

Direction

The official annual careers publication for Skills Jersey



A young woman with long, straight, light brown hair is smiling broadly, looking off to the right. She is wearing blue-rimmed glasses and a textured, orange-red knit sweater over a white collared shirt. Her arms are crossed, and she is wearing a silver watch with a white strap on her left wrist. The background is dark and out of focus, with a white brick wall visible on the left. A semi-transparent yellow-green geometric shape is on the bottom left, and a dark blue shape is on the bottom right.

**What do you
want to do?**

The Digital Leadership Programme is a two-year degree-equivalent course taught right here in Jersey that combines academic learning across a range of essential digital skills, with real-world hands-on projects set by global companies and brands.

What makes the Digital Leadership Programme unique is its blend of both the technical and the creative sides of the digital skills spectrum. So, from coding and data analytics through to video production and social media marketing, we've got you covered.

If the honest answer is “I’m not sure yet”, then take a look at the Digital Leadership Programme.

Visit www.digitalleadership.je



**DIGITAL
LEADERSHIP
PROGRAMME**

Deloitte.



Where are solutions before they're found?

Welcome to the home of the curious.
A place for those who know that imagination, ingenuity
and solution finding are what humans are made of.
We offer life-changing careers and professional
qualifications, across all industries, to those who are
true to themselves. Those who set no limits to their
dreams and ambitions.

Trying to decide which way to go:
continue studying or enter the world of work?
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designed to help you discover the fascinating world of
business and explore your unique potential.

Explore your opportunities in Jersey.

deloitte.co.uk/careers

What impact will you make?

Direction

CAREERS IN JERSEY

The official annual careers publication for Skills Jersey



made by

EDITORIAL COORDINATOR
SKILLS JERSEY

SALES

CERI MILNER

ceri@factory.je

PHOTOGRAPHY
DANNY EVANS

PUBLISHER

BEN DAVIES

ben@factory.je

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70 BATH STREET
ST HELIER
JE2 4SU

01534 811100

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“Skills Jersey is dedicated to empowering local people of all ages to have the ability to choose and achieve positive career, life and learning goals, aligning with the needs of the Island, in collaboration with industry.”

Skills Jersey's mission statement

Who are Skills Jersey?



Skills Jersey, which includes Careers Guidance, Trident, Trackers, Skills Coaches and Student Finance, is part of the Children, Young People, Education and Skills Department. It is a centre of excellence with clear links connecting education and lifelong learners with industry.

WHAT SKILLS JERSEY CAN OFFER:



Careers Guidance

The Careers Guidance team offer free, confidential and impartial careers guidance to people of all ages including school pupils, 16+ students and adults.



Connect with Education

Offering links between schools, colleges, universities, industry and other education training providers, Skills Jersey is the hub where industry and education can work together to benefit the local community.



Learning through Work

Whether it is mentoring apprentices through employment and training or coordinating work placement and shadowing schemes, Skills Jersey supports Islanders to make informed decisions leading to their future employment.

Contact Skills Jersey for advice and support on 01534 449440

We've added contact details on each page, just down there

The Careers Guidance Team



(Photo: Jersey Evening Post)

The Careers Guidance team can help you to



Focus on what's important



Identify your strengths



Identify your interests



Identify your options



Plan job hunting strategies



Work out your next steps

they can help you...



Starting your job search



Structuring your CV



Advice on application forms



Interview preparation



Information on training courses



Providing career matching programmes

“ Customer feedback...”

“I was at a point in my life where I didn't know how to move forward. It was with the help of Skills Jersey, that I am now on my way to becoming a student ODP. They've shown me anything is possible, with a bit of hard work! Highly recommended!”

“For anyone, regardless of age or ability, who feel they have hit upon a stumbling block in which path they believe they would like to head, either education or career wise, Skills Jersey is a positive step in the right direction. There is no need to feel you are on your own - offering helpful advice, guidance and support, Skills aim to do everything they can to assist you towards your goal in choosing the right path. Whether starting out from leaving secondary education through to a career change or returning to work after long

absence, looking for the most suitable educational course and apprenticeships for your preferred job/career, the approachable team's professional, sensitive and thoughtful mentoring will begin to give you a sense of positivity and confidence in moving forward”

“Very supportive and knowledgeable advisor, willing to go huge lengths to help me find out whether I wanted to change or stick with my career”

“Skills Jersey has been an invaluable resource for me - especially at first when I was stuck trying to get to where I wanted to be. They are a friendly, knowledgeable and encouraging team and have gone above and beyond to help me. Thank you!”

”



Connect with
Education

Skills Coaching for young people

How can a young person get the support of a Skills Coach?

