



SUCCESSFUL FUTURES

Be the best you

THE 2017 EBS STUDENT CONFERENCE PROGRAMME

ESSEX BUSINESS SCHOOL



University of Essex

CONFERENCE INFORMATION

ASSISTANCE

If you have any queries during the conference or require any assistance, please visit the registration desk in the main EBS foyer where our team will be happy to help

REFRESHMENTS

Light refreshments will be provided in the EBS foyer networking area. Please advise a member of staff of any dietary requirements you may have or to enquire about any allergens

INTERNET ACCESS

WiFi is available throughout the EBS building on the standard University of Essex network. Please connect using your usual University of Essex log in

MOBILE PHONES

Please be considerate to speakers and other students and switch your mobile phone to SILENT whilst the conference is in progress

FILMING AND PHOTOGRAPHY

Please be aware that our team may be capturing elements of the conference to share online and in future printed materials that may be available to the public. Please direct any concerns or queries to the team at the registration desk in the foyer

EVALUATION FORM

We would be most grateful if you could find some time during or after the conference to complete the Successful Futures Conference 2017 Evaluation Form

WORKSHOP SPEAKERS

We would like to thank the following companies and those attending individuals for leading conference workshops and their contribution to the Successful Futures Conference 2017. More information on speakers and their company can be found on pages 5 and 6



WELCOME

Not so long ago I read a newspaper headline: “Degrees do not guarantee jobs, people do”. Since then, I have spoken to a lot of students, like you, about their career plans after they graduate. Many have concrete ideas, and they are full of energy, drive and focus. And, of course, that’s great. Others, however, are not so sure. They find thinking about their future career daunting. They might be confused about the opportunities and also the expectations ‘out there’.

No matter where you are at the moment in your thinking about your future career, we are here to help you, right now, at our Successful Futures Conference. The purpose of this Conference is to help you explore your future ambitions and to understand what you can do now to get yourself and your CV in great shape for that first successful step of your career.

You’ll probably find that you already have a lot you can build on to demonstrate your abilities, skills and motivations to future employers. The Conference is led by industry experts and recent EBS alumni who will share their insights with you and who will answer your questions.

We have set up Successful Futures in light of what employers tell us they want: Employers look for graduates who are innovative with a well-developed commercial awareness. They are keen on graduates who combine a high level of academic knowledge with sound ‘soft skills’ – for example, they want graduates who are excellent communicators and who come with the right attitude. In short, they want people, not just your degree – they want you.

We’ll help you understand what you need to be doing to prepare for the transition from University to work.

Wishing you all a successful Conference!

Dr Christina Volkmann
Employability Director and Lecturer
in Management, EBS



EMPLOYABILITY AND CAREERS

From reviewing your CV to exclusive EBS career events, EBS has its own dedicated Employability and Careers Team. Get application feedback, interview practice and career advice appointments, available via Skype, in the Careers Centre or - exclusively for EBS students - in the EBS Building. Book appointments and find jobs and career events on CareerHub

www.essex.ac.uk/see/careerhub

SOCIAL SCIENCES FACULTY EMPLOYABILITY TEAM



Aideen Sadler

Faculty Employability Officer

Based at the Southend Campus, Aideen is available for one-to-one appointments and has helped shape the 2017 EBS Successful Futures Conference



Antony Cotterill

Senior Faculty Employability Manager

Antony offers career guidance and advice for Social Sciences students and leads the Social Sciences Faculty Employability Team



Chelsey Armstrong-Trigg

Placement Officer

Chelsey supports EBS students throughout their placement year search and has supported the organisation of both the 2016 and 2017 EBS Successful Futures Conferences



Rhiannon McGuinness

Faculty Employability Officer

Rhiannon is based at the Colchester Campus. She delivers Employability workshops and is available for one-to-one appointments



Sarah Sterling

Sarah is the Social Sciences Faculty Career Adviser offering guidance and advice and has supported the organisation of both the 2016 and 2017 EBS Successful Futures Conference



Steve Hill

Faculty Employability Officer

Steve is based at the Colchester Campus. He delivers Employability workshops and is available for one-to-one appointments



Vicki Doughty

Placement Manager

Vicki exclusively supports EBS students looking for placements and has supported the organisation of both the 2016 and 2017 Successful Futures Conferences

EMPLOYABILITY AND CAREERS CENTRE

Employability and Careers Centre Square 2 at the Colchester Campus, 10am – 4pm Monday - Friday

Info Point @ The Forum at the Southend Campus, 12pm - 1pm drop-in Tuesday - Thursday

E careers@essex.ac.uk **T** 01206 87 2494 **P** www.essex.ac.uk/see/careerhub



General Queries; the Information Team are on hand to answer any questions and direct you to the relevant members of staff.



