

VARSITY

Guide to Careers 2015-16





Five landmarks in your first year with Norton Rose Fulbright

.....

Closing your first deal

*“After a lot of hard work and quite a few late nights, it was satisfying to see it all come together.
There was a very long lunch the following day.”*

Hitting the headlines

*“One of the transactions I was involved in was all over the news.
It was great to know that I had been part of it.”*

Dealing with the High Court

*“After only two months, I was involved in a merger that was approved by the High Court.
I even helped some of the key witnesses prepare their statements.”*

Making the big calls

*“I was put in charge of a key aspect of a deal, and it wasn’t long
before I found myself leading a conference call with the other side’s counsel.”*

Broadening your experience

*“I went to client events at the rugby and at the top of the Shard,
and also went on secondment – all in one year.”*

.....

*It’s easier to choose the right legal practice when you know what to expect –
which is why we wanted to share some of our trainees’ first year highlights.
And, if you join us, expect the insights and advice to keep on coming.*

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Welcome

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Cambridge for most is a time of transition; a fleeting experience that comes and goes in one brilliant flash. It is also the period prior to entering the job market, which in today's world is both competitive and difficult to comprehend. Yet despite this brevity and uncertainty, our time here is characterised by numerous achievements and life-building experiences. Belief in yourself can sometimes be very lacking, but Cambridge graduates are sought after for very good reasons. This year's Careers Guide strives to promote an understanding of the importance of careers, as well as a recognition that choosing them need not be so daunting or such an impossible task.

The guide is structured around several pieces from both Cambridge students and graduates. There is a wide range of information to get you inspired, from a graduate student in further education to a Geography graduate working for charity. CV and Interview tips are provided alongside fashion advice on how to dress for interviews. Work experience is also featured, as well as guidance on how to apply for law as a non-law student. Yet advice and information are not the only components of the guide: Millie Paine offers perspective on

the current job market, encouraging women to defy gender inequalities and become a significant part of the professional world.

Among these pieces lies an array of company and graduate profiles from the top firms in the country. These provide an insight into what working for a highly-esteemed organisation is like, as well as advice on how to take the next steps in getting there. The categories are numerous and apply to many subject areas; you can explore the realms of further education, recruitment, teaching, finance, consulting, law, science, and technology. This guide is your opportunity and inspiration. Take it!

Ellie Matthews

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“One thing I always knew was that I wanted a job where I can come home feeling a sense of pride and achievement.”



“Current studies suggest that only 1.5% of workers will now only have one employer during their career.”



“The interview process introduced me to some really interesting managers and partners and as cliché as it sounds, it was the people at Oliver Wyman that really won me over.”

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Why I'm doing a Master's

Tom Freeman explores the benefits of further study

Recruiters are making their way into university spaces with more insistence than ever before, and consequently have unprecedented visibility. In their wake comes a very particular definition of what a post-university career should look like – corporate structures and high starting salaries – with their attendant implications that such a career is what truly constitutes 'success'. Amid the pressure this puts on students, for those who don't yet know what career they want after graduation, taking a further year of study can be a sensible option to improve your skills and further prepare for life after university.

Unfortunately, the main barrier today is the financial cost. Funding for Master's awards is growing ever scarcer as taking further education after a BA becomes more popular and government funding becomes tighter. If you can secure funding, however, the benefits of a Master's are hard to overstate – you have more time to think about

what you want to do after university and make consequent preparations.

There are sensible precautions to take, however. Many explicitly vocational Master's programmes exist that can make for very valuable preparation for the world of work, but as they are independent courses, preparation and planning is key to get the most out of them. Do your research fully – your love of early modern Italian literature may inspire you to take a Renaissance Studies Master's, but if you have ambitions to become a journalist after university, you're far more likely to improve your job prospects by studying a journalism course. Pick a course that suits you according to your future plans, as a year of study at MA level gives you the chance to specialise far more deeply than at undergraduate level. Search for funding opportunities far and wide – ask for information from bodies and expect to make your application early to be in contention for awards.



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The firms we recruit for range from 4-19 partners in size, meaning there is huge scope for you to progress within the firm. You'll gain exposure from working with a wide variety of clients and enjoy real responsibility from an early stage. Indeed, many graduates who have come through our programme have gone on to become partners themselves.

Salaries start from £22k (with year-on-year salary increases based on exam and work

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GRADUATE CASE STUDY

FLORA WINDEBANK TRAINING AS A CHARTERED ACCOUNTANT (ACA)

I chose to study for an ACA qualification as it is a fantastically regarded and varied qualification which really gives you an edge in today's competitive job market. I was attracted to SWAT UK's graduate scheme to achieve this qualification, as working in a medium sized firm would mean a larger variety of day-to-day tasks and more responsibility from an earlier stage.

It was initially a daunting prospect for me as I had not done a degree in a finance or even a maths orientated subject, but in all aspects of your training, whether work experience, tuition or technical training, everyone is treated as having no prior knowledge and is taught up from the very basics. You are given so much help and support from your firm, SWAT UK and your college, that there is never a lack of people to ask for guidance!

It can be difficult juggling a job as well as studying and the tuition does go at a fast pace. However, as long as you keep on top of things from the beginning, you are still very much able to have a good work/life balance. No one is a fan of exams but in this profession the benefits of doing exams when it comes to your job confidence are fantastic.

When not at college (or training at SWAT UK) the day-to-day tasks at work usually include preparing accounts for small businesses or sole

traders, preparing tax computations and visiting a variety of clients to help seniors with audit fieldwork. There is huge variety in the clients I have worked for and I have been to audit charities, investment brokers and barristers chambers, just to mention a few.

At a medium sized firm you really get to see a huge variety of clients in different sectors.

As long as you are prepared for hard work and are ready to be challenged, SWAT UK's scheme is a fantastic place to begin your career in accountancy. My advice would be never be afraid to ask as many questions as possible along the way, no matter how silly you may feel they are. Everyone always has time to help and wants to see you succeed!

Find out more about SWAT UK's Graduate Programme at www.swat.co.uk/cambridge



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Being an actuary means having highly valued mathematical skills and expertise

Actuaries come from different academic backgrounds but share a love of maths even if they haven't done a maths degree. When you train as an actuary you'll learn how to analyse data, evaluate financial risks, and communicate this data to non-specialists.

An actuarial career can be one of the most diverse, exciting and rewarding in the world.

Actuarial graduates can expect to earn from £33,000 and salaries can rise to over £200,000 for top actuarial roles. Actuaries work all over the world and are renowned for having a great work-life balance.

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Find out more at: <http://www.actuaries.org.uk/becoming-actuary>

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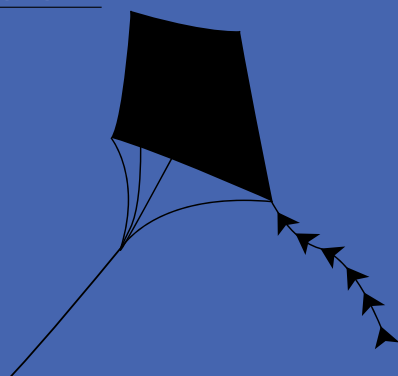
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David Clough (United Kingdom)

INSEAD PhD Candidate, Entrepreneurship Area
MEng, Manufacturing Engineering Tripos (2009)
University of Cambridge (King's College, 2009)

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Leiden University

Leiden University has been uniting people and knowledge from all corners of the world since 1575. The university is renowned for our ground-breaking research, a personal and interactive classroom experience and academic excellence. A combination of innovation, tradition and internationalisation consistently places the university highly in worldwide rankings. You could follow in the footsteps of famous and outstanding scholars such as Descartes or Einstein, and several Nobel Laureates.