The Skills Coaching service is a voluntary and impartial service which aims to support you by understanding where the world of work links with your learning. If you are under the age of 25 and would like support from a skills coach, you can refer yourself by searching 'About Skills Coaching' on gov.je and completing our online referral form. The page includes information on the service, leaflets for employers, young people and professionals and permissions letters.

The Skills Coach team works behind the scenes impacting the lives of many young people in primary school, secondary school and further education. It is an impartial service which complements education plans and strategies for young people helping them connect their school studies with the world of work.

Feedback from young people we support

When I left school I was nervous to start Trackers, my Skills Coach supported me and helped me gain in confidence. After I did the Foundation Trackers Programme my Skills Coach then advised and guided me when required with job applications and meetings with employers to help me find a job. Which will hopefully now lead on to an apprenticeship this year. My Skills Coach has helped and supported me when I have been unemployed through their own personal contacts and relationships with employers and assisted me with helpful tips when I looked through jobs on gov.je. When I was in school they also gave me guidance to develop my timetable to include Highlands College to help me get a better chance at what job I would like to do in the future.



Employer shout out!

"Thank you to all employers who have supported us to engage young people with work insights and visits, especially during the last year! Any interactions with employers and insights into the world of work and industries helps our young people's aspirations for the future!"

If your company would like to offer insights to the young people supported by the Skills Coach team get in touch!

It was daunting at first coming from a school environment into a workplace as I was quite shy but after work experience, I felt I had gained confidence and enjoyed having the independence to be working on my own small projects and thinking through the processes of what I had to do to complete the work.

Carl Harvey, who built his career after inspiration from a Trident work placement



CASE STUDY

Carl Harvey, Managing Director of Design Dimensions

We spoke to Carl about his experience of becoming the Managing Director of Design Dimensions, where he first started off as a Trident student and the importance of supporting the Trident scheme as an employer.

Where and when was your Trident work experience placement?

I completed my work experience in 2003 at Design Dimensions, Ken Hopes the Director at the time gave me a good report and asked me to contact him when I left school the following year. Before I had finished my GCSE's I made contact and Ken

offered me an apprenticeship with almost an immediate start. I started working for Design Dimensions very shortly after in July 2004 and from then have worked in all areas of the business working my way up which has led to me part owning the business today.

Has your Trident work experience influenced your career journey and if so how?

Coming from a family background in carpentry I knew from a very early age that is what I wanted to do, my work experience just helped me to confirm that. I know for many the choice isn't so easy and can be very difficult. My advice to any young student we take is to approach the time with the right attitude and give it your best shot,

even though you may not have ended up with your first choice of placement you will gain a lot of transferable skills from your time if you are keen and willing.

How do you think your Trident work experience benefitted you at a young age?

It was daunting at first coming from a school environment into a workplace as I was quite shy but after my work experience, I felt I had gained confidence and enjoyed having the independence to be working on my own small projects and thinking through the processes of what I had to do to complete the work.

Your company, Design Dimensions, has been offering work experience to Trident students for many years. Why do you feel it is important for you as an employer to continue supporting the scheme?

Both myself and my partner came through the work experience so we know first-hand how valuable the process can be to the student's future. If we can come across young people interested in learning the trade through the scheme, then it will only benefit the company in the long run.

What advice would you give to a company thinking about taking on a Trident student?

Go for it! You could unearth valuable talent and assets for your company in the future.



Get in touch

Trident is an introduction to the world of work for students in Years 10 or 11. Students spend two weeks of curriculum time out of school and in the workplace. At this stage most have never worked so the concept is totally new to them – the aim is to give them a chance to see what different working environments are like, instil a work ethos and start to develop basic life/employability skills. Whilst they are in the workplace they can learn all of these for themselves (by doing them) rather than being told what is expected of them in a classroom setting – which is never as effective.



Trackers

Meet the apprentices

The Trackers programme supports people aged 16 and over in their chosen apprenticeship by providing mentoring and funding for training fees. Trackers currently supports 450 apprentices across 27 different industries. We're constantly researching and exploring new industry areas that could benefit from our apprenticeship model in order to fill skills-gaps on the island and help to upskill Jersey's workforce.

We ask apprentices what they love about having a mentor!



Catalina Bruma

Completed the Level 3 Retail apprenticeship and has applied for the CMI apprenticeship

What is one positive part of the Trackers mentoring programme that you weren't expecting?

One positive part of the Trackers mentoring programme that I wasn't expecting was the inspiration that helped my professional growth and made me believe that I have the right set of tools to succeed in my career journey.

What's the best thing about having a mentor?

The best thing about having a mentor is having the support through any challenges that may arise in the work environment and knowing that meeting after meeting you are on the right path.



Filipe Perestrelo

Completed the Level 3 Retail apprenticeship and is now doing the CMI apprenticeship

What is one positive part of the Trackers mentoring programme that you weren't expecting?

