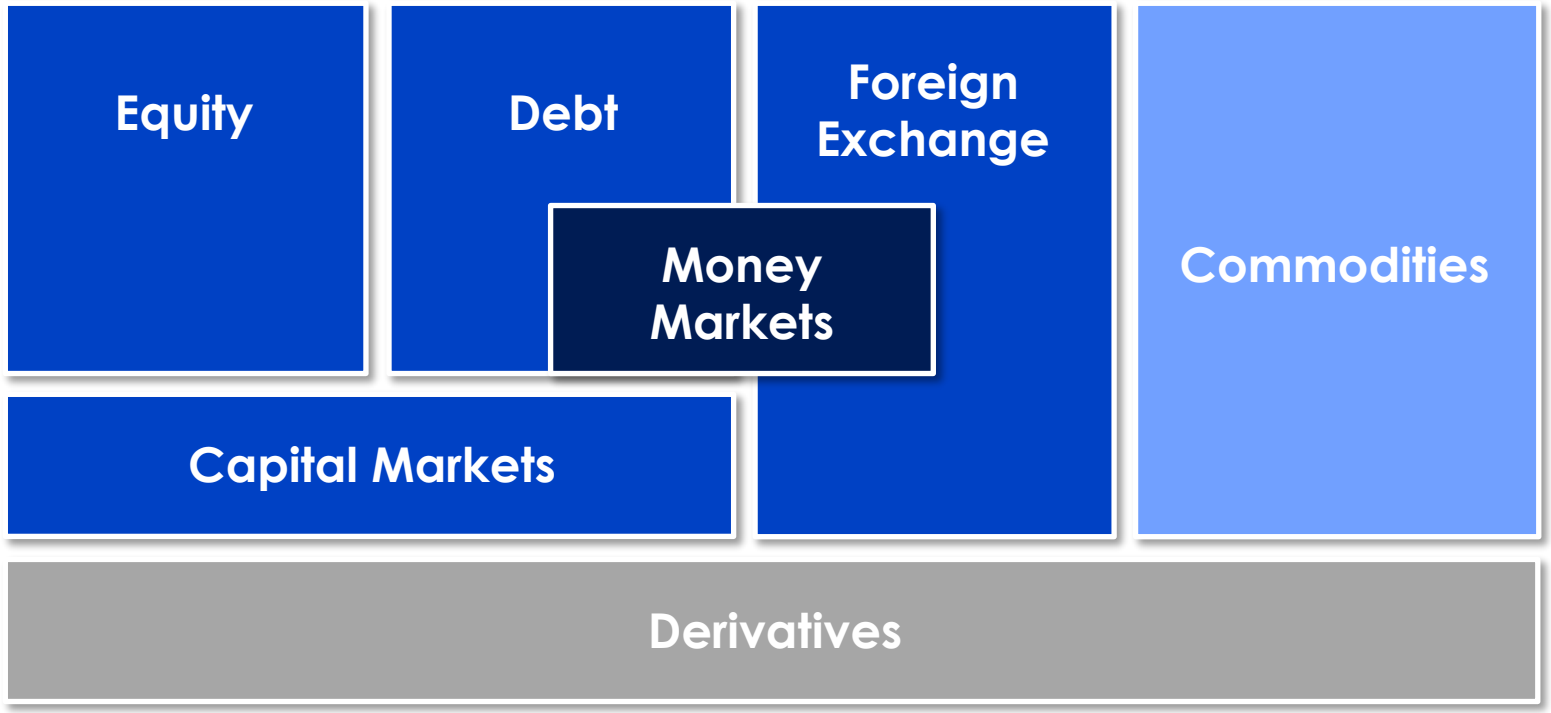
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Sales & Trading Exercise: Who Does What?
A Pension Fund buys a BT Share from a Charity



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Overview of Financial Markets: The Key Components



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In Our Experience, What Makes a Great Banking Graduate?

- Curiosity.
- Problem solving.
- Teamwork.
- Diversity.
- Intelligence.
- Lateral thinking.
- Customer empathy.
- Values.

