**Gregor Howitt – Co-director and Financial Advisor**

Yeah I've interviewed and I've employed dozens of staff over the years, the big thing I'm personally interested in is work experience. A lot of people come to us thinking that they haven't got experience in financial services but I look at the skills they’ve acquired in other roles or maybe through college and really look at them and see how they can be transferred over to working with myself. As I mentioned earlier, attention to detail is core and a lot of jobs require that. I think resilience is really important as well, the ability learn new skills and adapt. We work in an industry that is always changing, it’s very heavily regulated, and so somebody who can keep on top of that is really important.

**Billy Elliot – Financial Advisor**

So be prepared, look at the website and research the company in the industry in-depth, think of a couple of pertinent questions beyond the usual interview script. There's a lot of questions out there that universities will prep you for, employers are well versed in these. So what they're looking for is actual genuine interest in the industry and the firm.

So what we're looking for day-to-day is what you need to get out in the interview. So think outside the box, if a candidate doesn't have a specific experience in finance, it is likely they still have transferable skills they should be able to present during an interview. If we don’t know about that, we can’t mark you on that. Examples could also draw from personal experience in clubs, sports or volunteering for example. So myself and Gregor both played rugby so we know the benefits of team sports but there is benefits of individual sports or other extra-curricular activities.

**Gregor Howitt – Co-director and Financial Advisor**

Yeah, another one is make a good first impression. A lot of the people think that the first impression starts when you come into the office to be interviewed but, you know, I've spoken to the receptionists, often, to say, ‘How did the person come in and conduct themselves? What did they say? What did they do?’ So really as soon as you're entering that building, be prepared that somebody's maybe looking at you make to make an impression.

I think it's really important to dress appropriately and present yourself with good manners and enthusiasm. I once gave a job to someone coming for a receptionist’s job with us and I gave her the job basically before she even spoke a word. She just sat so well at the front of the office, she was cheery, she was smiley and before she even opened a word to me I just thought, she’s got qualities that would be really good. So yeah, just watch out for first impressions. They do last.