The Leiden experience is strongly characterized by our dedication to engage in and contribute to the demands and challenges of today's globalised society. Our students are offered the chance to develop their own talents and interests through a diverse range of academic opportunities and are encouraged to excel through participation in honours and research programmes. The university

offers almost 200 English-taught master's specialisations in Humanities, Law, Behavioural and Social Sciences, Mathematics and Science, Archaeology, Governance and Global Affairs.

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RECRUITMENT

Bright Network

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That's why we created Bright Network – to help you get where you want to go in life. We're here to support you both at university and beyond, giving you essential advice and personal support to help you answer two crucial questions...

1. What shall I do with my life?
2. Once I've decided what I want to do, with so much competition from other bright graduates, how do I land that dream job?

Deciding where your degree can take you is both exciting and daunting. With an increase in the number of roles in both the traditional and digital economies and a 12% increase in graduate roles this year alone, now is an excellent time to be entering the UK's graduate job market.

Yet, despite so many talented students, the latest

statistics reveal that 15% of graduate employers fail to fill their graduate roles and so many graduates themselves seem unable to find their career calling. Add into the mix fierce competition (an average of 80+ applications for each graduate role) and highly sought-after starting salaries, and the path soon becomes a rather tricky one to navigate.

We know you're capable of super things. We also know how busy you are. That's why we created Bright Network – to make things easier for you. From exclusive networking events to opportunities with leading employers and advice that's tailored to you, Bright Network helps you get ahead. All our support is free and always will be.

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I chose a graduate job that empowers and excites

Fundraising and Communications officer **Libbie Read** discusses the delightful transition from a Geography degree to working for charity



WWW.FINDACURE.ORG.UK

After graduating with a BA in Geography from Cambridge back in June 2015, I quickly became a domestic goddess and tv addict after moving back home with my parents. Although it was nice to restore my former creature comforts, I was desperate to move out and have my own freedom again. The job hunt quickly began... except I didn't quite know where to begin! No specific career path had ever appealed to me enough to dedicate my life to it.

But one thing I always knew was that I wanted a job where I can come home feeling a sense of pride and achievement, and one where I can meet and engage with people on a daily basis. I soon came to realise that work in the charitable sector would tick these boxes.

It was tough going at first, as most positions require two or three years' experience, until I came across the role of my dreams in August. It was almost too perfect to be true! I work for a

fantastic Cambridge-based charity that brings together patients of rare diseases and helps them form their own organisations, allowing them to overcome the isolation associated with having a rare condition. The charity then imparts advice, skills and knowledge on the patient groups so they can become effective campaigners for treatment research.

Parallel to this, they are also developing their own exciting drug repurposing projects. The basic idea is that generic drugs, which have already been approved for human consumption, can be used to treat a variety of different diseases. It's more a case of match-finding than developing whole new treatments.

I have now been working there for a total of three weeks as the Fundraising and Communications Officer, and I love it! A major benefit of working for a small charity - with only three employees - is that you have real responsibility from day one and the opportunity to learn a whole array of skills. My job is to maximise revenue by encouraging community fundraising, applying to trusts and foundations, and seeking corporate sponsorship, while also updating our growing number of Twitter followers, Facebook friends and newsletter subscribers on the latest rare diseases news. Other tasks include developing print material, writing a weekly blog, marketing, updating the website, experimenting with my own innovative fundraising projects and supporting the charity's core functions. No two days are the same, and I go to bed excited for what the next day might bring.

If you are interested in charity jobs or have any questions, please feel free to contact me on libbie.read@cantab.net

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Dressing for interviews

By Varsity fashion editors, **Meg Honigmann** and **Hannah Parlett**



STEVE PETRUCELLI

The world of job interviews can often be an intimidating one and with so much pressure on 'first impressions', choosing the right attire is no easy feat. In the workplace environment, perhaps the most important goal is to exemplify professionalism along with a splash of something different to express your personality. Take a simple white blouse or shirt and black trousers, for example. This is a timeless interview outfit that communicates sophistication and reliability. However, you can add individuality to this classic combination by accessorizing in a way that you feel best represents 'you'. This could be a patterned scarf or tie, an unusual necklace or pair of earrings. This extra element is an opportunity to immediately illustrate to your interviewer more about your individual interests, taste and character.

There is no doubt that clothes are a form of signalling. You want to send signals appropriate to the job you want. Dress to show you have bothered enough, but not too much to drown out your skills and message. Ergo the saying: "Dress for the job you want, not the job you have."

Here are three cardinal rules for you to consider:

Wear at least some colour

It can be easy to get lulled into the stereotype that

wearing black and white standard business wear is the best option when dressing for an interview; instead, try adding some form of colour to your outfit. Whether a red tie, a dark green dress or even some metallic shoes, this approach stops you looking like every other candidate, and makes you more memorable to the people you are trying to impress in a very short amount of time. It is also worth noting that 'work wear' does not necessarily have to mean shirts, trousers and skirts. A smart, structured jumpsuit, for example, is a chic and fun alternative to these standard options.

Dress for comfort

Keep heels to a sensible height. Extremely high heels may scream power woman, but they can also make you actually scream in pain. Don't go all out and buy a completely new outfit that you haven't worn in at least a bit. Wear something tried and tested: something that makes you forget about the clothes you have on; then you can focus on what you have to say.

Keep clean, ironed and polished

It may sound completely obvious, but sometimes it's the small things people forget. If you're wearing a shirt, make sure it is ironed: nothing says "I haven't bothered" like a crumpled shirt. If you decide to wear nail varnish, go for a neutral colour or nothing at all. You will have to shake hands, and chipped orange varnish won't give a great first impression.

There is no doubt that choosing what to wear for interviews can be stressful and daunting. We should remember, however, that it can also be a unique chance to experiment with tailoring in a way that's not always possible in everyday dressing. We should keep in mind the many style icons who carved out their enduring fashion influence through their creativity in suits and smart wear. Think Diane Keaton in *Annie Hall*, Patti Smith and in more recent memory, Janelle Monáe. They are all testament to the fun and immortal appeal of pieces as simple as a white shirt and black trousers.

The job market for 2016 and beyond

Daniel Busseau of Outback Recruitment gives CV advice and Interview tips for the future



ILOUQUE FLICKR.COM

Pace of change in the workplace has never been greater. Current studies suggest that only 1.5% of workers will now only have one employer during their career. Graduates entering the workforce can expect to have 9 different jobs, as well as a complete career change during their working life.

What does this mean for a graduate looking for their first professional position? The good news is that there is a lot less pressure – it is not a decision that you have to be stuck with for life. The other thing that graduates also need to appreciate is that roles within the organisation they join are most likely going to be very different in 5 years time.

Business is now driven by innovation and technology. Combining this with staff shortages in every specialist industry means that prospects for graduates have never been better – especially those with the skills to problem solve, innovate, adapt and embrace technological advances.

My advice for any graduate seeking out that first

role is simple: Choose a role you think you are going to enjoy, rather than something for where it could lead. We are always more productive when we are happy and opportunities will always present themselves to highly productive workers.

Top ten tips

- Keep it short, one page only. You only want to peak interest and secure an interview.
- Mention any charitable / volunteering work you have done. It shows important ethical qualities.
- Present facts in the most positive way. If you got a 2:2, just include the degree not the grade.
- Do due diligence. Research the role and company before preparing your CV.
- Bespoke your CV for each role you apply for. Covering notes at the top of the CV are beneficial.
- Include any experience which specifically relates to the role.
- Include and be proud of your achievements and high performances. Employers want winners.
- Keep your CV relevant to the role. If the employer can't see the relevance you are in trouble.
- Include selected pastimes & interests, especially any which may have relevance to the role.
- Follow Up. Following up once by phone or email shows proactivity and your genuine interest.

Things to avoid

- Try to sell yourself. A CV is to generate interest to get the interview, not secure a job offer.
- Leave time gaps. Doing something irrelevant to the role looks far better than doing nothing.
- Give too much information. You can sell yourself/experience best in person at an interview.

