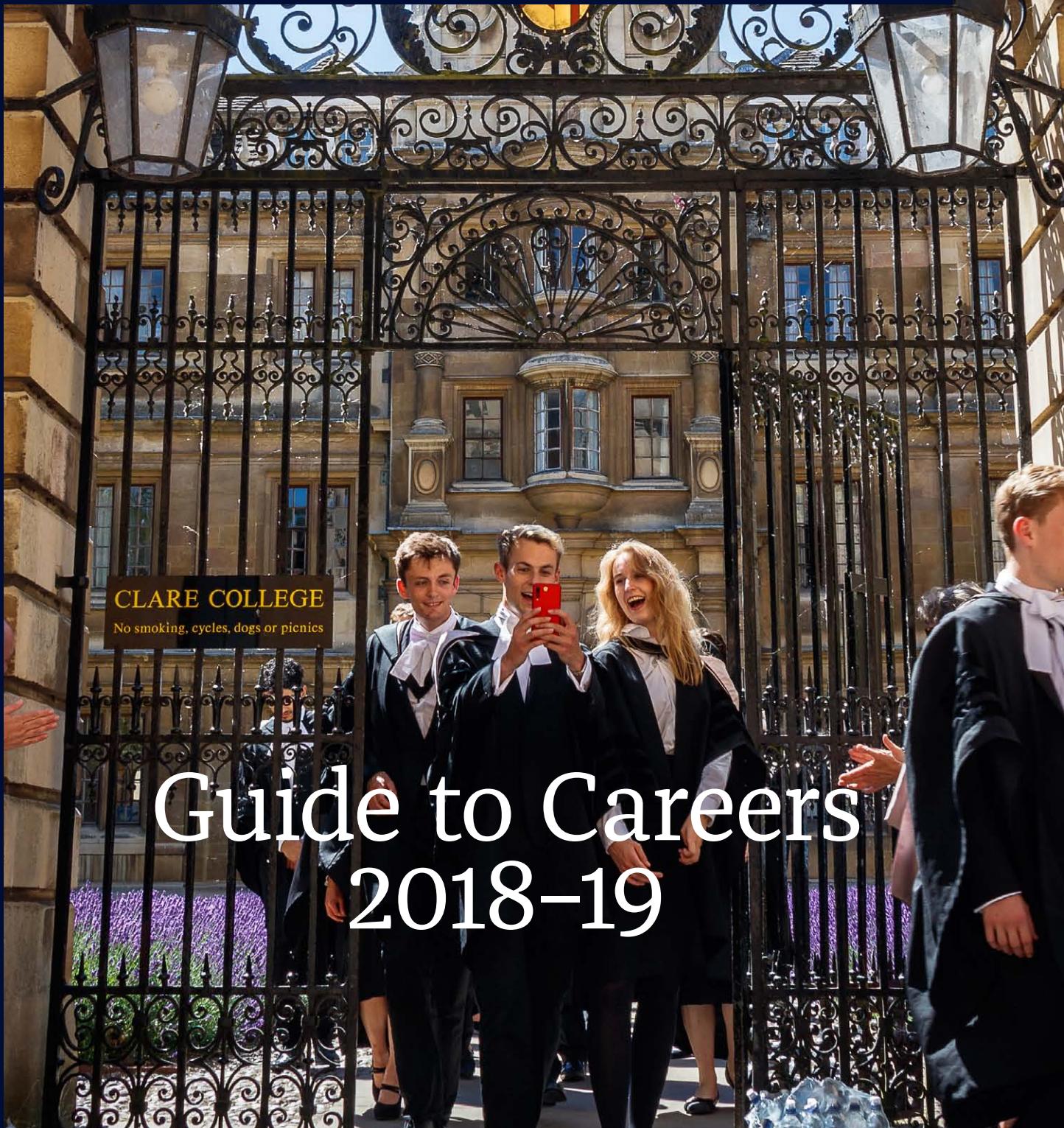


VARSITY



Guide to Careers
2018-19



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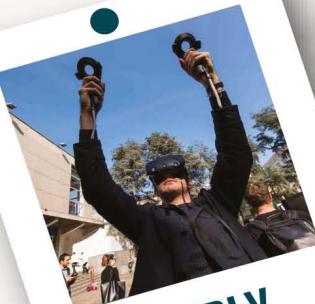
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Staying calm on the job search

Stephanie Stacey shares her top tips for staying cool amid career stress

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FEATURING
STEPHANIE STACEY
STEVE BUTTERCASE

SEARCHING FOR graduate jobs is daunting, it's true, but people have survived it, and so will you.

EXPLORE YOUR options. Some people seem to have known what they want to do for years (I'm looking at you medics and lawyers), but honestly, it really is okay not to know what you where you see yourself in the future. If you end up spending a few years at a company you don't want to stay at at long term, try not to view it as time wasted. See it, instead, as time spent learning about yourself, and gaining valuable experience which could serve you well when applying to other jobs.

DON'T BE too dramatic and don't take it personally. For many students, failure can almost seem like a new concept. When applying for jobs, however, getting some rejections is pretty much guaranteed, and it can take a while to develop the thick skin required. Remember that when someone turns down your application, it doesn't reflect badly on you as a person, and it doesn't mean that you'll never get hired for your dream career. Hundreds of people are applying for the same jobs.

DISCONNECT AND let yourself relax. Juggling studying and job-hunting can be really stressful, and you need to take some time off thinking about your seemingly endless to-do lists. It may seem impossible, but plenty of people have survived this experience before, and there are other around who would be happy to talk to you about any concerns you may have. And you really will be better prepared to continue the long slog of internet research and application forms if you've allowed yourself a couple of hours of chill time.

REMEMBER THIS: it's not a race. You don't need to find a fancy graduate job immediately. Taking a few months working a shorter-term job while searching for a career that truly interests you doesn't need to feel like a failure – it should be an opportunity to explore your options and allow yourself to figure out where you really see yourself in the future.

THE PURPOSE of this guide is to tell you about the companies and careers available to you, giving you the information you need to make meaningful choices. Stay calm, you'll be great.