I wasn't expecting to have a mentor so supportive. I thought a mentor was to ensure that I was doing my work within the programme, but I have a mentor who is very knowledgeable, friendly and always positive to support me and my studies.

What's the best thing about having a mentor?

The best thing about having a mentor is that they have made me feel confident and have helped me develop my studies. It's an inspiring source of confidence, a friend and someone that I know I can count on.





Hannah Coops

Completed the Level 1 & 2 Diploma in Culinary Skills and has applied for the Level 3 Certificate in General Patisserie & Confectionery

What is one positive part of the Trackers mentoring programme that you weren't expecting?

A positive part of the Trackers is the availability of the mentors which allows me to keep a constant track of my progress and provides the opportunity to discuss any issues that may arise while working on a positive approach to resolve them.

What's the best thing about having a mentor?

The best thing about having a mentor is that you have someone to talk to and rely on if you need extra help and support at work or in college. This helps knowing that someone will always be there to help you and check up on you.



Nidia Ferreira

A graduate Dental Nurse apprentice

What is one positive part of the Trackers mentoring programme that you weren't expecting?

I was going through a delicate situation at my previous job and my mentor helped me successfully overcome those issues by supporting me and advising me into resolving issues in such a professional way.

What's the best thing about having a mentor?

If I had any questions, issues, or needed to talk to someone for help and support, I could always count on my mentor. The Dental Nursing online course can be very overwhelming when starting so having a mentor to support me was very important throughout my journey to becoming qualified.



Roux

Originally a Foundation apprentice who has gone on to do Health & Social Care at Highlands College

What is one positive part of the Trackers mentoring programme that you weren't expecting?

One positive part I didn't expect was how my mentor could help me with a wide range of things from finding a job to emotional support.

What's the best thing about having a mentor?

The best thing about having a mentor would be that it's up to you how often you see them and what you ask for help with. My mentor helped me in ways I didn't think they could.



Contact Trackers for further information 01534 449180 | www.gov.je/trackers



Student Finance are a small team within Skills Jersey who assist students and parents with applying for and receiving funding towards their higher education.

The application process is very quick and quite simple, but there are a few tips they have that can make it easier for you!



Application process - Top Tips!

Ensure that you complete all the questions correctly. If you have passed exams or waiting for results please enter them on the application.

Complete the application early, it opens in January, as this can help speed up the process so you will know how much funding you will get in plenty of time.

Do your research, especially regarding tuition fees and accommodation costs which vary considerably throughout the UK and abroad.

Put down a personal email address and not your school email, we do contact students a lot via email and if you have left school you may not have access to the email again.

Make use of the numerous drop in sessions and presentations that we hold each year as this can be an invaluable source of information. It will also enable you to talk to one of the team face-to-face.

Don't listen to rumours. if you have a question please contact us directly so we can give you the most up to date and correct information.

Make use of the information that is on our website, there is a lot there and your question will probably be answered by looking through our pages. If you are unsure please contact us.

Read the information that we send you in letters and emails. We spend a lot of time replying to students and parents because they haven't read fully what has been sent to them.

All Jersey students studying in the UK are guaranteed to be charged the home rate for their undergraduate degree.

in numbers...

4

Members of staff make up the Student Finance team



262

Jersey students studying on-island

1232

Jersey students studying in the UK, Scotland & Wales



50

Students were studying abroad in 2019/20

11912

The university furthest away from Jersey, in miles, that Jersey students attend is Queenstown Resort College New Zealand



17

Presentations, workshops, drop-in sessions were completed by the Student Finance team

based on 2020/21 student finance figures

Want further information? >> 01534 449450 | studentfinance@gov.je | www.gov.je/studentfinance



Earn whilst you study in Jersey.

The Garenne Construction Group is a leading Channel Islands' business with a long tradition of investment in local construction. With over 900 people working across Jersey, Guernsey and the UK we are always looking for talented individuals to join our team.

We have opportunities to earn whilst you learn through apprenticeships, vocational and degree courses along with working in a great environment!

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- CAD Design
- Construction - DEC!
- Marine/Civil Engineering
- Plumbing
- Electrical
- Project Management
- Quantity Surveying
- Site Management
- Facilities Management
- Mechanical Engineering
- Design Management

Job Profiles.

Over the coming pages, choose the profile you'd like to learn more about.



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72

Erik Rueb

AGRICULTURAL ENGINEER

Self employed

What does a typical working day involve for you?

I supply and repair potato machinery, harvesters, planters and graders. My day starts at 6:30. There is usually a project on the go in the workshop. I make sure the mechanics have all the parts they need. The phone never stops with people needing an emergency repair or parts or advice. The day finishes at 6pm in the evening unless there is an emergency repair to do. We finish when the job is finished which can be very very late sometimes.