- Mention Previous Salaries or Expectations. It is not actually relevant to the role.
- Put a picture on a CV. How you look has no relevance to your ability to do a role.
- Mention potentially violent or scary non-team pastimes. (eg Paint-balling, Boxing, Martial Arts)
- Put covering notes in a separate document to the CV. It could get lost if the CV is forwarded.
- Ever make something up to impress the employer. Lying on a CV is technically fraud.
- Put your CV forward to a role you aren't suitable for just because you like the employer.
- Ever let a Recruitment Agency put your CV forward without consulting you first.

Interview advice

My main advice for anyone attending an interview is to do two essential things – prepare and be confident. Below I have included some tips on some preparation specifics. With regards to confidence it is necessary to remember a very pertinent truth: The employer is only taking the time to interview you because they believe that you could be an asset to their business.

Interview tips:

- Ask about the dress standard for the interview. Different companies have different policies.
- Prepare 3 good examples of where you have successfully resolved issues / problems.
- Ask pertinent questions about the role and the company's expectation of you.
- Be prepared for weird behaviour – some employers will try to put you off to see how you react.
- Research the company website, paying particular attention to "About Us" and "History".
- Research the wider industry and get up to speed on the latest news and issues.
- Just be your natural self. Trying to be someone you are not always looks awkward.
- If you know who is interviewing you then research them.
- Don't be afraid to ask what you need to do to get the role / progress to the next stage.
- At the end of the interview, if you are interested then tell them.

RECRUITMENT

Outback Recruitment

Outback are experts at optimising productivity, performance & profitability. We work with both individuals & organisations of all sizes. Through the utilisation of numerous specialist tools & techniques, we empower our clients to better understand their core motivations, day to day activities, skills, strengths and weaknesses. We then Support & Advise them to best use this powerful information to improve productivity for themselves and their organisation.

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We are an increasingly influential education charity, engaging the UK's brightest talent to fight a serious social problem – educational inequality.

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Our LDP is two-year commitment that combines teacher training and a fully-funded Postgraduate Certificate in Education (PGCE) with one-to-one coaching to develop your personal and leadership qualities.

More than 80 high-profile organisations in the

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Apply now for the 2016 cohort and join thousands of others committed to ending educational inequality.

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GRADUATE CASE STUDY

ANGELA SCARSBROOK TEACH FIRST LEADERSHIP DEVELOPMENT PROGRAMME STUDIED MUSIC AT JESUS COLLEGE, CAMBRIDGE


What was your main motivation for applying for the Teach First Leadership Development Programme (LDP)?

I wasn't sure what I wanted to do after graduating and was

thinking about applying for various jobs in the City. Although I never imagined I would become a teacher, I was very moved by Teach First's vision of ending educational disadvantage. I decided that if I could spend two years improving the opportunities of the least privileged teenagers it would be really rewarding and that the skills I would gain would more than make up for delaying my main career.

Was your time on the LDP rewarding?

Very. I had one student who was originally

predicted to fail all of her GCSEs. I was her Music teacher and invested time in her, and she found that songwriting was a good way to express herself, so I was very proud when she went on to achieve a B grade. I also raised the proportion of A*-A grades in Music from 6% to 63%.

How did your experience on the LDP help prepare you for your career afterwards?

The LDP trains you to be a leader in your classroom and in other fields. Teach First holds training sessions and provides mentors who coach you on leadership. I am now a consultant at PwC and the skills I gained during Teach First made all the difference in my job applications. Most major City firms, whether banks, law firms or professional-services firms, have heard of Teach First. There were 10 other Teach First ambassadors on my intake at PwC and we felt able to stand out at sessions like presenting to an audience. After all, if you can deliver a lesson to 35 teenagers, how scary can a presentation to a group of polite clients ever be?

TEACHING

Brighton College

Brighton College is one of England's leading schools and the oldest public school in Sussex. The College comprises the Senior School, educating 1,000 pupils aged 13-18, and the Lower School, educating 100 pupils aged 11-13. The Brighton College family of schools also includes BCPS, St Christopher's and Handcross Park, educating a further 1,150 children aged 3 to 13.

The college has received numerous awards including: The Sunday Times UK Independent School of the Year 2011-12; Tatler Head Master of the Year 2012-13; United Kingdom Independent School of the Year 2013-14 (Independent Schools Awards); and the Week magazine's "Most Forward Looking School in Britain" 2014.

In 2015, there was a full ISI inspection in which the College was awarded the top grade in every single category.

There has also been major investment in new facilities with over £20 million spent since 2008 as part of a £90+ million Development Plan. This has entailed the construction of three major buildings on the main site, a new cricket pavilion and a major sports hub on our Jubilee Ground site. Construction of a new Music School also began in July 2013 and is due for completion in 2015.

**Brighton College, Eatsern Road,
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UNITED KINGDOM INDEPENDENT SCHOOL OF THE YEAR 2013-14



GRADUATE TEACHERS

Required year-round

Brighton College is one of England's leading independent schools, located at the heart of the country's most vibrant city.

We are looking for dynamic, enthusiastic graduates with a real passion for their subject to apply for teaching roles at the College.

Graduates will be provided with on the job training to gain valuable skills in an environment where our focus is on both pupil and staff development.

The College is currently enjoying great success. Recent awards include: Sunday Times School of the Year, Tatler Headmaster of the Year, and UK Independent School of the Year.

Those interested are encouraged to send a prospective CV and covering letter to Rachael Forsyth, HR Secretary on 01273-704386 or Email: rforsyth@brightoncollege.net

Throughout the year, vacancies can be found at

www.brightoncollege.org.uk/vacancies

Brighton College is committed to safeguarding and promoting the welfare of children; the successful applicant will be subject to an enhanced disclosure through the DBS.
www.brightoncollege.org.uk

Q&A**JAI MJITHIA TEACHER OF HISTORY AT BRIGHTON COLLEGE
STUDIED AT OXFORD UNIVERSITY**

I can remember vividly my interview at Brighton College. One of the most difficult aspects was justifying why I thought I would be a great teacher, despite having no explicit teaching experience. At this point I was still an undergraduate at LMH, Oxford, reading History and preparing in quite a manic fashion for my upcoming Finals. It came as a slight shock when later that evening I was offered the job.

Why did you apply for a teaching position?

Teaching was never really on my list of chosen careers. In a typical fashion, I had hoped to work on a History degree before pursuing a Law conversion. After my second year, I realised that the idea of abandoning History was not really an option. Equally, postgraduate study did not appeal to me due to the potential lack of interaction with other people. I decided at this point to think about teaching.

How did you find the application process?

I began by asking friends who were working towards the PGCE, but they spoke of this with little enthusiasm, arguing that it gave them little real life experience 'in the field'. With this in mind I searched for vacancies in the TES. My first application was to a very prestigious all boys' school and, needless to say, I was rejected. I did not even make it to interview. What the experience taught me was how best to utilise my skills. At LMH, I was the Organ Scholar, which involved having to teach the Choir the music, but also demonstrated other skills appropriate for teaching. My degree gave me the strong subject knowledge. Working these two dimensions together, my applications became more cogent and, soon, I received offers for interview.

How did you prepare for your interview lesson without any previous teaching experience?

My experience has taught me that, whilst there are several efficient pedagogical methods, at its heart teaching relies on charisma and superb subject knowledge. The interview lesson will really be about your ability to engage and engage with a group of pupils. As long as some progress is made, interviewers will be looking at how much you en-

thuse the pupils, rather than how well you teach them.

What was the first term like?

Undeniably the first term is hard. Getting the balance right between lesson planning, marking and also 'switching off' does take a few months to achieve. The long hours and personal nature of the job do take their toll quite quickly. However, it is hugely rewarding and you will soon develop a suitable routine. I constantly focus on my subject, but am also forced to rethink my ideas on a daily basis due to the pupil's questioning me and arguing against me.

What sort of support did you receive?