VARSITY

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S T E M

Arista

Recruiting Graduate Software Engineers for 2019:

Arista Networks is looking for great Graduate Engineers interested in product development in C/C++ and Go to join the team in Dublin, Ireland, advancing the Software Defined Networking (SDN) revolution.

What will I be doing?

- Writing Linux user space and kernel code to allow 32-bit drivers to DMA 64-bit virtual memory spaces using both Intel and AMD IOMMU controller.
- Accessing ASIC registers over SPI bus, SMBus, PCIe and I2C, to implement high resolution timers (sub-100ns accuracy) and read ASIC hardware specifications to gather near-real-time information on large numbers of packet flows and to generate network congestion statistics.
- Development of configuration management services using Go and Python to support YANG, OpenConfig, NETCONF and RESTCONF over gRPC, ssh and ssl for

standardised switch configuration, combined with tools such as git, gerrit, Jenkins, Slack and Trello.

- Development of routing protocol agents (for BGP, OSPF, ISIS) in C/C++ within a Fedora Linux embedded environment. Coding of fault-tolerant, concurrent agents capable of handling the demands of future data centres where high performance and high availability are basic requirements. Fully automated, developer owned, Python based, continuous test harness with 100s of devices under test at any one moment.

What skills do I need?

Any of the following:- C, C++, Java, Python, Go, Networking, Linux Embedded Systems, Algorithms, Programming, Software Development.

How do I apply?

Please forward your CV to eokelly@arista.com

S T E M

TPP

TPP is a global health IT company, working on cutting-edge technology to transform lives across the world. They work on pioneering products, including digital health software, apps, and ground-breaking research. TPP need problem solvers from all disciplines to help them move healthcare forward.

TPP have had great success in the UK, with over 5,500 organisations using their system to support over 48 million patient records. In recent years, TPP has expanded internationally to tackle global health challenges. The Analyst, Communications and Account teams regularly travel internationally, most recently to China and the Middle East. The technical teams also have the opportunity to travel. During these trips, staff have the time to go sightseeing and sample local cuisine.

It's not just TPP's products that are revolutionary – they've also broken the mould in terms of company

culture. TPP recognise the potential that each graduate has from the moment they start, and use that talent to work on exciting projects and challenges. An employee's value at the company isn't based on how long they've been there – TPP operates on a flat hierarchy, so staff can make a difference and work on new projects from the moment they start. TPP listen to their employees and have changed the way they work based on feedback, meaning their staff can be empowered to make a difference. As a result, TPP have been consistently recognised as an outstanding graduate employer.

TPP's hands-on training approach means new employees will have plenty of responsibility from day one, with great support from the team around them, so applicants don't need to have any prior experience – coding or otherwise. A bright graduate who is full of ideas and likes spending time with some of the sharpest minds around will be well suited to a career with TPP.

CONSULTING

Roland Berger

Roland Berger is the leading international consultancy of European origin. With over 2,500 employees working across 50 offices, we have successful operations in all international markets. We serve top clients on challenging assignments taking pride in developing creative strategies and supporting the implementation of practical solutions.

The London office's main practice areas are Aerospace & Defence, Private Equity, Engineered Products and Healthcare. Additionally, we offer functional expertise in Financial Investor Support, Operations, Restructuring and War-Gaming.

At Roland Berger our management consultants are more than just brilliant analysts and strategists. Above all, they are fascinating people with highly diverse interests and abilities. Our London office has a diverse and inclusive culture and here you're not just part of a team, you actively help shape it - both professionally and personally.

Consultants benefit from a comprehensive training scheme that includes more than 50 different seminars

for all career levels and all colleagues world-wide. 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 with the firm.

These training sessions, together with our mentoring programme are designed to ensure you have continued support to reach your full potential.

Everyone at Roland Berger is committed to our three core values: entrepreneurship, excellence and empathy. These values shape everything we think and do. As a result, we create lasting, measurable value. Candidates should be on target for a 1st or 2:1 result in their undergraduate degree. All degree disciplines are accepted. For further information please visit, join.rolandberger.com



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Roland Berger 

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For Graduate and Internship opportunities, visit
join.rolandberger.com to kick-start your career!



Nearly five billion times a day, P&G Brands such as Ariel, Fairy, Gillette, Head & Shoulders, Oral B and Pampers touch people's lives globally. We are one of the world's largest consumer goods companies, and aspire to build a better world for us all.

We hire based on the potential we see in people. At P&G, you'll be trusted to dive right in, take the lead, use your initiative, and build billion-dollar brands. We recruit the finest people and develop talent almost exclusively from within.

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S T E M

Reply

Reply is a company that specialises in **Consulting, Systems Integration and Digital Services** with a focus on the conception, design and implementation of solutions based on the new communication channels and digital media. Reply partners with key industrial groups in defining and developing business models made possible by the new technological and communication paradigms such as Big Data, Cloud Computing, Digital Communication, the Internet of Things and Mobile and Social Networking. In so doing, it aims to optimise and integrate processes, applications and devices.

Reply's offer is aimed at fostering the success of its customers through the introduction of innovation along the whole economic digital chain. Given its knowledge of specific solutions and due to a consolidated experience, Reply addresses the main core issues of the various industrial sectors.

From 1997 (the first complete financial year Reply was established), Reply has achieved excellent financial results, with consistent and significant growth.

We ended 2017 with **6,456 employees** worldwide and **€884.4 million** in revenue.

Innovate with us! Reply Group is made up of professionals from leading universities, and we aim to continue investing in people to expand our high calibre staff. **Our passion and ability to imagine, experiment and explore new solutions, allows us to break new ground and innovate with flexibility, speed and commitment.**

Why you'll love being a Replyer: Reply is the place to meet an incredible variety of enthusiastic, passionate, ideas-driven people who want to make a real difference. And have fun doing it!

We are looking for students or recent graduates willing to get to know our clients' businesses then design the best solution for them, and help them exploit innovations driven by internet technologies. Are you a computer, electronics, telecommunications graduate? Or do you come from a computer science or economics background?

