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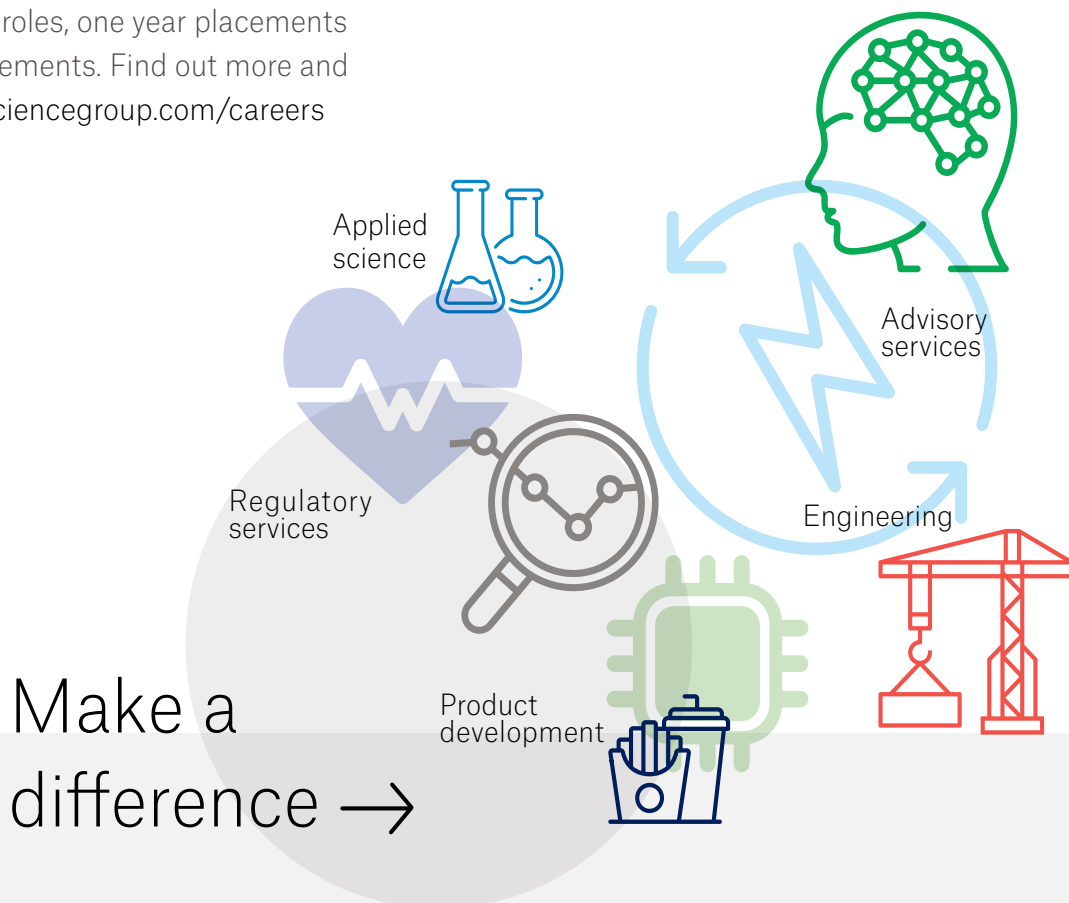


Guide to Careers 2019–20

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What I wish I'd known sooner about careers...

Isobel Bickersteth reflects on valuable lessons she's learned about finding a career that works for you

TAKE YOUR TIME

In the rush of Cambridge, it can sometimes feel like everyone has their future carefully planned out from the moment they arrive. However, being open minded about your future career can pay off - by being flexible with regards to your future, you leave yourself open to exploring new possibilities throughout your degree. In short, it's okay not to know exactly what you want to do in the future from the very beginning.

EMBRACE EXTRA-CURRICULARS

The skills, experience and expertise you can gain from becoming involved in societies are invaluable when it comes to the workplace. I think it's important to pick what you get involved with out of genuine interest, as this will ensure you enjoy participating - instead of finding it a chore.