How did you get your job?

I advertised in Farmers Weekly magazine after finishing agricultural college and engineering college in Holland. I worked on several farms before starting my own company.

What motivates you in this role?

The variety. Every day is different. I like problem solving and making things work no matter what. Improvisation is very important. Thinking outside the box.

Are there any future skills you will need to learn for your role?

For the future there will be a lot of robotics in this industry so software writing will be important.

What are the three most important skills required for your role?

General mechanical engineering. Being able to use your knowledge and adapt it to the problems you are facing. Be flexible. Take on anything.

What advice would you give someone interested in a career in your profession?

Work hard. Don't be afraid of long hours. But it will give you a job that is hugely varied. You will end up with a very broad knowledge and capability.

Tell us a fun fact

As a proud Dutchman I still wear clogs at home!



Ruby Price

HEAD COOKIE MAKER/ BUSINESS OWNER

Dough Jersey

How did you get your job?

I started Dough Jersey with my husband during lockdown as a side hustle (I also work in finance but I'm currently on sabbatical). We started to make cookies for our family and friends, and soon we developed a recipe I thought was too good not to share! Once I've got an idea in my head, it's hard to shake so I designed the logo, chose the flavours, the boxes and branding in a really short period of time. I lived and breathed Dough Jersey (I still do!!!) and I totally believed it could be hugely successful so with the help of my husband, we launched the company.

What made you think about a career change?

I'm still employed in finance, but I launched the business because I really believed in it! I believed the cookies were absolutely delicious and I adore the social media/marketing side of Dough Jersey. I love creating new exciting products which make people smile. The feedback we get from customers is just amazing! It really is a 'pinch me' moment every time someone takes the time to comment or write a review. We have the best customers!

What transferable skills from previous jobs have you found helped in your current role?

I've been a project manager for the last seven years, so I guess that helps me be fairly organised and allows me to understand budgeting. Truly though, I think my first job in finance in a call centre when I was just 17 has proved most valuable skills wise; it taught me customer service and people skills which you'll need in every job you have!

Are there any new skills you will need to learn for your role?

I certainly needed to up my baking skills! The business pushes me every day to be creative and I need to understand ingredients to be able to develop new cookie flavours.

What advice would you give someone interested in a career in your profession?

So clichéd, but follow your dreams, if you can envisage something and you believe in it- go for it! You have nothing to lose. I also believe a coach or mentor is always a good idea for another perspective.

Tell us a fun fact

My husband and I have five jobs between us, and two children under five-years-old! Needless to say, we've got our hands full!



University College Jersey



internationally
recognised
degrees in partnership
with UK Universities

86%
achieved
a 1st or 2.1
Hons Degree



200+ students
are taking higher
level qualifications



9/10 progressed
on to employment or
further study within 2
months of graduating

Work and Learn
extended work-
placements on every
degree & networking
opportunities

Work based learning, including apprenticeships



900 adults
on part-time
work-based
learning



9/10 apprentices
passed their
programme of study



Highlands College
ranked 2nd
within 199 English
Colleges that report
achievement rates
for apprenticeships



Industry
partnerships
with over 170
employers

600+ students
enrol at our
Professional Studies
Centre each year

Did You Know?

All lecturers are
dual-qualified;
holding vocationally
relevant, and teacher
training qualifications



4,500 students
enrol each year
at Highlands
College

Around 750
full-time students
enrol in our 6th Form
each year: this equates
to roughly 42% of all
students in further
education locally

96% pass rate
for our full-time
Sixth Formers

91% of full-time
students
progress to further
study (eg. university)
or employment within
1 month of graduating



Highlands College

The best way to predict your future
is to create it.

Home to the Island's main University Centre,
the largest Apprenticeship programme,
and Jersey's original and largest provider
of Professional Development courses,
your future really does start here!

To view the vast range of
courses available, across a
multitude of sectors and at
a variety of skill levels,
simply scan the QR code:



Jamie Griffiths

OWNER/DIRECTOR/SALES/MECHANIC.

Bicycle Workshop Ltd

How did you get your job?

I was unfortunately made redundant just prior to the Covid pandemic. I applied for several jobs in various roles and was successful with the applications. Unfortunately, due to the pandemic the jobs were withdrawn which left me in a very difficult position. My previous job was in a niche sector specialising in vintage aircraft engine spares and related technical information, plus manufacturing and supplying spares to military organisations and general engineering. There was not an opportunity to find employment on island within a similar role therefore was open to options where I could my skills to good use. I found the new business opportunity by chance whilst visiting the shop for some spare parts for my son's bike. I got talking to the business owner which ultimately led to myself and my wife purchasing the business.