Join the team

Send your CV at job@reply.com; visit our career page careers.reply.com



Do you love solving hard problems using languages such as C, C++, and Go? Looking for endless opportunities to learn and grow alongside bright, talented colleagues? Join us in our Dublin office. Email eokelly@arista.com

Ensoft

Ensoft develops software that connects the world. Many of the world's biggest networks, that together make up the Internet, depend every single day on the code we write. It's challenging work that matters. It's also fun - excelling at writing complex software is what we enjoy.

We offer graduates the opportunity to work on leading edge networking technology that is typically only developed within large companies or US-based high-tech start-ups. This wide variety of work is based on our unique long-term relationship with Cisco Systems. Jobs are based just outside London, in Hertfordshire. Our growth to a team of around seventy 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 such as Stockholm and Valencia.

This year we are looking to recruit about 4 to 6 graduate software engineers and 2 summer interns. Graduates can look forward to a starting salary of £40,000 rising in line with performance, plus discretionary bonus, profit share, pension and other benefits. Interns earn £25,000 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 individuals 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 (lunchtime of 9th Nov)
- A chance to join recent grads and senior managers for a chat with free drinks and snacks (evening of 14 th Nov)
- Department events for mathematicians (24th Oct), and computer scientists (15th Nov)
- The Engineering, Science and Technology Event (8th Nov)

Want to apply? The application process is very simple; just email us a CV to recruitment@ensoft.co.uk by midnight on Monday 19 th November 2018. Interviews are held on Monday 26th and Tuesday 27th November 2018 in Cambridge.

GRAD PROFILE TOBY KIRK, MATHS & COMPUTER SCIENCE

How did you start working for Ensoft? 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 since I graduated.

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, just as importantly, that they can work well with our customers.



INSEAD

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Fatima Filali Adib (Morocco), PhD Candidate in Finance
 Background: Computer Sciences, Finance and Economics, and Financing Engineering

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Procter & Gamble

Day 1. It's something everyone experiences when they join a new company, whether they're a student, a recent graduate or a seasoned professional. P&G's Day 1 starts with you doing something that matters - making an impact on the world, P&G brands, and your career.

Nearly five billion times a day, P&G brands such as Ariel®, Fairy®, Gillette®, Head & Shoulders®, Oral-B® and Pampers® touch people's lives globally. P&G aspires to build a better world for all of us with equal voice and equal representation for everyone and by being a leader in environmental sustainability.

P&G is the largest Consumer Goods Company in the world. We have operations in about 80 countries, building 65 trusted brands that make life better for five billion consumers in more than 180 countries. So it's not surprising that we offer opportunities for people of almost every skill set. From Sales to Brand Managers to Engineers to Scientists and more, it takes a lot of very different people to bring our products to life — 95,000

in fact! Every career area matters, every team makes an impact, and every single person does something that matters, from Day 1 and every day. P&G offers a career with responsibility, and a variety of challenging roles that develop skills alongside support from world class, industry recognised training and coaching. We recruit the finest people and develop talent almost exclusively from within. Following a successful internship, placement or career academy, we hire graduates into permanent roles with the expectation that they become one of P&G's future leaders... maybe even the next CEO.

Find out more about the daily life of our graduates by following us on Instagram or Twitter using @pggradsuk

To apply for a role with us and start your Day 1, visit pgcareers.com

GRAD PROFILE

KATIE STUDIED NATURAL SCIENCES AT CHRIST'S COLLEGE

Why did you choose Procter & Gamble (P&G)?

When applying for jobs, I tried to meet as many people from the companies I was interested in as possible to get a feel for the job and the company from the people who worked there. Everyone I met from P&G was really passionate about what P&G has to offer and the feeling was infectious!

Not only that, but P&G is the largest FMCG company in the world, with a fantastic reputation for developing best in class leaders. You get real responsibility from Day 1 of your career, but also participate in an industry recognised training programme that is integrated into your day job.

How did you decide which role to apply for?

Having work on the Christ's May Ball committee, I had enjoyed managing a budget, negotiating with acts

(I was on Ents) and working with a team that used a lot of different skills sets. I attended the P&G Introductory Presentation to talk to P&G employees about the opportunities available, and Sales felt like the perfect fit for the skills I had developed on the May Ball. You manage a multi-million pound budget from Day 1, working as an account manager with your retailer partner to develop the best plans for your business and drawing on the skill set of Finance, Brand & Product Supply to ensure your business plans land.

What do you enjoy most about your work?

I love the focus P&G puts on citizenship and its importance both within the workplace and the communities we serve. Since joining P&G I have worked on Always and have been part of both the #LikeAGirl campaign which aimed to increase confidence in girls at puberty and keep them playing sport (50% of girls drop out of

sport at puberty) and more recently launching our #EndPeriodPoverty campaign which is donating product to keep girls in the UK who can't afford sanitary protection in school.

What is the work/life balance like at your company?

P&G is committed to putting its people first when it comes to work/life balance. A few examples of what's on offer are the yearly P&G football world cup where employees from all over the world come together for a weekend - I've been to Lisbon and Vienna on this trip! There's also various clubs, Dance Fitness is my personal favourite but there's lots on offer, and there's even a P&G Brooklands band who have supported Kaiser Chiefs at a recent concert! P&G is a build from within company, so we're encouraged to have a healthy work/

life balance to build a long career rather than burn out early. You can get a feel for the daily life of our graduates by following us on Instagram or Twitter using @pggradsuk.

What's your top tip on applying for P&G?

Spend time understanding the roles available from the people you meet at careers events in Michaelmas term - first-hand experience is the most valuable to help you understand what the job involves! Then for your CV and for interviews, P&G wants to know about your experiences - whether its academic, work or extra-curricular, and how your experiences have taught you skills that are relevant for the job you're applying for. You can find out more about the application process and what P&G looks for on pgcareers.com.