THINK OUTSIDE THE BOX WHEN IT COMES TO WORK EXPERIENCE

Within Cambridge there can be an immense sense of pressure to secure a summer internship, or to have illustrious company names on your CV. Whilst work experience is undeniably useful, don't forget that it can come from many places. Future employers are interested in the skills you've learnt, wherever they may have been gained. Think about what you've learnt from part-time work, including temporary jobs over the holidays.

USE THE CAREERS SERVICE

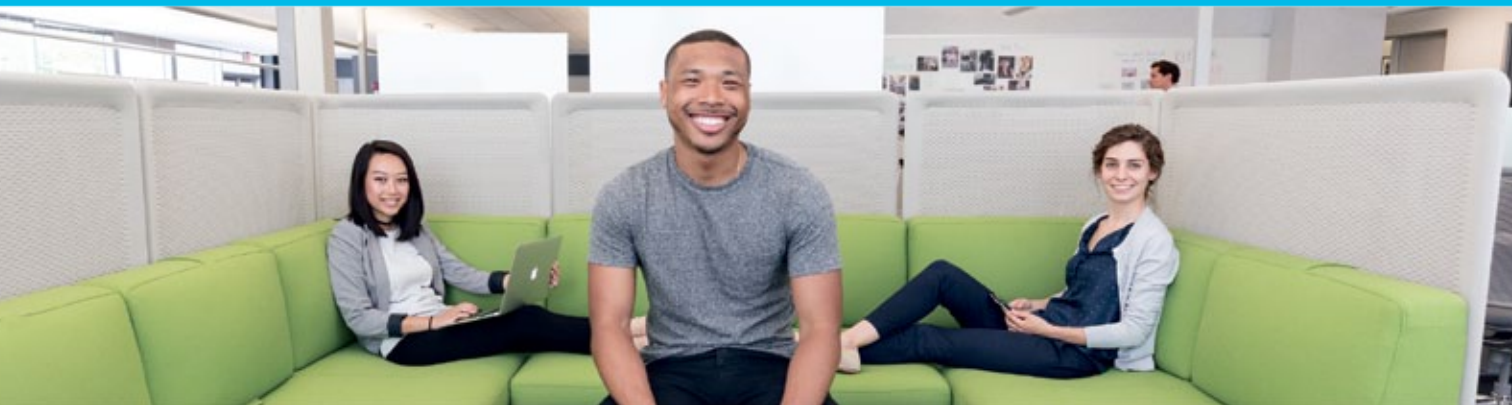
From workshops, networking events to one on one advice, the careers service is an essential tool for any student. Their events cater to In particular, their website contains a wealth of information - make it your first port of call when it comes to seeking employment.





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So, you have colorful hair? Don't care. Tattoos? Show off your ink. Like polka dots? That's cool. Pop culture geek? Many of us are. Passion for technology and world changing? Be you, with us!

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challenging problems and work on vital projects that are of operational interest to us. You might be involved in programming high performance computers, assessing cryptographic algorithms, analysing complex data sets or developing new statistical tools. No matter the project, you'll keep communications secure and help to protect the UK.

To join us on this summer placement, you must have completed at least three years of your mathematics degree and be on track to achieve a first-class honours qualification. While it's great if you have some programming experience, it's not a problem if you don't. With a passion to learn and a real curiosity, we'll teach you everything you need to know. And as a real team-player, you'll thrive in our supportive environment and work with real purpose.

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To join us on this summer placement, you'll need to have completed at least three years of your mathematics degree and be on track to achieve a first-class honours qualification. Curious and passionate about learning, we'll teach you everything you need to know.