Specialist Careers Advice; book an appointment or for help in planning your career!



CV Reviews; drop in for a general CV review or book an appointment for a longer application review



Events and Workshops; from Careers Fairs and Job Markets to Mock Assessment Centres and CV workshops, head to CareerHub for all events



Download; the Essex CV pack, the Essex Application pack or Essex Interview pack and get prepared for your job search



CareerHub; if you haven't already, log in at www.careerhub.essex.ac.uk. Find job and internship and book onto upcoming events.

PLAYING THE GAME

Applying for a Graduate Job can be a journey in itself; it is not a quick or easy process it takes a lot of the time! We can help you every step of the way. Try Careers Snakes and Ladders below for some ideas on how to help you on your way.



PROGRAMME OF EVENTS

MONDAY 6 FEBRUARY (WORKSHOPS ARE 45 MINUTES)

Each Workshop will be delivered twice; once at 6pm and repeated at 7pm. Please ensure you attend the time session for which you have pre-booked on to.

Registration and pre-conference networking 17:15 EBS Foyer	REGISTRATION & PRE-CONFERENCE NETWORKING Collect your Workshop information and join the Conference Team, Guest Speakers, Alumni and other EBS students for networking before the conference begins
How to get your Dream Job Rachel Snow HSBC	WHAT ARE EMPLOYERS LOOKING FOR? Rachel Snow is Head of Communications, Global Trade for HSBC. As a senior corporate communicator with nearly two decades of experience of working in high profile and complex financial companies, she will share with you the skills and qualities that companies look for when recruiting.
Accounting: Is it for me? Paul Thornton RSM and Michael Schwoerke and Mazhar Islam ACCA	WORKING IN ACCOUNTING Find out more about working in Accounting from a leading firm and awarding body ACCA. What options are there in Accounting and could it be for you? Explore the opportunities in this overview workshop
Finance, Banking and Investment Banking: Is it for me? George Flynn RBS and Karl Debenham former Director of Bank of America Merrill Lynch	FINANCE AND BANKING: HOW MUCH DO YOU REALLY KNOW? George Flynn from RBS is joined by former Director of Bank of America Merrill Lynch, Karl Debenham, to provide an overview of the finance industry from commercial to investment banking. Find out what it's really like to work in the industry and how you can make a career for yourself within the sector. Learn from these experienced professionals about how to stand out amongst thousands of applicants and what it really takes to work in Banking
Working in Risk: Is it for me? Casper Bartington CII and Louise Tidball Markel	COULD YOU BE A RISK ANALYST OR MANAGER? Curious about what risk actually is and whether working in this sector could be for you? Come along to this session held by CII and Markel to provide an overview of what is involved and the areas you could work in
Management: Is it for me? Rebecca Summers LiDL ; Lauren Finbow Samsung and Joshua Resoun Essex County Council	THINK YOU'VE GOT WHAT IT TAKES TO BE A MANAGER? Hear from two former Placement Year students who worked with LiDL and Samsung about what working in Management is really like looking at two very different International companies. They will also be joined by Joshua Resoun who will talk about his experience of the national graduate development programme in local government
Marketing: Is it for me? James Hollands Footprint Digital	DIGITAL MARKETING IN BUSINESS James Hollands, Director of Footprint Digital, provides an overview of digital marketing and its impact for business. Tom contributes to the Annual Google Analytics Certified Partner Conference in California each year and manages a number of PPC campaigns
Consultancy: Is it for me? Miks Deimantovics Capgemini Consulting and Sinesh Doshi EY	WORKING IN CONSULTANCY Miks Deimantovics (Essex Alumnus) is an Associate Consultant at Capgemini Consulting and is joined by Sinesh Doshi, from EY to deliver this insightful workshop on what it is like to work in Consultancy. Find out what is involved and how you could kick-start your future career

MONDAY 8 FEBRUARY (WORKSHOPS ARE 45 MINUTES)

Each Workshop will be delivered twice; once at 6pm and repeated at 7pm. Please ensure you attend the time session for which you have pre-booked on to.