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To learn more, contact Clemency Woolner, Assistant Head
c.woolner@nhehs.gdst.net

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www.nhehs.gdst.net

Charity no 306983



"I have felt super supported in every way. It's amazing to walk out of a master's degree and feel I really do have the tools to do this well."

EDUCATION

Oxbridge Programmes

For over thirty years, Oxbridge Academic Programs has brought teenagers of every background from across the world to study in Cambridge in July. We're proud of our community's diversity; last summer, we hosted over 80 nationalities. We also gave out over \$1,000,000 in scholarship, enabling teens from all walks of life to benefit from the experiences we offer. We're seeking energetic and enthusiastic postgraduates to teach on our programs. We give early-career academics the chance to design and deliver their own syllabus in dozens of subject areas, from Art History to Engineering to International Law to Neuroscience. We're also seeking undergraduates to work as administrative and activities staff. We're looking for students with a great sense of humour,

and the ability to be part of a close-knit team during an intense and rewarding month. We offer breakfast and dinner in Hall each day and competitive salaries to all our staff, and bedrooms in College to our administrative and activities teams.

To apply, please email a CV and a brief cover letter to employment@oxbridgeprograms.com.

The deadline is 14 December 2018.

Additional information is available online at www.oxbridgeprograms.com/employment.

EDUCATION

Notting Hill & Ealing High School

Notting Hill & Ealing High School is one of London's leading independent day schools, and one of the oldest of the 25 schools which make up the Girls' Day School Trust (GDST). We are an academically selective school and our pupils are ambitious, bright, enthusiastic and eager to learn.

What's most important to us is finding passionate subject specialists with a desire to learn and develop their skills, who will pass on their love of learning. We are able to offer graduates a comprehensive induction into the teaching profession including:

- a dedicated and experienced subject mentor in your department who will guide you through every element of teaching, from your first lesson through to preparing girls for Oxbridge.
- enrolment onto a PGCE programme, delivered by a local university and paid for by us which will enable you

to work towards QTS whilst being fully involved in the life of the School.

- additional time within the week to prepare, develop and learn from other staff.

- our own tailor-made induction programme for those new to the profession to provide you with an excellent opportunity for discussion with other teachers.

From the very beginning you'll be a fully salaried member of staff with access to a range of GDST benefits and, most importantly, part of a friendly and welcoming community of staff, students and parents. To find our more information on the school and our teaching vacancies, go to www.nhehs.gdst.net

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EDUCATION

INSEAD

INSEAD is one of the most innovative and influential of the world's best business schools. INSEAD's PhD in Management is designed to prepare students for an exciting career in management academia in leading universities and business schools worldwide. The 5 years full-time PhD offers a unique education that prepares students to be at the forefront of academic research, and disseminate cutting-edge knowledge to organisations and future managers. It is the only doctoral programme that provides a unique opportunity to study in three continents – Europe, Asia and North America.

Fully integrated across INSEAD's two campuses, Singapore and France, students study on both, interact with faculty, peers, organisations and research sites, have an option for a '3rd campus' in the US with The Wharton School through the INSEAD-Wharton Exchange Programme, and conduct world-class research in INSEAD's state-of-the-art behavioural lab in Paris. The INSEAD PhD is highly interdisciplinary across the eight areas offered: Accounting, Decision Sciences, Entrepreneurship, Finance, Marketing, Organisational Behaviour, Strategy, and Technology and Operations Management. Its intimate size ensures critical faculty mentorship and research support, and the faculty is one of the most culturally and academically diverse.

Unlike many other programmes, INSEAD PhD seeks to admit research partners for its faculty, not research assistants. All admitted students receive full financial support for 5 years – full tuition fee waiver, generous stipend, substantial research and conference budget support, and comprehensive health insurance coverage.

As many leading universities seek to internationalise both curriculum and faculty, having an INSEAD PhD gives students a tremendous edge with its global format over most management schools. This results in our graduates receiving top academic placements in leading universities and management programmes worldwide.

If you are a graduating student, new alumnus or career changers with little or no research experience, or research fellows, regardless of subject area and background, and are passionate and driven to become a successful management professor in leading universities worldwide, explore the INSEAD PhD in Management. We accept applications from all subject areas.

Apply now for the September 2019 intake at www.insead.edu/phd. Got questions? Email PhD.INFO@insead.edu or follow us at www.twitter.com/INSEADPhDTeam

FINANCE

PJT Partners

PJT Partners (NYSE:PJT) is a global advisory-focused investment bank. Our team of senior professionals delivers a wide array of strategic advisory (M&A), restructuring and special situations and private fund advisory and placement services to corporations, financial sponsors, institutional investors and governments around the world. We offer an unrivalled portfolio of advisory services designed to help our clients realize major corporate milestones and solve complex issues. We also provide, through Park Hill Group, private fund advisory

and placement services for alternative investment managers, including private equity funds, real estate funds and hedge funds.

The foundation of our success is the creativity, insightfulness and clarity of our advice. We hire top quality practitioners with expertise and relationships in the industries, products and geographies needed to inspire and sustain trusted relations with our clients.



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what it takes?**

**Test yourself
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Do you have what it takes to solve complex problems on the most dynamic financial markets? Find out during our 8-week paid summer internship programme.

- Run your own projects researching real world data
 - Work and learn alongside experienced quants
 - Get the chance to be offered a place on our Graduate Scheme



A photograph showing two individuals from behind, working at a desk equipped with multiple computer monitors. One monitor displays a terminal window with code, while others show various data visualizations like line graphs. The setting appears to be a professional office environment.

*Find out more
on page 18*

or our **Grad Scheme**

Begin your journey at our beachside headquarters in Austinmer, Australia.

- Tailored 6-week Grad Start-up Programme
- Challenging, dynamic and innovative work
- Ongoing external and in-house training
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FINANCE

Tibra Capital

At Tibra, we develop and execute investment strategies through scientific analysis and quantitative research. We are a successful, global proprietary trading firm with more than 100 people operating in the world's most advanced financial markets from offices in Sydney and Austinmer in Australia, London, Hong Kong and Dubai.