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How to choose an internship – and how to get it

Applying for internships offers valuable experiences regardless of the outcome, so try not to worry too much, writes Raphael Korber Hoffman

Deciding upon a career path can be a stressful experience, especially whilst at university when your schedule is full and post-graduation options can seem daunting. The important thing to bear in mind is that deciding upon a career path at this early stage is not necessary or even desirable for many students. An advantage of taking an internship is that it provides an insight into what it is like to work in a particular profession or sector without the commitment of a full-time job. On this basis, try to take internships which are varied and offer a variety of different experiences. View an internship as an opportunity to find out more about different sectors – an internship can be most valuable in helping you to narrow down your interests!

When applying for an internship, make sure you make enquiries as early as possible in the academic year and research which organisations in your preferred field tend to offer internship programmes. This will help you narrow down your list of where you would like to work and also gives you time to find companies or organisations which pay their interns, as this is often a necessary requirement for many students.

Your CV is important as a reflection of you and your experience. Take time to work on yours but don't worry if you haven't had the opportunity yet to have lots of experiences on there. This is where the cover letter can come in. Make sure that you tailor your cover letter for each organisation you apply for and reference what

makes their organisation unique and how your experiences and skills match this.

Apply to as many internship schemes as you can, and set up reminders so that for example, each week you send off at least one new application. It is also important to learn that a rejection is not necessarily an indication of your personal ability, but can be due to limited spaces. It may take many applications until you get through to receiving an offer but don't let this put you off! Going through the process of applying is itself a valuable experience as each time you get more practice at writing a cover letter or undertaking any tests or assessments that are necessary for an application to many corporate or governmental internships.

Not all organisations offer internship programmes but may still take on interns if you make an enquiry yourself. It is worth writing a draft speculative letter discussing why you would like to work at a particular company, what you would gain from such an experience, and what you can offer. In many cases, a company may be able to offer you an unadvertised position.

Many firms and governmental organisations offer graduate schemes which are paid and offer training and a path to a career. These can be an excellent choice as an entry point into careers such as law, finance or government.

Research what you're applying for

Catherine Lally shares her top tip for achieving success at interview

It is really important to do research into the field you are applying to work in, as well as the particular place of work you have applied to. This will allow you to develop and broaden your understanding of what draws you to a career here.

Potential employers will likely ask you about what makes you interested in their particular field. Being able to deliver an answer that demonstrates enthusiasm, drawing on facts and your research, as well as being

able to identify aspects of the job that line up with your own goals will help put you in a strong position.

Moreover, often many companies, firms, or charities operate within one field, and so you might also be asked what you like about the place you are applying to specifically. Knowing what makes this workplace unique and why it appeals to you is another way of making it clear that you have really thought about what draws you to a particular job.

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This means we work on truly breakthrough products which could change our world, identify new markets/technologies for our clients or map out a go-to-market strategy.

In the last year we've undertaken projects that ranged from the development of a next generation advanced

radiotherapy system for cancer treatment, the analysis of the impact of food processing on the nutritional profile of food products and the development of an intelligent precision-dispensing system that aims to reduce the environmental impact of chemical use in farming.

Our people are mainly scientists and engineers, people like you. We work in open, stimulating environments and we all seek to make a difference in whatever we do. One of the great things about Science Group, is that we are big enough to offer structure and career development options but small enough that if you make a difference, you'll be noticed.



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Ghyston

Ghyston is an independent software house, founded by Ric and Emily Hill in 2012, and based in Bristol. We started as the Bristol arm of London firm Softwire, and have evolved from a five strong team in 2012 to an independent company with 35 employees in 2019. We develop outstanding software for forward thinking businesses, using a variety of technologies. We cover every aspect of software builds, from consultancy to large development pieces, to support and maintenance of code.

We are technology agnostic and all developers work

across the full tech stack. To support continuous learning we have regular internal knowledge sharing sessions, as well as external training, and mentorship.

At Ghyston, we have a flat and open structure, promoting a well appreciated familial feel. We operate in a democratic way, which allows for everyone's voices to be heard. This gives employees the confidence to consistently contribute. We foster a collaborative and fun work culture, and have a full and varied programme of social events outside of work, making for a close and supportive team.





DAY 1.