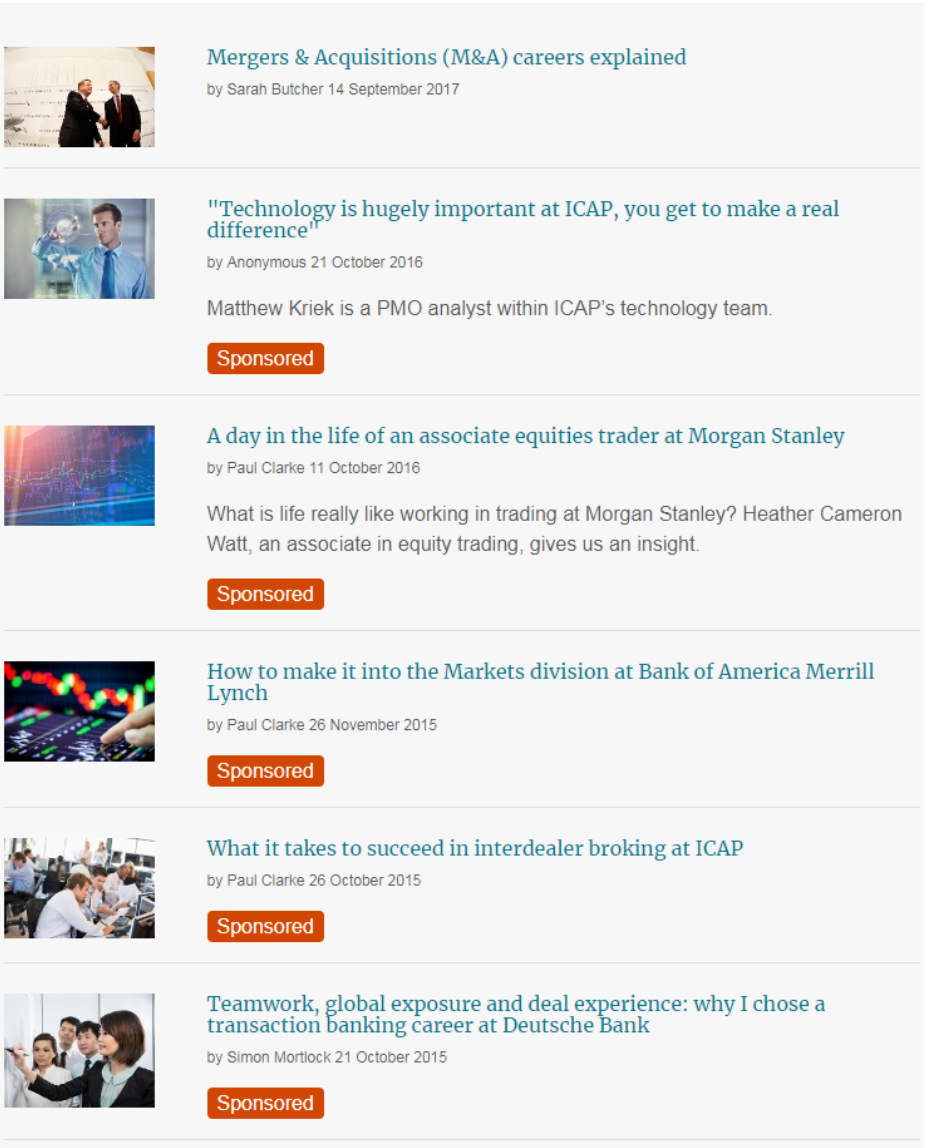
- Banking has changed. The old *Wall Street* and *Trading Places* myths are long dead.
- Our industry needs the best new people to drive this once in a lifetime change.

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Thank You For Listening

- https://news.efinancialcareers.com/uk-en/en/careers-in-finance
  - Go to www.efinancialcareers.com and click Advice, then Graduate Guide

- Any questions?



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Interview skills

Sarah Scadding; UBS

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AGENDA

- Introduction
- Purpose of an interview
- Structure of an interview
- Competency-based questions
- Commercial awareness questions
- Motivational questions
- Preparation
- Do’s and Don’t's

What is the purpose of an interview?

PURPOSE OF AN INTERVIEW

- Identify key skills against set criteria or competencies – Skill and will.
- Best practice - everyone evaluated on same criteria
- For the firm, its their chance to sell itself to you
- To answer your questions

STRUCTURE OF AN INTERVIEW

- Interviewer introduction
- Competency based questions - funneling and probes
- Commercial awareness questions
  (about the market, firm and the business area of interest)
- Your questions

COMPETENCY-BASED QUESTIONS

- **Competency questions:** using past examples to describe how you demonstrated a skill/characteristic deemed important to the recruiter, for this role
- Examples should be based on studies, clubs/societies and work experience rather than personal

- Tell me a time…

COMPETENCY-BASED QUESTIONS

- **STAR technique:** when describing an example, try to cover:
  - **S**ituation
  - **T**ask
  - **A**ction
  - **R**esult

COMPETENCY-BASED QUESTIONS

- **Initiative:** "Please give me an example of when you have come up with a good idea."
- **Teamwork:** "Please give me an example of when you have worked well in a team."
- **Decision-making:** "Can you tell me about a time when you made an important decision? What was it and why was it important?"

You have 10 minutes practise with one another.

Ask recruiter on your table any questions.