With us, no day is the same. Our work is dynamic, innovative and continually evolving.

What do you get from working at Tibra?

- We offer opportunity and responsibility to get involved in the business from day one.
- We value people for their input and drive to succeed and give everyone a chance to bring their ideas to the table.
- Our collaborative, informal culture and supportive working environment keep us motivated and fulfilled.
- Our leaders are approachable and inspiring and we don't believe in hierarchical structures, but rather progress based on merit.
- We offer a generous salary, bonus and training and de-

velopment programme along with benefits such as free breakfast, lunch and drinks, travel and more.

Who are we looking for?

Our people are our greatest asset - which is why we don't compromise on quality: we are looking for the best.

- Smart people, with a scientific mind and a curiosity for finance and capital markets
- People who are innovative and competitive, yet work well in teams and are willing to learn from each other
- People who thrive on being stretched by challenging work and want to work in the world's most dynamic financial markets

Does this sound like you? Apply to our 2019 Summer Internship Programme and 2020 Graduate Scheme at www.tibra.com/careers or email careers@tibra.com.

Q&A with

SARIE KANNEMEYER TALENT ADVISOR | LONDON, UK

MATTHEW WHITEHEAD TRADER | AUSTIMER, AUSTRALIA

CHRISTOPHER UDY CEO | AUSTINMER, AUSTRALIA

RIAZ KHAN SENIOR TRADER | LONDON, UK

Why did you join Tibra?

Matthew: "I joined Tibra because I wanted to challenge myself and do work that has an impact. Challenge and innovation is in Tibra's DNA. You can work on something that barely anyone else in the world has worked on, use state of the art technology, get to know stellar people and make a real difference for the business. Your work will make things easier for others, train people and improve the business performance. Everything you do has a very clear and direct measurement of how it effects the business and the people around you. You have to work hard and build your skills, but you love it because it's your own achievement - you owned it."

What makes Tibra different?

Sarie: "People take a keen interest in each other's futures and really want you to succeed. Tibra really is a place where if you have an idea, you are encouraged to run with it. It's a competitive workplace, but in the right way and at the end of the day ideas are valued no matter who they come from. There's also a real push on learning and development (both internal and external) and it's okay to fail. We really view this as an opportunity to learn."

Matthew: "For me, it's the management style. I am regularly consulted by Heads of Departments for my opinion on things, even though I am a relatively junior member of the team. If I worked elsewhere, I would probably just

be a number, it wouldn't matter who I am but at Tibra you actually feel like if you weren't there, the work wouldn't get done and the task you are doing is important to the success of Tibra, you're making a difference."

What do you enjoy most about working at Tibra?

Matthew: "I love our team culture. I usually am usually juggling up to 10 different things and my work is extremely collaborative. No one goes into a vault, we always bounce our ideas off each other and that applies to everyone. For example, as a graduate you'll be assigned jobs and pieces of research and when you need help, there's no difference between asking me or the head of market making. You just ask the person with the right experience and skillset, their position doesn't matter."

What is the graduate programme like?

Riaz: "The beauty of our graduate program is that we don't 'pigeonhole' people. We don't know what their

true strengths and passions are, and most of the time, nor do they until a few years in industry. It covers the full breadth of quant, trading and development and eventually converges around their individual strengths."

What kind development opportunities does Tibra offer?

Chris: "My own journey at Tibra has been an example of the kind of career growth that staff can and do enjoy. I started working for Tibra as a developer six years ago and have since progressed to CEO level. A small staff base means that individuals can stand out quickly. We offer people responsibility early in their careers and we have a pretty flat structure. If you're motivated by going up against some of the biggest names in the industry and trying to solve some tough problems then Tibra is the place for you."

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You can search and apply to open positions with PJT Partners on our website: pjtpartners.com/careers.

Any questions can be directed to the following email address: recruitingeurope@pjtpartners.com.

Application Deadlines

- > Summer Analysts 2019
Strategic Advisory & Restructuring (London)
Applications are now open and will close November 23, 2018
- > Spring Insight Program 2019
Strategic Advisory & Restructuring (London)
Applications are now open and will close January 4, 2019

We review applications on a rolling basis, so early submission is strongly encouraged.

FINANCE

Oxford Asset Management

Oxford Asset Management is an investment management company with a quantitative and technological focus, based in Oxford, England. We invest and trade world-wide, 24 hours a day using our proprietary algorithms and software. Using the latest technologies, and applying computational models to financial markets, we exploit relationships among financial instruments such as stocks, futures, and currencies. These models use a diverse set of data and information, together with the latest technologies to navigate a wide range of markets. We strive to deliver superior risk-adjusted returns to our global investors.

Our team of over 85 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.

FINANCE

Deloitte

In this ever more complex world, it's the smartest and most curious people that make the difference, because they're driven by imagination and the desire to add value.

Deloitte is a business that doesn't just recognise the need to remain curious, but fully embraces it. Here, graduates will follow a career path that enables them to be true to themselves. To dream bigger, think creatively and deliver real impact. This is a place for go-getters, problem solvers, those who want to make a difference.

Deloitte is reshaping both the business and technology landscape. From Tax Consulting to Technology and Cyber they're delivering end-to-end improvement programmes, turning disruption into opportunity, and redesigning the art of Audit through automation.

It's not the background or experience of graduates that matters most, it's their mind, and how they'll use it to make an impact for clients, as well as their own career. Deloitte has opportunities across their entire business, so whatever their passion, graduates will find something that's right for them.

Join Deloitte in Cambridge, where over 200 people work with some of the most dynamic players across the country.

Cambridge Tax Consulting provide entrepreneurs, companies and high net worth individuals with the support they need to make key business decisions. This is about solving complex intellectual challenges. Fusing strategy, technical expertise and commercial insight, the Cambridge team assisted ten start-ups on their growth to unicorn status (over \$1bn valuation), advised on 35 private equity transactions in the last year alone, and are trusted advisors to many of the wealthiest families in the UK.