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Graduate Q&A

NAVYA RAVULAPALLI, studied History at Robinson College

Why did you choose P&G?

Although I'd tried several different career options during internships, such as consulting or law, nothing seemed to quite fit. After speaking to several people from P&G at a careers fair, I realised that the qualities that I'd most appreciated from other jobs such as creativity, analysis and early responsibility were all offered here. Everyone I met was really invested in getting to know you as an individual throughout the interview process, and there is a huge investment in graduates through the highly-respected training programme.

The final Commercial Careers Academy was an amazing way to try out the role through a case study, and to see the impact that the huge brands at P&G have on everyday consumers.

How did you decide which role to apply for?

I knew that I was interested in working in Sales or Brand from the start as they suited my previous experiences, such as being on the Ball Committee or volunteering with Pink Week. Watching the videos on the website and Youtube about what a typical day would look like, as well as speaking to as many people across functions as possible were the best ways to truly understand what the different roles involved.

The ability to gain ownership of your business from early on, negotiate with external suppliers and work with a multi-million pound budget from Day 1 attracted me to sales specifically.

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

P&G places a huge emphasis on ensuring that all employees find the right balance for them. Alongside options for flexible hours and working from home, there are also many social activities on offer to get involved in. As well as several sports clubs including football and netball, P&G also has a band and a dedicated network for new/recent grads which puts on socials and training every 3 months.

There are also many charitable and community initiatives, such as from providing careers advice to disadvantaged students to raising money or volunteering with our charity of the year – this year it's Little Roo, a neonatal care provider.

One of the highlights of the year is the annual Football World Cup, where employees from around the world come together for a weekend – the most recent one was in Croatia! P&G is a build from within company, which means they encourage a healthy work/life balance to build a long and sustainable career rather than burning out early.

What do you enjoy most about your work?

Definitely the people that I get to work with on a daily basis. There is such a variety of people, both across functions and even doing the same role. Everyone is passionate about what they do, and more than happy to take time out of their day to help you or even just to catch up!

You get exposure to employees at different stages of their career as a new graduate hire, since you're assigned a buddy who typically started a year before you, as well as a more senior mentor to help you develop your career how you want it.

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

Don't be afraid to ask questions as it's so important to really understand what your chosen role involves. By speaking to as many people as possible during careers events, you can truly understand whether P&G is right for you as well as gain a better insight into the company culture.

P&G is most interested in understanding what you've skills you've gained, and how they apply specifically to the role you're applying for as well – these can be extra-curricular, academic or even any personal interests you have.

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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

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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 50 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.

In 2014 and 2015 they placed first in The Sunday Times 100 Best Small Companies To Work For and were named Top Company For Graduates To Work For in 2016/17 and 2017/18 by The JobCrowd. Most recently, they were in the top 100 Graduate Employers in 2018 by The Times. TPP also offer one of the most competitive graduate salaries on the market and won the 'Best Graduate Salary' award from The JobCrowd last year. They provide an excellent starting salary with outstanding annual pay reviews with the graduate salary increasing rapidly during the employee's time at the company.

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.



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Sportside is a dynamic new tech start-up with a mission to bring people together in a global local sports club. The brainchild of CEO Vaz Varmuza, the app is the result of five years of research and development.

It allows players to find their ideal match, tailored by sport, ability, gender and location. Xan believes as a one-stop shop it is unrivalled in the market.

As well as matching up players, Sportside allows coaches to grow their clientele, clubs to manage themselves, brands to attract new customers and venues to maximise revenue.

Sportside has already secured £400,000 of initial funding through Bob Frost, Investment Director of Fortunis. Ahead of the app's official launch it is building up a network of ambassadors, including international athletes, sports teams and crucially students from universities across the UK.

As Sportside prepares for launch early next year, there are internship opportunities for entrepreneurial stu-

dents with a passion for sport, health and fitness.

Xan says: "Sport changes lives and is a force for social good. We believe Sportside will encourage more people to participate in activities and promote a positive healthy lifestyle.