Registration and pre-conference networking 17:15 EBS Foyer	REGISTRATION & PRE-CONFERENCE NETWORKING Collect your Workshop information and join the Conference Team, Guest Speakers, Alumni and other EBS students for networking before the conference begins
What is your Personal Brand? Lucy Rothwell PWC	WHAT IS YOUR PERSONAL BRAND? Find out from PWC why it is so important in the graduate market to establish your own personal brand. Gain ideas of how to do so and start making your mark to really stand out from the crowd in a highly competitive graduate marketplace
Take Charge of your Interview Tom Jepson and Hannah Meadows Footprint Digital	TAKE CHARGE OF YOUR INTERVIEW An Interview with an employer is an excellent opportunity to really make an impression and hopefully earn you that opportunity you have worked so hard for. Whilst the spotlight is on you, do not forget to take control; find out how to own that interview and ensure you stay in charge
How to develop Commercial Awareness Mark Jeffers ICAEW	WHAT'S YOUR OPINION: HOW TO DEVELOP YOUR COMMERCIAL AWARENESS How much do you know about the industry you want to work in? Have you been following current affairs and hot topics? What has the company you want to work for been up to? Understand what commercial awareness actually is and just why it is quite so important
How to succeed at Assessment Centres and Psychometric Testing Caroline Sprey FDM	ASSESSMENT CENTRES AND PSYCHOMETRIC TESTING As the Graduate Recruitment and Events Consultant for FDM, Caroline's expertise and knowledge on recruitment processes used by companies is invaluable. She will focus on Assessment Centres and how to impress at them, as well as the different types of Psychometric Testing and how you can be prepare and maximise your performance during these elements of the selection process
Placements and Work Experience Joshua Resoun Essex County Council and Nishan Balsingham	INCREASE YOUR CHANCE OF SUCCESS IN GRADUATE RECRUITMENT THROUGH EXPERIENCE Discover just how important it is to have work experience on your CV. Whether a short internship with a local company, a year-long placement with a national organisation or part-time employment alongside your studies. Understand the real value of having experience and the difference it can make in your applications
Your online Profile Sophie Hannah Richardson Blogger and Stylist Ciaran Burke HIIVE	BE YOUR BEST YOU ONLINE Ciaran Burke from creative agency Hiive speaks about the importance of your online presence and branding in today's world. He is joined by blogger and stylist Sophie Hannah Richardson who has built a career on her personal brand, dominating social media with millions of video hits and 250k Instagram followers. Find out how you can make yourself stand out and be your best you online

MY VISION BOARD

This time next year you'll wish you had started thinking about your future today. What is your vision? Where do you want to be in 12 months time and what can you do to achieve that. We've put some ideas below to get you thinking.

WHAT ARE MY CAREER GOALS?

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MY UNIQUE STRENGTHS ARE:

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WHAT DO I DO IN MY SPARE TIME? - THINK ABOUT JOINING A SOCIETY OR A CLUB, HOW ABOUT SOME VOLUNTEERING?

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THE AREA I WOULD LIKE TO DEVELOP IS:

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WHERE DO I SEE MYSELF WHEN I THINK OF MY PERFECT CAREER?
- USE THE CAREER PATH MODULE IN MOODLE

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I WILL DEVELOP MY ONLINE PRESENCE

- Book onto LinkedIn workshop
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THE THINGS THAT ARE MOST IMPORTANT TO ME ARE:

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WORKING ABROAD

JAN SPALEK

Jan Spalek works in the Essex Abroad Team with organisations and students in relation to short and long-term placements overseas. Here we find out some fantastic advice from the expert himself on why experience abroad is so important in today's world of business.



HOW DOES TIME ABROAD IMPACT STUDENTS' EMPLOYMENT PROSPECTS?

We frequently find that students who spend some time abroad during their studies are in a better position to get their dream job! The benefits of hiring a student who has experience abroad, whether studying, volunteering or working, are endless. They develop increased cultural awareness and a global outlook, independence, confidence, the ability to adapt quickly to different environments and situations, language and communication skills and problem solving skills.

WHAT DO EMPLOYERS SAY ABOUT STUDENTS WHO HAVE SPENT TIME ABROAD?

Most employers value international experience very highly as it proves that you are willing to go the extra mile! Many businesses operate across borders and now require graduates to be able to communicate with different people from around the world as they are constantly dealing with international customers and business partners.

WHAT DOES A GLOBAL MARKET MEAN?

When talking about employability and international experiences, 'global market' means the interconnectedness of markets and companies around the world. Being able to operate in a global market requires specialist skills which can be obtained by studying, working, volunteering or researching abroad.