What made you think about a career change?

I was unfortunately forced to make a change in career due to redundancy. I'm a firm believer that in life things sometimes happen for a reason. You can carry on down the same route for many years and it can suddenly change in an instant. I have learnt not to disregard any opportunity without consideration.

What transferable skills from previous jobs have you found helped in your current role?

In my previous role I was dealing with quality and technical related issues within the aero and military engineering industry, this was often customer faced and through technical reports and meetings. This has helped me to deal with customers and any potential technical questions that I may be faced with. A technical mind has helped me to get an understanding of the cycle industry and allowed me to adapt these skills. I have always been hands on with manufacturing, repairing and maintaining various types of equipment, understanding drawings and specifications has helped me with assembly and compatibility of components and assemblies.

Are there any new skills you will need to learn for your role?

You need to get an in depth understanding of the product or service that your industry covers. This includes customers needs and product knowledge to be able to offer a satisfactory service. I will no doubt adapt and learn

as products and technology are advancing very quickly. It is a very exciting time to be in the cycling industry.

What advice would you give someone interested in a career in your profession?

Be passionate in your career path and believe in the product or service you are providing, be prepared to work hard and put in the necessary time. As in any career you will need to start from the beginning and learn the basics, then progress as you put in the time and effort. Take opportunities whenever possible and show willingness and interest. Get involved with a cycling group or just get out there with your friends and enjoy.

Tell us a fun fact

Getting to see and choose new products before the general public can be really interesting and having the opportunity to try demo bikes and get out in the elements. We have regular shop rides for friends and colleagues that are great fun and often a challenge.



Laura Wainwright

OWNER

The Jersey Grazing Company

What does a typical working day involve for you?

A typical working day involves waking up early to start preparation of our cheese and charcuterie boxes and brunch boxes. The first job is heating up the oven to bake the pastries and bread and then, while that happens, we put together the boxes with all the goodies! Once the boxes have been prepared and collected, I will often head off to a grazing table set up. The Jersey Grazing Company is actually my side business, as I also work full time as a financial reporting manager - so it is nice having something creative to keep me busy at the weekends!

How did you get your job?

The Jersey Grazing Company was established in 2020 after I had a few friends round for my birthday and put out a small grazing spread for everyone to pick at. The following morning, I posted a photo on social media and it gained traction from there, with friends and family requesting similar platters. A passion for creation soon developed momentum, and after some initial discussion of ideas and direction the business was officially launched in July 2020.

What motivates you in this role?

Seeing customers enjoying their boxes and grazing tables! We have created boxes and grazing tables for hen dos, weddings, baby showers, boat trips, wine tasting parties, corporate events, you name it! It always feels such a privilege to be a small part of these special events! It's also very fulfilling having your own business, as you are constantly learning new things, meeting new people and making connections with other local businesses on the island.

Are there any future skills you will need to learn for your role?

Learning how to scale without compromising on quality. We are now a year old and the business has taken off far more than I had initially imagined, so the future focus will be learning how to grow it while maintaining the same standard, alongside progressing in my career in finance and also taking time out for myself.

What are the three most important skills required for your role?

Organisation, patience and creativity!

What advice would you give someone interested in a career in your profession?

Don't be afraid to experiment with new ideas - you never know what could come out of it! Also, it is very important that you love what you do and are passionate about your products.

Tell us a fun fact

There are over 2,000 types of cheese! My favourite would have to be a mature gouda or a French brie.



Jessica Gouveia

SALON OWNER & BEAUTY THERAPIST

SEIVA

What does a typical working day involve for you?

A typical day at SEIVA is great fun and very busy. With the range of treatments we offer in house, it's so lovely to make everyone who walks through our doors, look and feel great! Whether it's their hair, nails, lashes or a tension release massage or super relaxing treatment facial; we enjoy the variety and clients we get to meet.

How did you get your job?

I started at Highlands at 16, just finishing school with good GCSE's I really wanted a career path that I would love my day-to-day job, be client facing and grow and develop in the industry. The beauty and hair industry is forever growing and always fast moving. I loved the fact I could really learn about the human body from all angles and make our clients enjoy their time with us at the salon.

What motivates you in this role?

Our team and clients! We really do have some amazing therapists and stylists here at SEIVA and of course the people we get to call our clients. We are lucky enough to have had some of our clients for a long period of time and have gone through all their special occasions, holidays and events to get them 'ready' for that glam day! The fact we look after our clients as a 'whole' taking care of their wellness, beauty and hair.

Are there any future skills you will need to learn for your role?

The industry is a never-ending learning platform! We work with some big brands, and learn so much on a monthly basis! From amazing facials and their products (super in-depth training here!) to techniques and skills learnt by the big name pros of the hair and beauty industry!