"We are looking for students who share our vision. Who understand that this is not just an app but a movement."

Sportside interns will be expected to hit the ground running from day one. However, they will be supported in developing and executing their own projects by some of the best minds in the sector.

And the end of the winter, spring or summer programmes, there will be the chance to win a place on the graduate scheme.

To find out more email Xan direct with a short note about yourself xan@sportside.com

Want to make the most of a City internship? Be an anthropologist

Observe, listen and always ask questions, says Oliver Rhodes, offering valuable advice on making sure you use your corporate internship to your advantage

I would hasten to bet that there's a moment in the career of most undergraduates when their head starts to turn to the beaming lights of the City.

For some, they may seem blinding: the 'Magic Circle' law firms, the 'Big Four' accountancy companies, and other Big Dogs have been setting up camp in Cambridge for years to hold talks, workshops and networking canapés in what has been a phenomenally successful effort to attract young talent to their firms. No wonder: these are elite jobs which offer substantial rewards.

You may be thinking of spending a few weeks getting a taste of the corporate world, and the vast majority of top firms offer competitive vacation schemes designed just for that purpose. I applied to a handful of commercial law firms in my penultimate year and struck lucky. These schemes aren't easy to get and, when you're offered one, you won't want to waste it.

So how do you make the most of those few weeks at a corporate firm? My advice would be to summon your inner anthropologist: observe, listen and incessantly ask questions.

From my experience, at least, your vacation scheme won't be a coffee-making job: City firms take these internships very seriously and want you to get the best out of them, for your sake and for theirs. They are usually a mix of scheduled events – talks by different departments, workshops and evening socials – and office time shadowing an employee.

With that in mind, be attentive to the culture of the firm you're at. Contrary to popular opinion, City firms are not all the same, even if the suits are. In the commercial law world, for example, the culture varies widely between the six 'Magic Circle' firms. Slaughter and May expects its employees to work a lot more independently with less top-down supervision, which can be very appealing to Cambridge graduates. However the vibe of the firm, including its recruitment procedure, is a lot

more traditional. Linklaters, by contrast, prides itself on having more opportunities for international work, while the office culture is a lot more hierarchical.

Second, your fellow interns are not competitors – corporate firms don't tend to pitch their interns against each other, though some firms do keep an attentive eye on how their understudies manage themselves with others (especially at after-hours social events!). For the most part, however, your undergraduate colleagues can offer a canvas for your own self-reflection. Ask them, what motivated them to apply here? What has been their experience at other schemes? These connections will help you navigate your own journey to a decision about your future.

The personalities and backgrounds of your colleagues, furthermore, can indicate what type of person the firm sees as a fit for them, and how you may fit into that.

It must be emphasised, however, that City firms, alongside virtually all industries with an interest in Cambridge graduates, don't look for human-shaped cut-outs of your CV. They're looking for people with a passion for the trade. So pay attention to the people around you, and ask the same sorts of questions about who you're shadowing. Make the most of the access you now have to gather as much information as possible about the team.

A final piece of advice: be honest with yourself. If you don't like it, don't do it. Two feelings to watch out for are obligation and flattery. You'll meet countless others who make the mistake of rushing into something because (they think) everyone else is doing it.

If you land a scheme, the firm probably already wants you. But work out what's right for you and remember that the City isn't all that's out there. Strip away the corporate mystique, and what you'll find is a team of people, a panoply of personalities, which you'll be working with every day.



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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.

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Interviews are all about preparation

Interviews can seem very daunting, but Kiran Khanom is here to help you out

Interviews for jobs or internships can be nerve-wracking, but whether you're interviewing for a commercial law firm or a volunteering opportunity, doing a telephone interview or one in-person, two things can help interviews go smoothly: preparation and practice.

Preparation is key to acing a job interview. It is obviously impossible to prepare for all eventualities, but take time to think about what the interviewer will likely ask you. Generic questions can come in the form of 'competency based' questions ('Give us an example of when you worked in a team') or 'strength based' ones ('What motivates you?') – the internet has many examples of such questions, so prepare answers that match the skills that the position you are applying for requires. For questions like these, it's important that you have examples to back up your answers – you can't just claim you're great at leading a team.