WHAT DO EMPLOYERS MEAN WHEN THEY TALK ABOUT 'MOBILITY'?

Mobility, as referred to by employers, stands for the ability and experience to move between different countries, cultures and social environments, as well as organisations. Proving that you have worked in different countries and organisations shows you are adaptable, flexible and versatile – all useful skills in an ever-changing world of work!

WHAT ADDITIONAL SKILLS CAN INTERNATIONALITY OFFER?

Internationality provides a variety of skills from in-depth local knowledge into specific markets to a country's markets and customer base. Also the communication and cultural skills will play a big role! As the famous saying goes – "If everyone thinks the same, no-one thinks at all" – international students bring different perspectives and work practices, thus improving the efficiency and effectiveness of business operations.

CONTACT ESSEX ABROAD TO FIND OUT MORE!

Essex Abroad Office, Square 2

- ▶ saoadmin@essex.ac.uk
- ▶ 01206 87 2208
- ▶ www.essex.ac.uk/essexabroad



**ESSEX
ABROAD**

WORKING ABROAD

ST. MAARTEN

EBS student Daniella Otuagomah is currently on her placement year working for St. Maarten's Ministry of Tourism in their Department of Statistics. St. Maarten is a small island in the Caribbean. Find out more about the benefits of working abroad below from both Daniella and her line manager, who is also an Essex Alumna, Joy-Ann van Arneman.



Daniella Otuagomah
Placement Year Student,
BSc Accounting & Finance

Daniella is an Accounting and Finance student currently undertaking a placement year. She was looking for roles mainly based in the UK, but was open to placements overseas as well. Just as Daniella was about to give up on her search for a placement and return to Essex for her final year, she was offered the opportunity of a lifetime in the idyllic location of St. Maarten.

"As an Intern the best advice I could give a candidate is to not let fear hold you back! I suffered numerous rejections whilst looking for a placement and I am sure a lot of you will too. However, your determination and resilience will land you that dream job! My advice is to not give up and take any opportunity that presents itself."

Joy-Ann van Arneman
Senior Researcher

"As a potential employer, the idea that a candidate is willing to step out of their comfort zone and have an experience abroad signals that they are willing to put in that extra bit of effort, setting them apart from other candidates. It implies adaptability, willingness to learn, the ability to take initiative, and a spirit of adventure that has the potential to translate well into the work environment. When hiring, there is no guarantee of the work ethic that the successful candidate will have. Some candidates tick all the boxes on paper and then fall short when the work begins. This is why candidates who make the effort to get work experience before graduation, particularly those who put in the additional effort needed to do so abroad, are particularly attractive, and give an employer an extra measure of confidence that the candidate is willing to do their best in the new position."

5

THINGS YOU NEED KNOW ABOUT GRADUATE PROGRAMMES

1

APPLICATIONS OPEN EARLIER THAN YOU THINK

National graduate schemes can open as early as the summer between your second and final year of study; that's right, before you have even returned for your final year many companies have begun their recruitment process. Be ready. Apply early!

2

YOU NEED TO DO YOUR RESEARCH

Yes, it is hard work, and your 20th application feels like your 100th, but you really need to do your research with each application. Graduate recruiters' pet hate is a generic cover letter or application that could apply to any company. Be specific. Know their company, know their scheme and know what they are actually up to. Use the organisation's website as a starting point.

3

YOU MIGHT NEED TO THINK OUTSIDE THE BOX (AND OUTSIDE OF LONDON)

Would you be prepared to relocate for a job? Mobility has never been more important and organisations often struggle to recruit for their offices based outside of city centres. If you are willing to consider different locations, you may just increase your chances of success, and most likely decrease your living costs without having to compromise the salary!

4

YOU'RE GOING TO GET TESTED

Some smaller companies do still only require a CV and cover letter, but for the majority of graduate recruitment this short process is long gone. Welcome to the world of multiple-stage recruitment; numerical and psychometric tests, problem-solving, video interviews, assessment centres, describe yourself as a car and how would you get out of a blender if you were shrunk to the size of a peanut? It's a competitive world out there and you need to be prepared to be tested to the max.

5

YOU'RE GOING TO GET REJECTED

Rejection does not always mean failure. You're probably going to get rejected, and not just once - it's just what happens when 10,000 graduates apply for 20 roles. Reflect on any feedback you receive, speak to the Faculty Employability Team about what you could be doing differently. There are thousands of jobs out there and perseverance is the key to success. Good luck!