I was offered the full support of my school. I had weekly meetings with my Head of Department and Senior Management Advisor, who would help me with lesson planning, advice on marking and even coping with the stress of teaching. Alongside this, Brighton College runs its own induction programme for new teachers. These were weekly sessions where we were taught classroom management skills right through to report and UCAS reference writing.

What do you enjoy the most about your work?

The greatest benefit is that I spend time with some wonderful pupils. The constant interaction with children of all ages is something that I have grown to love. I also enjoy the breadth of material I teach. Moving from a Year 8 lesson on the 'Magna Carta' to a Year 13 lesson on the 'Instrument of Government' may sound odd, but it has allowed me to draw parallels between different historical periods.

What makes the ideal applicant?

Make sure you love your subject. A teacher who has lost enthusiasm for their subject is really only asking for trouble. But you also need to demonstrate leadership skills. So, when you apply, make sure that you have some extra-curricular activities enhancing your portfolio of skills. Finally, embrace the idea that you can work in a highly creative and vibrant sector.

FINANCE

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We welcome high-achieving graduates from any discipline. Provided you're full of imagination, love solving problems and respond positively to challenges, you could soon be making your mark on your team, our business and our clients.

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FINANCE

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As a top 20 UK accountancy firm, and advisers to some of the UK's wealthiest individuals, Saffery Champness is a dynamic and exciting place to launch your career.

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We offer training contracts across our offices with a view to becoming an ACA qualified accountant or Chartered Tax Adviser, with study towards the ATT and then the CTA qualification. Qualifying is not just about passing your exams; gaining a variety of experiences in a range of business environments is of equal importance. You will work in a friendly and progressive environment, within teams of varying sizes. From day one you will be given your own area of responsibility. You may be dealing with private clients, individuals from the entertainment world, family estates or charities. We recruit approximately 20 trainee chartered accountants

each year and five tax trainees across our regional office network. In addition we offer summer intern placements if you remain unsure about what kind of firm you think would best suit you.

Applicants must have a 2:1 degree (expected or obtained) in any discipline and at least 300 UCAS points, or equivalent, gained at one sitting. Plus excellent GCSE results with a minimum grade B in English and Maths. For more information and to apply, visit our website www.saffery.com/careers.



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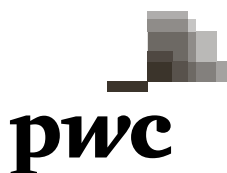
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FINANCE

PwC

Your career is just that; yours. You choose it. You live it. You make it happen. To get the best from it, you need the best opportunities. That's why opportunities are at the heart of a career with us. And we're proud, based on the opportunity we offer, that students have voted us the number one Graduate Employer in The Times Top 100 Graduate Employers survey for the last twelve years.

Where you could work

There are many areas of our business you can choose to join:

- Actuarial
- Assurance
- Consulting
- Deals PwC
- Legal Tax
- Technology

Ways you can gain work experience

No matter which year you're in at University we have many ways you can learn, partly about us, but more importantly, about yourself. You can learn where your skills, interests and career goals would best fit by spending as little as one day with us on a career open day or if you're looking to invest more time, you could apply to our summer internship programme or perhaps one of our work placements.

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CONSULTING

Oliver Wyman

About us

Oliver Wyman is a global leader in management consulting. With offices in 50+ cities across 26 countries, Oliver Wyman combines deep industry knowledge with specialized expertise in strategy, operations, risk management, and organization transformation. Our 4000+ professionals help clients optimize their business, improve their operations and risk profile, and accelerate their organizational performance to seize the most attractive opportunities. Oliver Wyman's thought leadership is evident in our agenda-setting books, white papers, research reports, and articles in the business press.

The firm's capabilities and intellectual capital are enhanced by our deep industry expertise, geographic range, analytical rigor, and hands-on, collaborative approach. Our professionals see what others don't, challenge conventional thinking, and consistently deliver innovative, customized solutions. We also work side by side with senior executives to accelerate execution through a blend of behavioral and management approaches. As a result, we have a tangible impact on clients' top and bottom lines. Our clients are the CEOs and executive teams of the top Global 1000 companies.

Why Join Us?

- Our work is marked by exceptional impact for our clients. By consistently producing results, we have earned a reputation for quality work and attractive career opportunities.
- A growing, entrepreneurial firm with exceptional economics; global revenues exceeded \$1.7BN in 2014
- Work with our clients' senior management from Day One to solve challenging problems
- A meritocratic ecosystem that provides for rapid development without an MBA
- Specialization at your own pace, with the opportunity to experience work across multiple industries
- Significant international opportunities

- Attractive compensation for performance
- Extensive opportunities to allow career flexibility including: corporate externships, 10/11-month work years or sabbaticals, and non-profit fellowships through our FlexOW talent programs
- An open, respectful, and inclusive culture that welcomes, values, and supports all colleagues as they are
- A company that is committed to work-life sustainability and having fun
- A springboard to the most exciting future career opportunities

The Role

Our challenging Consultant position offers exceptional career growth and opportunity to motivated and hardworking graduates. As a Consultant you will:

- Work in teams to solve high level business problems facing Global 1000 clients
- Structure and carry out essential research and analysis
- Lead complex quantitative, strategic and financial analyses of corporations and businesses
- Receive support to rapidly develop leadership and client management skills
- Gain broad exposure to a variety of industries including: Automotive, Aviation, Communications, Financial Services, Energy, Health & Life Sciences, Media, Retail, Surface Transportation and Technology.

Qualifications

We look for initiative, intuition and creativity with a strong background in problem solving and analytics. We do not require a specific academic major or industry experience and we value extracurricular activities and evidence of leading an interesting and impactful life outside of studies/work. One of the best things we can do for our clients and ourselves is to recruit a diverse group of people who bring a broad range of strengths and backgrounds to their roles.

For more information, visit
www.oliverwyman.com/careers
 Follow Oliver Wyman on Twitter
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GRADUATE CASE STUDY

LEWIS CANNON STUDIED ECONOMICS AT ST JOHN'S COLLEGE, CAMBRIDGE



I joined Oliver Wyman straight after graduating from Cambridge in 2013. When it came to applying for graduate positions, I had applied to a range of banks and consultancies, but ultimately accepting the offer from Oliver Wyman was an easy

choice to make. Whilst rigorous, the interview process introduced me to some really interesting managers and partners and as cliché as it sounds, it was the people at Oliver Wyman that really won me over. Once I started, it was clear that Oliver Wyman is a true meritocracy, you really have the opportunity to stretch and challenge yourself at every step of the way as well as getting to have an impact right from the start – I was given the opportunity to contribute in client meetings after only a few weeks! Throughout my time, I've also had great opportunity to travel, having worked on projects in Greece, Milan, Amsterdam, and of course in London. The variety of project content, project team members and locations makes it a really interesting place to work – no two days are ever the same.

As a continuously growing firm, Oliver Wyman is uniquely positioned to give you the opportunity to help mold the company and its future. Outside of sphere of work, we have ample opportunity to get involved in employee resource groups.

For example, I head up the London Office Sports Committee and am responsible to making sure there is plenty of opportunity for us to keep active and healthy with our busy schedules. We have a range of team sports, from rugby and football to netball and dodgeball, along with a variety of fitness classes.

Overall, Oliver Wyman is an incredibly fun place to work. The people you are interacting with on a daily basis are amazingly bright and naturally driven to helping our clients solve their problems, but also interesting and easy to get along with. There will always be business problems to solve, but the main thing for me is that you need to enjoy working with your team!

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Oliver Wyman is a leading global management consulting firm that combines deep industry knowledge with specialised expertise in strategy, operations, risk management, and organisation transformation. With offices in 50+ cities across 26 countries, Oliver Wyman works with the CEOs and executive teams of Global 1000 companies.

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CONSULTING

Roland Berger

With over 2,400 employees working in 50 offices worldwide, Roland Berger is a leading international consultancy with successful operations in all major international markets. We serve top clients on challenging assignments and we pride ourselves on developing creative strategies and supporting the implementation of practical solutions.