If this is your first internship or job, it might feel daunting trying to think of examples for such questions – but you've almost definitely gained numerous skills during your time at Cambridge. Extracurriculars are an obvious and helpful source of examples to demonstrate your skills, but your degree can also help – group presentations, researching for essays or managing your time all provide various skills you can use as examples in interviews. The 'STAR' formula (Situation/Task/Action/Result) is a commonly used and helpful way to organise these examples, as it focuses on the results you got and what you did to get them. Saving a document with these answers, which you can update when you get more experience or do new things, is a handy way to save time for future job interviews. However, other questions might

be more specific and focused on the organisation you're applying for (such as the obvious 'Why do you want to work for us?') – so make sure to do some research into the organisation!

It's also always handy to have some questions to ask your interviewer at the end of the interview on hand: the internet is again a useful source to find some that work for the position you're applying for.

The more you prepare, the more confident you can be for your interview – but practice is key too, in order to make sure you feel as comfortable as possible during the real interview. Practice isn't just about reciting answers you've prepared though; it also helps you perfect a confident body language, maintain eye contact with your interviewer and stay positive and enthusiastic during the interview. Practice interviews are also a great way to prepare you for how to handle questions you might not be anticipating.

The Cambridge Careers Service offers a great practice interview service, both online and in person – take advantage of it! It can also be helpful to get to do a practice interview with a friend or family member. If those aren't options, even just speaking out loud in front of a mirror can help improve your confidence for an interview massively.

You can never guarantee you'll definitely get a job or internship you're applying for: but with preparation and practice, you can walk into an interview knowing you've done your best to impress your interviewer.

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Further information can be found at www.futuretraining.org.

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EDUCATION

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Most importantly, be yourself

While it is natural to seek to impress and say the right thing during interviews, Catherine Lally reminds us of the importance of simply being yourself

Preparing for a job or internship interview can be a nerve-wracking experience for any student. However, thinking of interviews as a way to get to know the people where you are applying, as well as a chance to show your best self, can make them a rewarding experience.

Getting ready for interviews can help you build up your confidence beforehand. Most interviews are not a test of your academic ability, and provide a chance to talk about yourself as an individual, from your experiences outside of the classroom to what you are passionate about!

Most importantly, interviews are a chance for you to get

to know the people who work where you are applying, and for them to get to know you. Try and be yourself!

Having some questions of your own to ask is another good idea. They could come from what you find through research, be about what draws your interviewers to their jobs, or just come from interview conversation.

Interviews are a chance to talk through your personal qualities, and while it is often not a good idea to go in with entirely pre-prepared answers, it is worth reflecting on your own experiences and what they show about you, as well as what they have taught you!

EDUCATION

South Hampstead High School

South Hampstead High School is an academically-selective independent day school, welcoming girls aged 4 to 18 from across London. Excellent academic results place us comfortably amongst the country's top schools, and our pupils leave for some of the most prestigious universities in the UK and worldwide. However, there is so much more to an education here than the girls' headline achievements.

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We place great emphasis on bringing in the outside world, engaging with the local community and fostering a culture of kindness and curiosity. Throughout their time here, pupils benefit from a huge range of academic enrichment opportunities – lectures, competitions, charity work, expeditions – that combine to ignite a

genuine joy in learning. Notable 'old girls' include prize-winning authors, cutting-edge scientists, passionate campaigners, legendary broadcasters, creative entrepreneurs and Oscar-winning actors.

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How to dress for the job you want

Gabriel Humphreys offers useful tips on what you should wear for a job interview

It's a seasoned adage, but one that doesn't make the question of what to wear for a job interview, or an internship, any less daunting.

The choice feels practically bureaucratic, an impossible balancing act between expectations, comfort and bizarre coded dress codes, that only adds to our stress.