Deloitte's Cambridge Audit practice are at the forefront of innovation, working directly with private company owners to improve all aspects of their business and with clients across the world. The Risk Advisory and Economic Consulting teams are also expanding rapidly.

Deloitte have 29 offices across the UK and Northern Ireland, including Cambridge, Gatwick, London, Manchester, Reading, St Albans and many more. Whichever location is chosen, graduates can be sure of joining a business that is both local and global, with networks, connections and values that reach right across the world.

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Internship Programme

LAW

Burges Salmon

Burges Salmon is the independent UK law firm which delivers the best mix of advice, service and value.

Who we are: Based at the heart of one of the UK's best cities to live in, we're an independent UK law firm with an enviable range of national and international clients. Joining our award-winning training programme, you'll enjoy exposure to our high-profile client list and friendly, collaborative culture as you gain quality experience across a broad range of legal practices. We are all based in one location. However, we work wherever our clients need us to be, both within the UK and internationally. By having one base for all our people, we maintain a collaborative and cohesive culture which underpins the quality of our work and our client service. In short, we hire, train and retain the best people to work together to serve our clients and provide them with the best possible experience

What we do: Our practice areas include dispute resolution, real estate, corporate, private client, employment, projects and banking.

What we're looking for: What all our people have in common is an enthusiasm for the law and a drive to deliver top-quality results for clients. We look for a minimum 2(1) degree in any discipline alongside excellent communication and analytical skills.

What you'll do: As well as the professional skills course we provide a range of in-house training and on the job training across a six-seat programme with an allocated qualified lawyer supervisor.

Perks: Pension, life assurance, private health insurance, firm-wide bonus scheme, discounted local gym membership, sports and social club, volunteering days.

Sponsorship: All GDL and LPC

LAW

Fenners Chambers

Established in 1973, Fenners Chambers is one of the younger East Anglian barristers' chambers. We have grown to become the top-rated chambers in the East of England. We are based in a listed building of great character in substantial grounds in the university quarter of the city.

There are currently 56 members of chambers (including 2 QCs), who all belong to one or more of our core Practice Groups: Commercial Law; Criminal Law; Employment Law; Family Law; Personal Injury Law; Probate & Inheritance; Property Law; Public Law

Pupillage Every year we offer a limited number of pupillages to outstanding candidates. Pupillage lasts for 12 months and is divided into two parts.

The 'first six': Pupils will be assigned a supervisor who the pupil will shadow and undertake supervised work for (such as legal research and drafting court documents). The pupil will also accompany the supervisor to court and client conferences.

The 'second six':

In this period, pupils will be eligible to undertake cases of their own, under supervision, and will begin to build up their own client base. We carry out assessments during the course of pupillage. On completion, feedback is sought from all members of chambers and the clerks before any offer of tenancy is made. Most of our pupils have subsequently become members of chambers.

Mini-pupillages Fenners Chambers offers a limited number of mini-pupillages throughout the year. Mini-pupils should normally have completed the first year of their degree course or equivalent level of study. During a mini-pupillage we aim to provide a varied experience of life in barristers' chambers, including attending court, reading briefs, carrying out small exercises and discussing life at the Bar with members of chambers.

Applications Applications for pupillages or mini-pupillages should be made via the forms that are available on our website: <https://www.fennerschambers.com/recruitment>

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What impact will you make?



MASTER'S FUNDING AT LSE

LSE offers over £12.5 million of funding to graduate students every year.

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Financial planning tips for graduates

Steve Buttercase explains the basics of managing your finances

You've done the hard part...now it is off into the world where everything is about resources. Time, money and energy!

Believe it or not you will probably earn comfortably over a million pounds in your working life, so before you set off ask yourself some straight forward questions. Where would you like to be, financially in five years? Ten years? Forty years?

Let's say where you are today is "Now" and the time in your life when you are completely financially independent, in other words you work because you want to not because you have to, is some time in the future called "Then".

What most people do between "Now" and "Then" is save a little, spend a little, save again, spend a lot, borrow, spend again, borrow more, spend more and push forward in a haphazard way. Inevitably they wake up one morning and "Then" has become "Now" and they have that tough realisation - did they end up where they thought they would? Did they achieve financial independence through sound financial planning? Now I know some will inherit wealth - but longevity is increasing, and huge amounts of money will be required for long term care costs that will last for many more years. Inheritances might be delayed. So it is better to have your own plan for success.

So how? Well in my experience there are two types of people when it comes to money. Those who spend what they like and save anything that is left...and those who save a set amount every week or month and spend what is left. All things being equal, the first group usually end up working for the second group! So imagine your future self is a compulsory payment you need to make today. Yes you have bills and a lifestyle to fund. Everyone does. Just put yourself in the front of the queue. Pay your future self first, not last. Get into that savings habit early. You won't regret it.

There are four cornerstones of financial success that will help ensure you keep on a sound track to achieving that increasing degree of financial independence.

First - always have an emergency fund of three times your monthly expenses. This may take a while but make it your first savings goal. Emergency funds provide for that new exhaust on the car - but they also come in handy for that great opportunity, or that holiday of a lifetime that pops up unexpectedly.

Once you have a cash reserve look at the things you can't afford to lose and insure them as cheaply as you can. Your health. Your income. Whatever it is make sure that if disaster strikes you have it covered.

Done those two? Great - those are the pounds you live by. Next step is to look after the pounds you grow by. That means cash or fixed interest savings, for shorter term goals, and investing in equities for the longer term which is usually ten years plus depending on your personal approach to investment. Cash and fixed interest offer more security of value - but they can struggle to keep up with inflation meaning over the long term the real value of your money reduces.

Equities are things like stocks and shares, houses or even fine art and gold. These are things where the value can swing by large amounts but if held for a long time tend to deliver returns above inflation. Be careful - it is best to get independent advice and never put all your eggs in one basket! There they are - the pounds you grow by! Now all that is left is for you to draw up your goals. Remember it has been proven that writing a goal down increases the chances of you achieving it. So think about what you want, write it down, draw up a plan of action, start saving and investing and who knows what you can achieve!