The London office's main practice areas are Aerospace & Defence, Private Equity, Engineered Products, Transportation and Healthcare. Additionally, we provide functional expertise in Strategy, Operations, Restructuring and War-Gaming. We offer a challenging, friendly and supportive working environment with a strong international element in our work.

Consultants benefit from a comprehensive training scheme that includes more than 50 different seminars for all career levels and all colleagues worldwide. There is also a two-week induction course Kick-Off for new entrants that includes training in consulting skills, methods and Roland Berger specific tools as well as the unique opportunity to learn about typical projects, our

internal systems and structures and the culture of our company. The event also gives you the perfect surrounding to start building your individual international network within the firm. Outdoor, sports and evening activities leave plenty of room for fun alongside the training sessions. All together, the formal training, networking and fun create an unforgettable and memorable start to a career at Roland Berger.

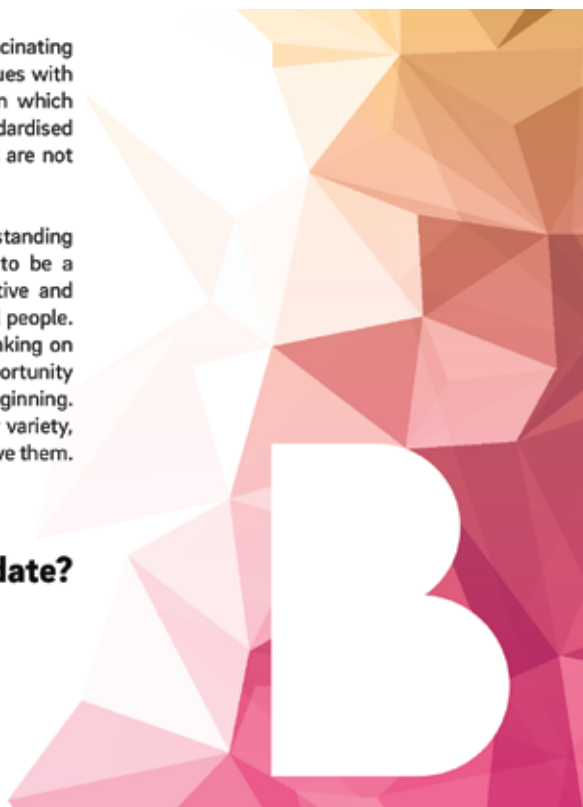
People who fit most easily into our culture are bright, proactive, hardworking, confident and personable. Strong emphasis is placed on analytical skills. Candidates must demonstrate good business knowledge, structure, excellent communication and presentation skills. Outstanding management consultants are more than just brilliant analysts and strategists. Above all, they are strong and creative personalities from a variety of backgrounds. Everyone at Roland Berger is committed to three core values: entrepreneurship, excellence and empathy. These values shape everything we think and do. As a result, we create lasting, measurable value.

At Roland Berger, you won't find standard consultants but fascinating individuals with highly diverse interests and skills. Colleagues with whom you want to exchange ideas. A vibrant team from which you can learn a lot. We don't want to force you into a standardised mould, we want to benefit from your strengths. Here, you are not just part of a team, you actively shape it.

We are looking for people with far more than just outstanding theoretical knowledge. We expect everyone who wants to be a consultant at Roland Berger to show initiative, be assertive and willing to take risks. To be successful, we need very special people. People who are as unique as they are versatile. You'll be taking on responsibility quickly here. Roland Berger gives you the opportunity to demonstrate entrepreneurial spirit from the very beginning. This works best with a good dose of passion – passion for variety, challenges and working to develop the best strategies to solve them. The best results will be achieved with your enthusiasm.

Do you think you are the right candidate?

Apply now at www.join.rolandberger.com



Q&A

**VEIT DINGES M PHIL INDUSTRIAL SYSTEMS,
MANUFACTURING AND MANAGEMENT, CAMBRIDGE 2014****Why did you choose to join Roland Berger?**

As a German who grew up in America and studied in the UK, I aspired to join a consultancy which shared my international heritage. Six months later, with projects in transportation, industrials and private equity across four European countries under my belt, I know I have found the top tier firm with exactly the cultural fit I was looking for.

Why do you think your application was successful?

From structure to business intuition, certain skills are essential to performing well in consulting interviews. Beyond those skills an interest in industries relevant to work at Roland Berger helped me to be creative and to think beyond Porter's 5 forces during interviews. Showing genuine interest isn't as straight forward as practicing market sizing questions but choosing a consultancy which is active in your industries of choice can go a long way in making for convincing answers.

Describe the training you have received at Roland Berger?

Training at RB started with "Kick-off" training in

Germany, where I spent two weeks on everything from strategy to graphics whilst meeting 50 other new consultants from our offices in America and Europe. Since then, I have signed up for further strategy and business analytics training throughout the year which are held at our offices in Europe. Beyond structured training a lot of learning is done on the job – and no matter how often you hear about it, the on-the-job learning curve in consulting is very steep.

What do you enjoy most about your work at Roland Berger?

At the top of my list is the fact that the London office is small enough to avoid the impersonal and standardised treatment of a large consulting office, but provides all of the advantages of a global top tier firm as a result of it's large network. For me the London office has been a hub, allowing me to have worked in France, Germany, Sweden and of course the UK.

What tips would give graduates seeking a career in consulting?

I think that any graduate should think about what they want to get out of consulting. Looking from the outside in it is hard to realise that the firms are different. If you want to travel a lot, stay at home or work on retail projects, know that about yourself and ask during interviews if a firm can provide this for you.

Apply now at:
www.join.rolandberger.com

"For me the London office has been a hub, allowing me to have worked in France, Germany, Sweden and of course the UK."

RBB Economics offers career opportunities for entry level economists

Who are we?

RBB Economics is an independent economics consultancy specialising in competition policy. We are one of the largest competition economics practices in the world, with offices in London, Brussels, The Hague, Johannesburg, Melbourne, Madrid and Stockholm. Our work concerns the behaviour of firms with market power, and covers issues such as mergers, vertical agreements, joint ventures, price setting and the abuse of dominant positions.

We work in dedicated, multi-national teams which combine the experience and expertise relevant to each case. This enables us to respond to our clients' needs in a focused and flexible manner. We offer a hands-on service, supporting and working in partnership with our clients and their legal advisers.

Our working environment

The work at RBB is stimulating, challenging, demanding and rewarding. We give our staff the opportunities they need to flourish professionally, including early responsibility for our work product and to engage directly with clients and their legal advisors as well as with competition authorities.

However, we always offer our staff support, guidance and career progression advice from more experienced team members.

RBB is meritocratic, not hierarchical and offers a supportive and highly sociable working environment that adds greatly to the enjoyment of working here.

Our clients

RBB have built up strong relationships with clients from all areas of industry and commerce as well as with all of the major law firms specialising in competition law. Over the years we have been involved in hundreds of the most high-profile competition cases around the world.

Our expertise is wide ranging, from industries such as energy, mining and steel, to the manufacturing of sophisticated medical equipment, financial services and sports rights.

Our requirements

We're looking for exceptional, highly motivated economists to join our multi-national team. If you have outstanding academic credentials and flourish in the face of complex, intellectually challenging issues then we would love to hear from you.

Qualifications are usually to postgraduate level, preferably with an interest in industrial organisation. We are looking for consultants with a range of quantitative and analytical skills, and the ability to communicate complex economic concepts in a clear concise style.

To apply

To apply, please send your CV with a covering letter explaining why you would like to join RBB Economics to vacancies@rbbecon.com. For further information please visit our website at: www.rbbecon.com

CONSULTING

RBB Economics

RBB Economics is an economics consultancy specialising in competition policy. It is one of the largest competition economics practices in Europe, with offices in London, Brussels, Madrid, Stockholm and The Hague, as well as in Johannesburg and Melbourne.