But it doesn't have to be. No matter whether you think you're "fashionable" or not, we can all use how we dress to our advantage, and here are some tips on how to do just that.

Follow the dress code.

First, a little on the oh-so-dreaded dress code. It feels like overkill to say but, if there's a dress code, then follow it. 'Suit' is self-explanatory, while 'Business' is a veiled term for a small step down, perhaps with a non-matching jacket and trousers. 'Business casual' is a step down again, and 'Casual' gives you fairly free reign. If you're unsure, it is always better to err on the side of caution and dress a little more formally than you think you need to, and if you're left without a dress code, well then...

Dress to feel comfortable, and confident.

Interviews and internships are stressful enough on their own, without having to worry about how your choice

of clothes is perceived. Choose what will make you feel comfortable and confident in your appearance. It will make a huge difference to how you come across if you seem at ease in a pressured environment. And if you feel like you can rule the world when you're in that pair of boots or that jumpsuit, then go for it. Fashion can be remarkably empowering, so embrace the chance when you're in need of a kick of extra confidence.

Don't (necessarily) dress to impress.

You don't always want the most memorable thing about you to have been your clothes. What you wear should compliment and not diminish. That's not to say you shouldn't wear anything 'bright' or 'distracting' as many online guides will tell you, but simple grooming can be just as important as well-chosen clothes. Neat hair, cut nails - signs of someone who has their life under control.

Dress like yourself.

Above all, you're selling yourself, and if you don't look and feel like yourself, you're never going to feel able to bring authenticity and confidence when it's needed. Bring your own flair to a dress code, wear a bright tie to pep things up, or some adventurous shoes, or don't - but whatever you do, know that what you're wearing isn't plucked from a Wikihow article, but it's what you feel best in.

FINANCE

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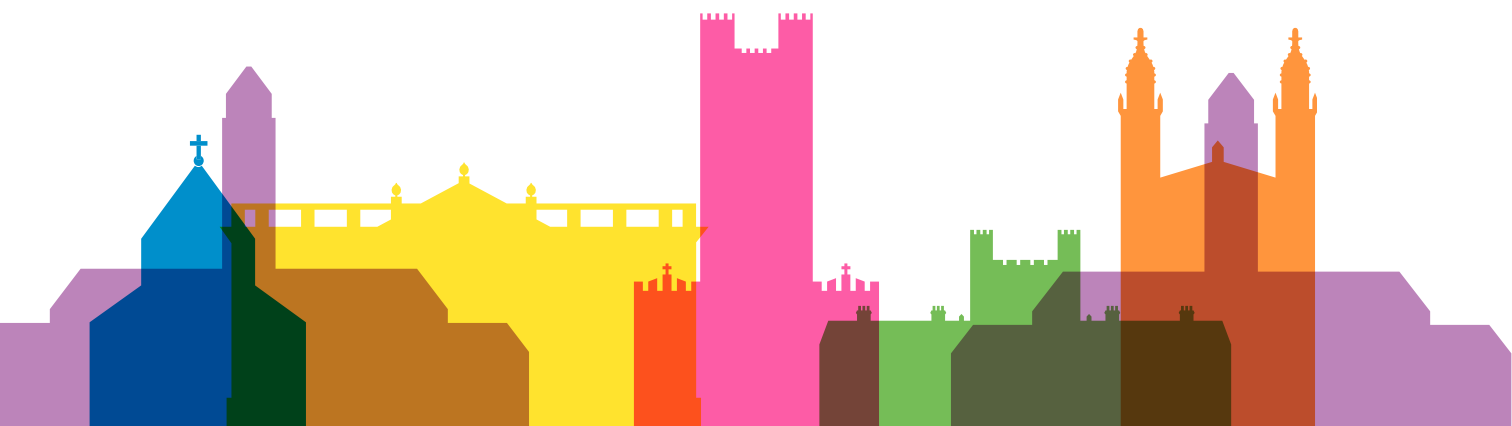
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LAW

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