Remember your future self is out there...and they will thank you!

LAW

Vardags

Vardags prides itself on fighting tirelessly for its clients and winning the most challenging cases, be that through City-sharp ingenuity at the negotiating table or pushing the frontiers of the law in court. Vardags works with creativity and raw intellect to find solutions outside the box to protect its clients' interests.

With unsurpassed international expertise and a global clientele, Vardags has galvanised the area of high-end family law, winning the largest ever award against a spouse after a foreign divorce in *Al-Baker v Al-Baker*, obtaining record-high costs orders against the other side in *Young v Young* and changing English law on prenuptial agreements in *Radmacher v Granatino*. Most recently, Vardags' client Pauline Chai secured one of the highest ever court awards in the 'titanic' divorce case *Chai v Peng*, cementing Vardags' reputation as a leader in the field for tough jurisdiction cases.

Vardags' founder, Ayesha Vardag, is well known as 'Britain's top divorce lawyer'. In 2017, Vardags was ranked

as the fastest growing law firm in the FT 1000. Prior to this, Vardags became the only law firm to feature on The Sunday Times Virgin Fast Track 100 2015. Consistently recommended in The Legal 500 and other legal directories, Vardags continues to dominate the field.

Alongside its mahogany-panelled offices overlooking St Paul's Cathedral, Vardags now offers its services to high-net-worth clients in Manchester, Newcastle, Cambridge and Winchester.

When you join Vardags' Graduate Training Programme, you can start straight away upon graduation. We pay you a full salary and fully finance your fees at a leading law school to do the GDL and/or LPC. Our trainees are given the opportunity to attend and assist on our high-profile cases, growing into positions of considerable responsibility.

We recruit on a rolling basis and accept CVs and applications throughout the year.

www.vardags.com/careers/graduate-training-programme

Vacation Schemes at Burges Salmon

Every year Burges Salmon run the following vacation schemes:

Winter vacation scheme (1 week)
 Spring vacation scheme (2 weeks)
 Summer vacation scheme x 2 (2 weeks)

The schemes are open to anyone who is eligible to apply for a training contract – regardless of your degree discipline.

A vacation scheme is a great way for you to experience life at Burges Salmon and see whether it could be right for you. It's also an excellent opportunity for us to get to know you and help shape your career. During your vacation scheme, you'll gain a real insight into the award-winning law firm as you:

- work in two departments of your choice
- get involved in 'real' work
- have the chance to go to client meetings and visit court
- attend skills sessions run by trainees and solicitors

• get to know colleagues throughout the firm by attending social and sports events.

Vacation Scheme dates

Winter Scheme: 10-14 December 2018

Spring Scheme: 1-12 April 2019

Summer Scheme 1: 10-21 June 2019

Summer Scheme 2: 24 June- 5 July 2019

Applications

Applications for the Winter vacation scheme close on 2 November 2018

Applications for the Spring/ Summer vacation schemes close on 11 January 2019



Burges Salmon
 Clients of
 Burges Salmon LLP
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 'unparalleled service,
 which is on par with
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We hire the brightest and best, with extraordinary intellect, talent and drive, we reward them exceptionally and train them rigorously to become leaders in the field, from straight out of university and beyond.

Vardags: an opportunity like no other.

To apply and for more information,
[visit **vardags.com/careers**](http://vardags.com/careers)



LAW

J A Kemp

Ranked in tier 1 by The Legal 500 and Chambers and Partners, J A Kemp is one of the largest UK and European Patent and Trade Mark Attorney firms, with offices in London, Oxford, Cambridge, Paris and Munich. J A Kemp's patent attorneys handle patent applications in the UK, Europe and worldwide. The firm has particular expertise in patent oppositions and appeals, especially

before the European Patent Office. The firm also conducts intellectual property litigation. J A Kemp has a varied client base ranging from startups, spinouts and SMEs through to some of the largest corporate clients and most prestigious academic institutions in the world.

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HAVE YOU THOUGHT ABOUT...

A CAREER AS A PATENT ATTORNEY?



Training as a Patent Attorney is a career path that will enable you to combine your understanding of science with legal expertise.

J A Kemp is a leading firm of UK and European Patent and Trade Mark Attorneys with offices in London, Oxford, Cambridge, Paris and Munich.

Deadline for our Autumn 2019 intake: 21 December 2018

www.jakemp.com/careers

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A CAREER AS A PATENT ATTORNEY?

An intellectually challenging and rewarding career option

What Does It Involve?

Training as a Patent Attorney is a career path that will enable you to combine your understanding of science with legal expertise.

You will leave the lab environment yet remain at the cutting edge of science and technology, applying your knowledge and skill in a commercial context. You will help to protect intellectual property assets and grow businesses.



Henry Male
BA MSci in Natural Sciences,
University of Cambridge (2013)
PhD in Organic Chemistry,
University of Cambridge (2018)

Sound Interesting?

J A Kemp is a leading firm of UK and European Patent and Trade Mark Attorneys with offices in London, Oxford, Cambridge, Paris and Munich.

Deadline for our Autumn 2019 intake:
21 December 2018

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LSE is awarding over 100 full studentships for PhD students in 2019.

All studentships cover full fees plus an annual stipend of £16,500-£18,000.

Apply for a PhD by 7 January 2019 (or 12 December 2018 for Department of Economics) to be considered for these awards.

Search **LSE PhD funding** to find out more.

LAW

White & Case

The Firm White & Case is a global law firm with nearly 2,200 lawyers worldwide. We've built an enviable network of 44 offices in 30 countries. That investment is the foundation for our client work in 165 countries today. Complex client projects, nuanced local market knowledge and global capabilities define who we are. Many White & Case clients are multinational organisations with complex needs that require the involvement of multiple offices. As part of our training contract, we offer every trainee a guaranteed six-month overseas seat.