Competition policy concerns the behaviour of firms with market power, and covers issues such as mergers, vertical agreements, joint ventures, price setting, and potentially abusive behaviour. RBB provides professional, independent economic advice on such matters, applying the latest advances in economic theory and cutting edge statistical and econometric techniques in helping our clients navigate their way through complex competition challenges.

We are always seeking ambitious, highly

motivated economists to join our multinational team. If you have outstanding academic credentials and flourish in the face of complex, intellectually challenging issues then we would love to hear from you.

So, wherever you are based and regardless of the time of year, please send your CV with a covering letter explaining why you'd like to join RBB to vacancies@rbbecon.com

RBB | Economics

LAW

Bristows

Bristows is a medium-sized commercial law firm that handles the types of work you might normally associate with only the very largest firms. Established over 175 years ago, we have built up a client list that includes leading businesses from a variety of innovative sectors. Our clients range from fast-growing start-ups and medium sized enterprises to global corporations, financial institutions and high-profile charities.

Bristows might be known as one of the foremost intellectual property firms in the UK, but this only tells part of the story. Our lawyers are also recognised as leading authorities in a wide variety of other legal disciplines and as a firm we offer a true breadth of expertise.

These are our core practice areas:

- intellectual property
- information technology
- corporate
- commercial disputes
- real estate
- regulatory
- EU & competition
- media & marketing
- employment
- tax

With such a broad variety of expertise we are often advising on issues that shape entire industries and on which a company's future might depend. For example, advising on whether the business is entitled to launch a new product or assisting a client to buy a rival business.

As a firm with a wide range of specialist disciplines we can offer a real breadth of opportunities. Whatever your background and level of experience, you'll find yourself working with leading organisations involved in some of the most challenging and fast-paced industries there are. It's an exciting and hard-working environment, but we also pride ourselves on being a welcoming firm that recognises our people have a life outside work. We place great stock in attracting talented people, doing all we can to make sure you enjoy life at Bristows and giving you plenty of reasons to build a long-term career with us.

"It's an exciting and hard-working environment, but we also pride ourselves on being a welcoming firm that recognises our people have a life outside work."



OPPORTUNITY

If you're one of the handful of graduates who join Bristows LLP each year, you'll be exposed to a world of opportunity right from the start...

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...opportunity to build your career in an environment where you'll be stretched but also get plenty of support and encouragement.

If we sound like the firm for you and you want to find out more, please visit training.bristows.com.

BRISTOWS

How we can collectively tackle gender bias in employment

Millie Paine debunks some myths about sexism in the workplace, advocating how we can all help to make the system fairer



FUCKR: MERIDICAN

It's been said many times before, but there is no harm in reiterating it: the modern day work place is sexist. From shocking stories of sexual harassment or getting mistaken for the secretary rather than the boss, to the fact that one in five men are paid more than £30,000 after their degree, compared to just 8% of women who earn the same – it's impossible to ignore the issues that we as women will inevitably face as careers become higher up on our agenda.

It's a common response for defensive employers and workers alike to come up with supposed underlying reasons for these issues that somehow blame women, or at least take the burden of the blame off of them. But if we're ever going to tackle these problems head on, and eradicate sexism in employment, we need to get rid of the myths that

tell us that these problems are predominantly the fault of women.

The gender pay-gap and the glass ceiling are two concepts that have become so familiar they almost seem like myths themselves, recited like gospel to the point that they seem to lose their meaning. But these are very real problems that we, as women, will have to face in the workplace.

For example, despite the fact that there are more women on boards, in parliament and in higher education, there are fewer women in senior management, and the pay gap between men and women has widened. Furthermore, according to the AGR (Association of Graduate Recruiters), less than 42 per cent of graduate jobs are given to

women, even though they make up almost 60 per cent of graduates. The gender imbalance evidently exists, and not just in the imagination of “deluded feminists”.

It’s easy to say that women make different “life choices” to men. But this is a cop out on behalf of those who are in a position of power to do something about this inequality. Why is it that women should have to “choose” between having a career and children, when men can seem to balance both so seamlessly? When a man is expecting a child, nobody questions whether or not he will give up his job. Parenting is a responsibility which should fall on both men and women, and so, therefore, should the burden of having to sacrifice some aspects of working life. Rather than putting the pay gap and “glass ceiling” down to women having to choose between children and a career, more efforts should be made to accommodate women with better maternity provisions and child care, because procreation isn’t something women do for a nine month holiday.

Another favourite explanation of those who deny inequality is that women just prefer different areas to men, which is what explains the disappointing lack of women in STEM and finance jobs. Women, they claim, are less likely to choose these highly paid and competitive jobs, which is

what helps to explain the gender pay gap. This is, once again, a very lazy explanation. It might be true that fewer women apply for these sorts of jobs, but it’s important to think about the institutional reasons for this. If society tells women that they should be interested in particular subjects, they will sub-consciously be making certain choices. We need to move away from thinking about investment bankers, traders, engineers and researchers as being men in suits, and towards a more inclusive view of these kinds of industries. We need career guides like this to market towards women more, offering encouragement for both male and female graduates.

However, there are things that we as women can do to help overcome work-related sexism. Whilst attempting to go into a male dominated industry can make you feel alien, empowerment is key. Although it may be intimidating, we need to assert our presence, take up space and make our voices heard. We are more than capable of rising to the same challenges as men, and it’s important to fight the gender bias that either implicitly or overtly tells us that we aren’t. The only thing more dangerous than employers believing myths about workplace sexism, is for us to believe them too.

Twitter: @millayayay

LAW

Ashurst

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LAW

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LAW

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LAW

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Founded by President Ayesha Vardag - known in the media as "Britain's Top Divorce Lawyer", "the Diva of Divorce" and "the Queen of Divorce", Vardags demands excellence and rewards achievement. A true meritocracy, everyone Vardags hires has the potential to make it to the top, as fast as their skills permit. Vardags offers a work hard/play hard ethos with a young, lively environment, but the quality of its people is without parallel: "The team is noted for its sheer intellect" - *Legal 500*

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Vardags acts for and against members of royal families, tycoons, financiers, heirs and heiresses, celebrities, aristocracy, sporting stars, artists, leading professionals and other high net worth or exceptionally interesting individuals.

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VARDAGS

LAW

Vardags



Founded by President Ayesha Vardag, known in the media as “Britain’s Top Divorce Lawyer”, the “Diva of Divorce” and the “Queen of Divorce”, Vardags celebrates its first decade in 2015. During its meteoric rise it has become renowned for winning many of the leading cases of the day.

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Vardags demands excellence and rewards

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VARDAGS

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Becoming a solicitor as a non-law student

Savannah Adeniyen gives both hope and inspiration to non-law students wanting to enter the legal profession



SAVANNAH ADENIYEN

There are several misconceptions around the commercial law career. Perhaps one of the most ridiculous is a belief that it is difficult to become a solicitor unless you have studied law at university. On the contrary, a great many firms recruit at least half of their trainee intake from non-law backgrounds these days. Many even have specific vacation schemes for non-law students, and the majority of the Magic Circle and US firms welcome vacation scheme applications from penultimate year students of any background. There are many reasons for this, with the biggest reason being the various transferable skills which non-law students are able to bring to a law career. However, the one 'downside' of being a non-law applicant to commercial law firms is that you'll likely start behind your law friends in terms of knowing how to go about the research and application process. Which is where, obviously, this article comes in. It's fairly useful for law students too.

What do all these terms mean?

The Magic Circle is a group of law firms - Allen & Overy; Slaughter and May; Freshfields Bruckhaus Deringer; Clifford Chance and Linklaters - generally considered to lead the field. US firms are law firms of US-origin which have established offices in London. A vacation scheme is an internship. Vacation schemes are offered by many law firms as a way of assessing future talent. Typically, they are run in the spring or the summer for penultimate year students, with some occurring over the winter for final-year students. They're a good way of getting legal work experience as a non-law student, and many firms recruit trainees off the back of a good performance on a vacation scheme.