What are the three most important skills required for your role?

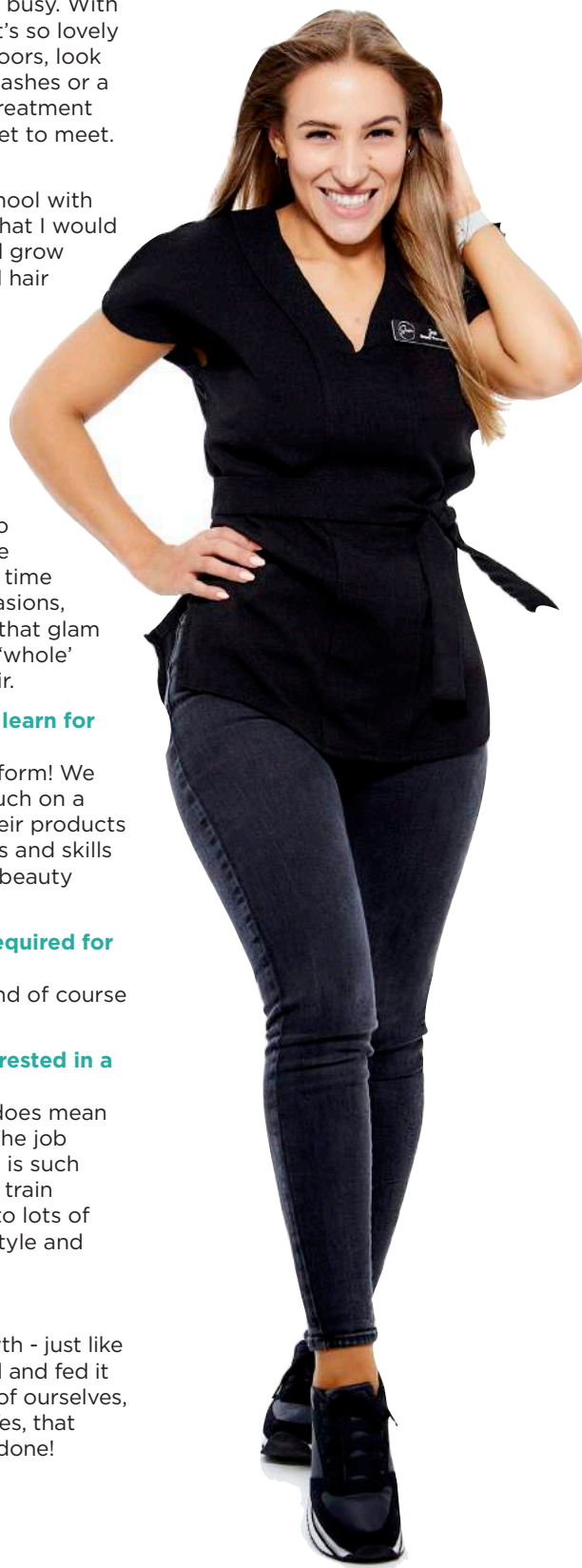
Multi-tasking, care and attention to detail and of course great communication skills.

What advice would you give someone interested in a career in your profession?

This industry is super rewarding and really does mean you get to LOVE what you do day-to-day! The job satisfaction when your treatments are good is such a great feeling. You get to qualify, learn and train with some amazing brands, meet and chat to lots of different people and really showcase your style and flair in the industry.

Tell us a fun fact

SEIVA [SAY- VA] means the essence of growth - just like a blossoming plant, when it's happy, watered and fed it grows beautifully, reminding us to take care of ourselves, nurture and do things that make us happy! Yes, that does include having your nails, facial or hair done!



media matters.

FOODIE

RURAL

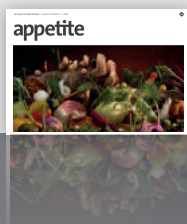
GIVING

LIFE&STYLE

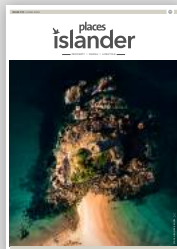
PROPERTY

CAREERS

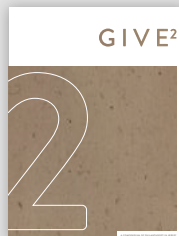
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Glenn Noel

REGIONAL PASTRY CHEF, MIDDLE EAST, AFRICA, INDIA

Valrhona

What does a typical working day involve for you?

I am quite lucky to have a job which has many different fields. I am responsible for 23 countries and I assist all our clients and distributors with recipes, techniques, demos and consultancies on best ways to use our Chocolate. With current travel restrictions, I work on a lot of research and development in my test kitchen, creating new recipes. I often do consultancies for companies to start new concepts of work on new menus.