COMMERCIAL AWARENESS QUESTIONS

Commercial Awareness

"Commercial awareness is an understanding of how industries and businesses work. It’s about knowing what’s going on in the world and analysing the way it might impact on your chosen sector and company. "

COMMERCIAL AWARENESS QUESTIONS

- Possible questions on your interpretations of recent news articles or thoughts on specific industry or sectors
- Your understanding of how business works and how the global economy affects UK businesses across all industries

What questions do you think you will be asked here?

MOTIVATIONAL QUESTIONS

- Knowledge of the company and role you are interviewing for and why you want to it

What questions do you think you will be asked here?

PREPARATION

- Research the firm
- Research the role/business area
- Think about what skills/competencies you may be asked about - prepare examples
- Review your CV and application form
- Plan your travel and allow for time delays
- Have a good night's sleep.

DOS AND DON'TS: DO

- Do dress appropriately
- Do listen to the questions - and clarify if you don't understand
- Do be patient and polite to everyone you meet
- Do ask the interviewer questions - engage and show interest
- Practise, practise, practise - in front of friends and family and get used to going through your answers out loud.
- Let the interviewer know if there is anything you need to make you feel more comfortable.
  - Ideally this should have been communicated in advance to your Graduate Recruitment contact

DOS AND DON'TS: DON'T

- Don't panic if you get a tough question - take time and think about all of your experiences thoroughly
- Do NOT chew gum
- Don't forget to turn off your phone
- Don't be late! If it is inevitable, call ahead.

SUMMARY

- Competency-based questions preparation
- Commercial questions preparation
- Motivational questions preparation
- Preparation and practise
- Use it as an opportunity to see if you want to work for the firm

Questions?

Requesting Adjustments & Openness

Helen Cooke; MyPus

OBJECTIVES

- To understand how to ensure the appropriate adjustments are in place during the recruitment process.
- To feel comfortable in sharing relevant information with a potential employer.

WHAT IS THE AIM OF AN ADJUSTMENT?

- Levelling the playing field:
  - Provide the candidate with neither an advantage nor a disadvantage.
- Ensure that the candidate can perform to the best of their ability.
- Once an adjustment has been made, the candidate can then be assessed on an equal basis to their peers.

TYPES OF ADJUSTMENT

- Physical access
- Use of technology
- Change to the format of the interview
- Use of an interpreter
- Additional time
- Orientation visit prior to interview

IMPLEMENTING ADJUSTMENTS: ROLES AND RESPONSIBILITIES

Question 1:
What does the candidate need to do to ensure the appropriate adjustment is made for them?

Question 2:
What does the employer need to do to ensure that the appropriate adjustment is made for the candidate?

IMPLEMENTING ADJUSTMENTS: ROLES AND RESPONSIBILITIES

Candidate:

- Inform the employer of your disability / health condition.
- Provide the information that the employer requires
- Be open and honest
- Don’t be afraid to ask for exactly what you require
- Make your self available for assessment
- Provide timely feedback on effectiveness of adjustment
- Help the employer to understand!

IMPLEMENTING ADJUSTMENTS: ROLES AND RESPONSIBILITIES

Employer

- Provide the candidate with the opportunity to inform them about their disability
- Engage in conversation with the candidate
- Be realistic about what is achievable
- Implement adjustments effectively and efficiently
- Invite the candidate to review adjustments, if they wish to
- Conduct a standard interview

A FEW THINGS TO REMEMBER

- The information you provide is used to implement adjustments
- The information is confidential
- Only share what is relevant

A FEW THINGS TO REMEMBER

- The information you provide is used to implement adjustments
- The information is confidential
- Only share what is relevant

Informing with confidence

INFORMING WITH CONFIDENCE

Task 1:

- Choose a few words for each of the following:
  - Your disability / condition
  - The implication
  - What you need

Task 2:

- Turn those words into a short, succinct ‘openness statement’.

Task 3:

- Practice delivering your statement

AND FINALLY…

- Only by being open can you gain the support you require
- Appropriate support will enable you to demonstrate your full potential
- Be confident in asking what you require

Break

PANEL

Stephanie McCaldon	Barclays
Yaajan Govindia	Goldman Sachs
Ceri Picton-Tully	HSBC
Jas Bindarh	J.P. Morgan
Alex Wiggins	UBS

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REALISING NEW POSSIBILITIES

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Why join the MyPlus Students' Club?

Find your dream job
Jobs and opportunities from disability confident employers

Supercharge your application
Improve your chances of employment with our useful templates

Your tough questions answered
Advice on disability disclosure and tough topics including free eBooks

Make valuable connections
Join events to network with top industry employers

Join the club for free

Join today for a chance to win a day with your dream employer



Networking, drinks & canapés

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