A trainee is someone who has accepted a training contract from a commercial law firm; this means they have signed an agreement with the firm to undergo law training at the firm over a two-year period. Training contracts are offered either off the back of a vacation scheme, or after

a direct and successful application for a training contract. Before starting their training contract however, most trainees have to prepare for a law career by going to law school. Both non-law and law students who have accepted a training contract will have to go to law school. Law students will have to undertake the Legal Practice Course (LPC), while non-law students will have to undertake the Graduate Diploma in Law (GDL) before also undertaking the LPC.

So how can Cambridge help me become a Solicitor as a non-law student?

Just going to Cambridge isn't going to get you a training contract, a vacation scheme, or even an interview if you don't know how to approach your research into law firms.

The next step is researching different firms to find out which ones you would like to work for in the future. Outside Cambridge, this involves taking an in-depth look at firm websites, including graduate recruitment websites. Sites like The Lawyer and The Lawyer2B are helpful for finding out what kinds of cases different firms have been involved in and challenges the overall industry faces. These sites along with business-oriented publications like The Economist or the business sections of most newspapers, will help you raise your commercial awareness. This means having a knowledge of current business news, deals and transactions, as well as being able to critically think of this information to consider how it could affect law firms, their clients or other deals and transactions.

So where does Cambridge come in?

Every Michaelmas, law firms arrive in this small city in droves with presentations, dinners and workshops with which to draw future lawyers into the revolving doors of their offices. Attend at least a few presentations to get a feel for different firm cultures by talking to lawyers and recruiters. More often than not you will be provided with a physical copy of their latest graduate prospectus at these events. But you can also read all this online. Like presentations, dinners are fantastic and slightly more intimate opportunities to both ask questions and network with firm lawyers. Workshops, only held by a few firms, are a fantastic way of practicing the kind of exercises that you'll undergo at assessment centres during the application process. The value of being in Cambridge is the sheer variety and amount of these networking

sessions on offer to you. Almost all of these events are advertised either on the CamCareers website, or on the social media pages of the Cambridge Law Society.

But what if I missed the presentations I wanted to go to?

Well, that's fine. The GradLink site provided by Cambridge's Careers Team is a fantastic resource for contacting lawyers at all levels of their careers who you can talk to for information. I've made many contacts at firms I'm interested in through GradLink, merely by sending them an email and following up afterwards. If you do decide to contact a lawyer through GradLink, don't make your initial contact message overlong: introduce yourself and your status as a non-law student, ask two or three pointed but carefully researched questions and send it off. If you're confident on the phone, include a line about ringing them if it's a more convenient way of continuing the conversation. All of the contacts I've acquired have been happy to do this, but if you're not confident on the phone it's not necessary. Upon receiving a response and answers to your question, always remember to thank whoever you've contacted, as they're busy people helping you out for nothing.

Aside from the GradLink service, there is an annual Solicitors' Fair held every October to which a large amount of firms send representatives. In addition to the above, this is a good chance to talk to trainees and recruiters about their firm and to ask any questions you have. Firms of all tiers, kinds and specialities will be present, along with representatives of the various law schools you might one day work at. It's an excellent chance to get informed, establish your interest in a firm, and to collect your year's quota of freebies.

Is that it?

Well, no. After you've decided upon the law firms you'd like to apply to, there's still the whole applying thing. For most firms, this consists of an online application to fill out concerning personal info, grades and percentages along with questions on why that specific firm or what attracts you to commercial law. But don't worry, once more the CamCareers service comes in to save the day here with the plethora of briefings and skills sessions they provide. From raising your commercial awareness, to interview skills and how best to word your competencies during application questions, there is precious little knowledge they can't pass

on to you. Often, skills sessions and briefings are provided by firm representatives to give you a special insight into the application process at specific firms.

And once you've done all this preparation, sent off applications and secured interviews, practice interviews are also available to you to get a sense of what to expect in the real one.

Still worried about your chances as a non-law student after all of that? With the wealth of the opportunities available to you, you really shouldn't be. Nothing you do will absolutely guarantee you a training contract at the end of your applications, but following the information here will absolutely increase your chances.

LAW

Norton Rose Fulbright

Norton Rose Fulbright is a global legal practice. We provide the world's pre-eminent corporations and financial institutions with a full business law service. We have more than 3800 lawyers based in over 50 cities across Europe, the United States, Canada, Latin America, Asia, Australia, Africa, the Middle East and Central Asia.

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TECHNOLOGY

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Our growth to a team of about sixty software developers is based exclusively on recruiting Oxbridge graduates. The work environment is excellent. We offer flexible working hours and distractions like table football, pool and table tennis, together with a very active social life ranging from weekly breakfast, lunches and trips to the cinema and local bars to fell walking and weekends in places like Cape Town, Iceland and Valencia.

This year we are looking to recruit about 3 to 5 graduate software engineers and up to 2 summer interns. Graduates can look forward to a starting salary of £35,000 rising rapidly in line with performance, plus discretionary bonus that can grow to be a substantial part of the remuneration package, and other benefits. Interns earn £20,000 pro rata. The barrier to entry is high, so you need a proven academic capability. As a guide, please do not apply unless you have A grades at A-level or equivalent (or good excuses!). The lifestyle at Ensoft is vibrant, the technology is cutting-edge, and the training is first class.

Our extensive induction course covers the industry, networking protocols, software development practices and design/ programming skills. This is tailored to each individual's needs and expertise. Thereafter, there is an ongoing mentor scheme and a two-year 'certification' syllabus to ensure comprehensive training. Everyone is encouraged to take responsibility early on and get involved with all aspects of our work developing into senior design or project leader roles.

Interested? Then come and visit us to find out more:

- An accessible technical lecture by our CTO, with free food and drink (13th Nov)
- A chance to join recent grads and senior managers for free early evening drinks (18th Nov)
- Department events for mathematicians (28th Oct), and computer scientists (19th Nov)
- The Graduate Schemes and Internships Event (21st Oct)
- The Engineering, Science and Technology Event (12th Nov)

Want to apply? The application process is very simple; just email us a CV to recruitment@ensoft.co.uk by midnight on Monday 23rd November 2015. Interviews are held on Thursday 3rd December 2015 in Cambridge.

GRADUATE CASE STUDY

TOBY KIRK STUDIED MATHS AND COMPUTER SCIENCE IN 2000



I realised that the start of my 4th year at university saw the end of my student days looming, and so I actually needed to take a look at all those careers emails I had been filtering away.

Ensoft were doing a presentation in Cambridge so I went along – for the free food if nothing else! The work sounded interesting, the starting salary was good and the application process was as simple as emailing my CV. I've now been working here for eleven years.

What was the recruitment process like?

As easy as claimed! I just sent off my CV and was

invited for an interview the following week. This consisted of a couple of interviews and an aptitude test – a total of around two hours. I was offered a job within a few weeks.

Can you describe exactly what you do for the company?

I'm a 'second line' software development manager. I have responsibility for a number of teams working on different projects, writing the software that runs as part of the operating system on Cisco's high-end routers. Day to day the work is quite variable. As we work through projects, this can include learning about a new technology, discussing solutions with other teams across the world and within Ensoft, writing technical documents, discussing design decisions, checking the status of people's work, and planning for future projects.

What are the hours like?

I tend to work around 9.30-7 with a break for lunch (and maybe a game of table tennis). Hours are fairly flexible – the onus is on what you achieve each week rather than what time you clock out.

Do you find that a Cambridge education gave you any kind of advantage or disadvantage in your line of work?

The work we do on high-end routers largely boils down to providing elegant solutions to difficult problems. The strong analytical and problem solving skills developed by my degree at Cambridge has stood me in good stead for this.

Where do you see yourself in a few years' time with the company?