How did you get your job?

I was in the right place at the right time. When I was in charge of the Pastry Section at the Atlantic Hotel in 2015, the owner of Valrhona stayed with us for the week. He ate there for lunch and dinner and each time I made desserts with Valrhona Chocolate. At the end of his week he came into the kitchen and presented his business card. I asked him for a job and the rest was history.

What motivates you in this role?

My motivation comes from sharing and teaching. I love to share know-how, techniques and recipes. There is nothing more fulfilling than teaching someone and watching them take it on board. I also love to travel. Working in Valrhona has given me the chance to visit many amazing places, meet wonderful people and discover new cuisines. One stand out event was a dinner I did on the Helipad of the St.Regis Abu Dhabi with amazing views, a spectacular location.

Are there any future skills you will need to learn for your role?

I am lucky to have had good mentors in my career, learning from them and taking inspiration. Being on the market I am learning a lot about the business side. Helping clients and friends start companies has given me new tools. I am also constantly learning about the cultures and tastes in each country, so I need to be able to take on board what is the demand and adapt myself and the recipes.

What are the three most important skills required for your role?

The most important skills for me are - Patience, Adaptability and Communication. Patience is needed as we are teaching clients new things, it might

not come instantly to some. Being angry is not the solution. Adaptability - Being adaptable is one of the most important skills, especially in the middle east. Ingredients change, climates change and some ingredients might not be available. Communication - A key life skill, when working in a team or teaching.

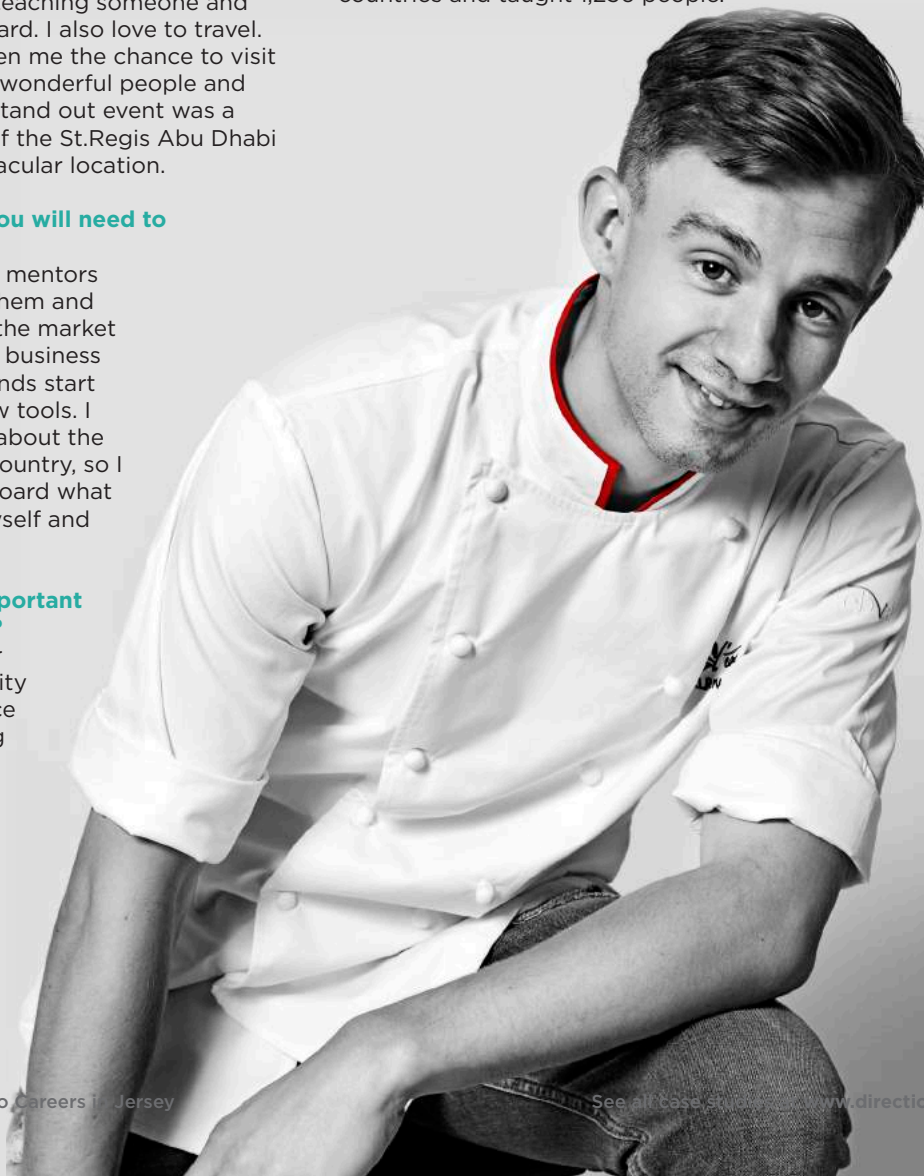
In 2019 I took 46 flights, travelled in 15 different countries and taught 1,256 people.