The Work As a White & Case lawyer, you'll work on fast-paced cutting-edge cross-border projects from the outset of your career. In London, our key areas of work include: bank finance (including regulatory compliance); financial restructuring and insolvency; capital markets (high yield and securitisation); dispute resolution (including antitrust, commercial litigation, intellectual property, international arbitration, trade, white collar and construction and engineering); energy, infrastructure, project and asset finance (EIPAF); corporate (including M&A, private equity, employment, compensa-

tion and benefits, investment funds, real estate and tax).

How to apply & deadlines

Apply online at www.whitecasetrainee.com

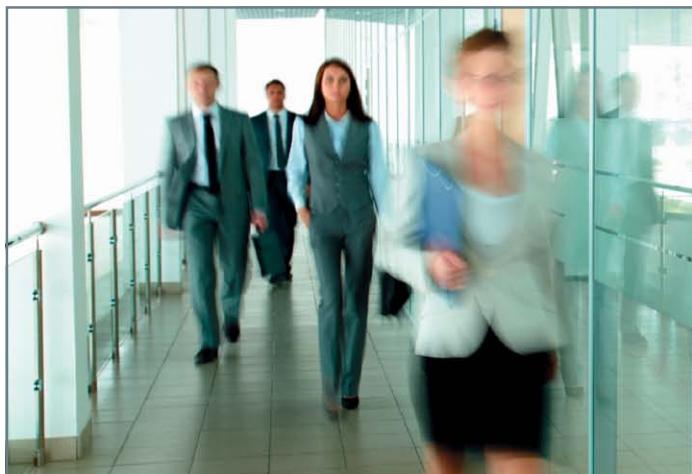
Vacation Schemes

- Winter vacation scheme (for finalists and graduates): Monday 10 December - Friday 21 December 2018 (deadline 6 November 2018)
- Spring vacation scheme (for penultimate year students, finalists and graduates): Monday 1 April - Friday 12 April 2019 (deadline 15 January 2019)
- Summer vacation scheme (for penultimate year students, finalists and graduates): Monday 17 June - Friday 28 June 2019 (deadline 15 January 2019)

Training Contracts The deadline for applications is 31 July 2019

Open Days Wednesday 14 November 2018 (deadline 4 November 2018); Wednesday 28 November 2018 (deadline 16 November 2018)

First year 2-day Insight Scheme Wednesday 15 - Thursday 16 May 2019 (deadline 31 March 2019)



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www.fennerschambers.com/recruitment



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You should have the following qualities:

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- Experience on computers
- Sunny disposition
- Be able to work as part of a team

To complete an application pack either download from our website or email:
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YMCA Trinity Group is committed to safeguarding and promoting the welfare of children, young people and adults at risk and expects all staff to share this commitment

Spotlight on wildlife conservation

Phoebe Miles reflects on fighting the good fight

It's the middle of October and the first really cold night of the season. I'm a stones' throw from one of Suffolk's largest air-bases in Mildenhall, thirty miles north-east of Cambridge where flat-pack housing estates, airstrips and plantations stand cheek-by-jowl with sandy heathland vestiges and crooked pine lines.

I'm here searching for a rare and endemic beetle that's weirdly active in autumn and winter, and best sought after dark by torchlight. The wormwood moonshiner beetle. I have tempered my hopes of finding it - one or two were last found in 2013 but none since then, its decline driven by parallel losses of its food plant, Field wormwood. But the beetle is not systematically monitored, and as anyone working with lesser-known species appreciates, it can be the scarcity of knowledge that's the first issue to tackle.

5.30pm: the light is waning and the locals are looking at me. One dog walker has passed me three times now as I scrabble around in the grass looking at lichens.

5.40pm: My company arrives - a CEO of a midlands Wildlife Trust. I'm getting cold and am glad to get on with the beetle survey but first I need to be shown how it's done which is why Brian, who re-discovered the beetle in the 90s, is here. Working in conservation can be quite reactive and that requires you to learn a lot on the job; no course or work placement could provide me with the knowledge and skills to deliver half the tasks of the job. And as is the case with many rare and small things, only a handful of people can ID this creature.

9.15pm. Success! Brian shines his torch onto a 7mm-long bronzy-black beetle clinging on to a seed head and examines its feet to tell the sex... Female. We find several more. We are elated, it's not extinct.

Three of the target species in my heathland restoration project will go extinct in the next ten years unless someone does something. I guess I'm trying to be that

Phoebe studied Education with English at Homerton College (2007) and later, Applied Ecology & Conservation at UEA (2016). She worked in recruitment and management consulting for nine years while volunteering and growing vegetables and has worked in wildlife conservation since 2016.

someone. Which can be daunting. Others have tried and despite best efforts, the loss of habitat quantity and quality has continued and so have the declines and extinctions.

In an attempt to better succeed, many projects like mine are forming cross-taxa delivery partnerships. I coordinate ten partners to deliver a range of biological monitoring and habitat restoration works on the ground, as well as a raft of community engagement activities. Naturally, partnership working across historic silos can be challenging, but a cultural shift in the sector is palpable and promising.

Conservation does suffer from underfunding, and therefore the pay is low, especially in the first few years. Fixed term contracts are common, as project funding rarely lasts longer than three years, which is a short amount of time in ecological terms. But the excitement and hope associated with my project is worth the stress and low pay. I get to give wildlife a voice, which is thrilling, and I work with lots of amazing people to try to give it more high quality space. The variety of the work is great: yesterday I chaired steering group meetings and wrote quarterly reports. Tonight I'm out looking for beetles with a national expert, and writing this. Tomorrow I will contribute to a multi-organisation group working on reverting agro-forestry strips to heathland.

If you have a passion for our natural world and feel to look out for it in the Anthropocene, and can sacrifice an Audi for a Skoda, there's a place for you in biodiversity conservation. We need all skillsets and personalities to help innovate our way out of our ecological mess. We are biological scientists, technologists, engineers, historians, geologists, social scientists, artists, craftspeople, storytellers, economists, introverts, extraverts, planners, visionaries... You are all welcome. See www.environmentjob.co.uk and the Cambridge Conservation Initiative Forum: <http://www.cambridgeconservationforum.org.uk/>

Together we
make a mark



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