The work with Cisco is always evolving with new technologies needed to solve new network problems. The next few years look like they will be particularly exciting. Networks are growing larger and more complex, from increased demands on service provider networks to massively scalable datacentres used by the likes of Facebook and Google. This is leading to new ways of thinking about the networks and how they can be effectively administered - SDN, virtualization, the 'internet of things'. I expect to be helping turn these ideas into the innovations and products that network

operators will use.

What do you enjoy the most about your work with Ensoft?

The work is varied and demanding – it keeps me interested and I'm never trying to while away the hours. The company atmosphere and culture is also great – there's an informal office environment and plenty going on socially.

What kind of work can people expect to be doing in their first year at Ensoft?

We expect to get new graduates working on production code and contributing as part of a development team in under a month. This typically means being assigned a module of code to write and test. At the same time, the close team structure includes a mentor for new graduates, which means there is plenty of support.

What kind of guidance is given to you when it came to developing your career goals?

I have a weekly status meeting and a formal appraisal once a year to cover my performance and to discuss my goals. In general, I have been given opportunities to take on more responsibility and achieve career goals as soon as I have proven myself able to.

Can you describe Ensoft's ideal employee?

We look for people who work hard and take pride in their work, and that should be backed up by a strong academic record. Some experience is useful, though not essential, and it's great to find recent graduates who have developed applications or run computer systems. Lastly, the ideal employee fits in socially. It's really important that new graduates can interact well within teams at Ensoft, and as importantly that they can work well with our customers.

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Social Media: Twitter (@ensoftuk) or Facebook (ensoftuk)

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TECHNOLOGY

Audio Analytic

Audio Analytic is the world leader in sound recognition, with unique technology and global customers. People react to sounds in their home, especially warning sounds like glass breaking or smoke alarms going off or babies crying, and it can be disastrous for the home owner if those sounds happen when there's no-one around to hear them. Even sophisticated Smart Home devices such as Cameras, Hubs and Power Plugs do not react to sound.

Audio Analytic's ai3 acoustic intelligence technology recognizes and reacts to critical sounds and, as it is easily embedded into Smart Home devices to make them acoustically aware, gives peace of mind to home owners whether or not they're at home. People at Audio Analytic work in software engineering, product management, information systems, sales, administration and management.

For further information or to apply for a vacancy, please visit www.audioanalytic.com/careers/ and select the relevant job.

If you don't see a vacancy that exactly matches your skills and experience, but you're exceptionally talented, we'd love to hear from you.

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Intelligent sound detection

Embeddable Software Sensors that react to a smoke alarm, window breakage, baby cry, car alarm, gunshot, aggressive voice and more.

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Making the Smart Home, Smarter!

Audio Analytic is leading the world of acoustic intelligence for the smart home. It is used by smart home companies the world over to allow their devices to become aware of the sounds around them detecting sounds such as smoke alarm, glass break and baby cry.

We have graduate jobs and internships in machine learning, signal processing, computer science, marketing and business development. People at Audio Analytic work in software engineering, product management, information systems, sales, administration and management. For further information or to apply for a vacancy, please see www.audioanalytic.com/careers/. If you don't see a vacancy that exactly matches your skills and experience, but you're exceptionally talented, we'd love to hear from you – please contact jobs@audioanalytic.com or internships@audioanalytic.com.

Join us in our mission of making everyone's home a smarter and more secure place to live.

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Our team of 70 includes researchers who

identify opportunities and build our quantitative models and strategies, software engineers who design the software that drives our investment strategies, and IT infrastructure specialists who design and support our infrastructure. We tackle real-world problems with an open mind, and believe that the best ideas can come from anywhere, with an emphasis on clear thinking that leads to elegant solutions. We encourage a culture of innovation and craftsmanship, and embrace a philosophy of continual improvement. With release cycles measured in hours, you get immediate feedback on your work.

Q&A

CALIN MOCANU JOINED OXFORD ASSET MANAGEMENT IN SEPTEMBER 2014 FOLLOWING THE SUMMER 2013 INTERNSHIP PROGRAMME. GRADUATED FROM OXFORD IN 2014. CURRENTLY WORKS AS A QUANTITATIVE PORTFOLIO ANALYST.

How did you come across OxFORD?

I decided to do an internship before finishing my degree so I was looking for something that combined programming with my analytical skills from my physics degree. I had previously seen OxFORD at a careers fair, and I received a mail via the university about the OxAM summer internship program. The prospect of getting an inside look at a hedge fund was very enticing, especially one in which all trading decisions are done algorithmically.

What was the recruitment process like?

After I submitted my CV OxFORD recruitment contacted me for an interview. The interview itself included a variety of tasks including C++ challenges and answering a variety of technical and non-technical questions. Once the interview had finished I was given a tour of the office and we discussed potential projects that would suit my specific skills and capabilities. Shortly after the interview I was informed I'd been accepted onto the programme. Following a successful 8 week internship I was offered a full time role at OxFORD after graduation.

How do you find the working environment?

The tasks I face are technically challenging so I was pleased to discover my fellow team members are highly knowledgeable and experienced in their fields and are happy to help when needed. This notably applies to finance explanations, as backgrounds in science are very common so they themselves learned the skills and expertise 'on the job' as it were. Another nice aspect is merit based compensation. It is the quality of your work that matters and not the amount of time you stay at the office. We also have social events throughout the year including wine tasting, afternoon tea, visiting lecturers as well as a summer cycling team to offset the effects of the many free snacks in the office (!)

What do you enjoy most about working at OxFORD?

It is yet to be a year since I started working at OxFORD and I've already made great progress on three different projects, as well as starting one myself. Each of them has been a great learning experience and ones that have created a solid foundation for me to build upon in the future. For example, I did an investigation into sentiment

analysis, something I had no experience in beforehand.

What does a typical day at OxFORD look like for you?

I start my day by getting a drink and some fruit from the Refectory and reviewing any outstanding emails and requests. We then have a short scrum meeting where we summarise what we did the day before and discuss any interesting problems that came up. The rest of the day can be quite varied. I might be continuing on a longer term project, or finishing a research report which is accompanied by a series of meetings where we discuss the results. The trading processes at OxAAM run 24 hours per day, so I might need to review their operation in response to a market or data event. If I've just made a change to a live process, I will be

monitoring it closely.

What advice do you have for graduates starting out their career search?

My best advice would be to join an internship program before you graduate and look to gain a full time role through this route. Knowing I had a role secured before graduation made my last year at university much less stressful.

www.linkedin.com/company/oxford-asset-management-llp

www.oxam.com

I wrote a speech that was read out on TV

Conor Monighan reflects upon his work experience at HM Treasury

Last summer I was lucky enough to do a week's work experience at HM Treasury, where I helped the ministerial speechwriter. In particular, I was able to attend ministerial meetings, deliver projects which helped with speechwriting, and edited speeches. I was also given the chance to write part of a speech which was delivered by Exchequer Secretary to the Treasury, making watching the speech on TV later in the week an odd experience as my words were read out!

The drive of the entire civil service, their professionalism and ingrained pride in their work rapidly became clear during my first day. This makes it an extremely exciting place to work since everyone is working at a really high level. The nature of their work is of course incredibly important, but is also exciting and varied. Attending ministerial meetings also allowed me to understand how government works behind

the scenes, and the importance of briefings which allow ministers to rapidly understand large volumes of information they would not have the time to grasp from source themselves. Also, the behind the scenes politics was really interesting (such as the double guessing of motion for the upcoming parliamentary debate by civil servants and MP's alike), and the often 'off the cuff' nature of some aspects of ministerial work due to their hectic timetables. It's also clear that the civil service really value their staff and take great care in their training. There is a great sense of community, and a strong camaraderie between staff and ministers.

I gained this opportunity through Fitzwilliam College's careers fair, so I'd really encourage everyone to go to their own college's because there is a vast potential to gain some really valuable experience.

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