What advice would you give someone interested in a career in your profession?

The best advice I can give is to take the risk and leave your comfort zone, take everything on board and learn from it. A good friend and old sous chef once said to me "Just go and do it. If it doesn't go well, worst case scenario is you come back here, but you will have learnt and experienced something new"

Tell us a fun fact

In 2019 I took 46 flights, travelled in 15 different countries and taught 1,256 people.



Sharon Brand

TRAINEE COUNSELLOR

Silkworth Lodge

How did you get your job?

I am currently studying on the Level 4 Diploma in Therapeutic Counselling at Highlands College. Jason Wyse who is the CEO of Silkworth Lodge invited me to have an informal chat to discuss a trainee counsellor position as a placement to support the theoretical work on the course. I had a formal interview and was fortunate to be asked to join the team at Silkworth Lodge. Having evolved on a part-time basis I am now employed full-time as a trainee counsellor.

What made you think about a career change?

Working in the hairdressing industry for 37 years I certainly did not predict a career change. However, both my own personal life experiences and personal therapy inspired me to help other people who were experiencing difficult times in their lives and I wanted to be able to make a difference. Clients would often offload in the hairdressing chair, some confiding in me with certain aspects of their lives. Having built trusting relationships with my clients helped me make my decision for a career change.

What transferable skills from previous jobs have you found helped in your current role?

Interpersonal skills help you to interact, communicate and build connections. Communication helps me to recognise when and how to ask open questions, interpret body language and how to talk to people in many contexts. Active listening has given me the ability to focus on any information being shared. Working collaboratively with colleagues, sharing knowledge and experience enables me to increase my understanding. Self-motivation gives me the drive to be fully committed, use my own initiative essential in meeting certain standards. Time-management skills are central in keeping to appointment schedules and deadlines.

Are there any new skills you will need to learn for your role?

Self-awareness, the ability to develop empathy by perceiving another person's experience and then communicating that perception back to the individual. Genuineness, the ability to be authentic, honest, trustworthy and accepting of other people without judgement. Communicating warmth, care and compassion towards other people and their individual needs with respect and dignity. Self-confidence and self-reflection are key in learning to believe in your own ability and competence especially when decision making and personal judgement.

What advice would you give someone interested in a career in your profession?

If you are willing to make a difference in someone's life, have kind, caring, and compassionate values in helping to support other people then you hold essential qualities for a career in counselling. You must be respectful a good listener and non-judgemental. Interpersonal skills are key components in helping to build healthy trusting relationships.

Tell us a fun fact

I have very recently taken up sea-water swimming. Yes, very brave of me (that's for you guys who know me too well)!

Both my own personal life experiences and personal therapy inspired me to help other people who were experiencing difficult times in their lives and I wanted to be able to make a difference.



Erin Cowham

SENIOR EDUCATION OFFICER

The National Trust for Jersey

How did you get your job?

I had resigned from my position at a bank, having achieved a BSc in Environmental Sciences and was studying full-time for my MSc in Island Conservation. I was working a shift at a restaurant and served a table on which an ex-colleague from the bank was dining. We were catching up and she mentioned she had also taken a career change to the National Trust. A week later, I received an email from the Trust to invite me to interview for my current position, as she had suggested me for the role and obtained my details from my volunteer application form with them.

What made you think about a career change?

I kind of 'fell in' to bank work, so didn't love it. I went on a Corporate Volunteer task with the Trust and it opened my eyes to the fact that there were other jobs I could be doing. I signed up for an Open University degree, and then 'pestered' the Education Officer for the Trust, volunteering on his activities and others with them. Who'd have thought that in 10 years I would be doing his job!

What transferable skills from previous jobs have you found helped in your current role?

In the bank I learned the ability to communicate with people from all walks of life, organisation skills, managing my own workload with competing priorities and IT/ computer literacy skills. Including how to fix a jammed printer! Also, my studying through distance learning meant I could work independently to multiple deadlines and write at a professional level. Plus, a science degree taught me how to do risk assessments.

Are there any new skills you will need to learn for your role?

My school sessions are still quite a steep learning curve, having no previous experience nor formal training in teaching children. It still makes me pretty nervous standing in front of a class of children and being the 'expert', far more nerve-racking than radio or TV interviews! I recently attended 'Forest School' training to help upskill, and luckily our other Education Officer used to be a teacher so I get tips from her.

What advice would you give someone interested in a career in your profession?

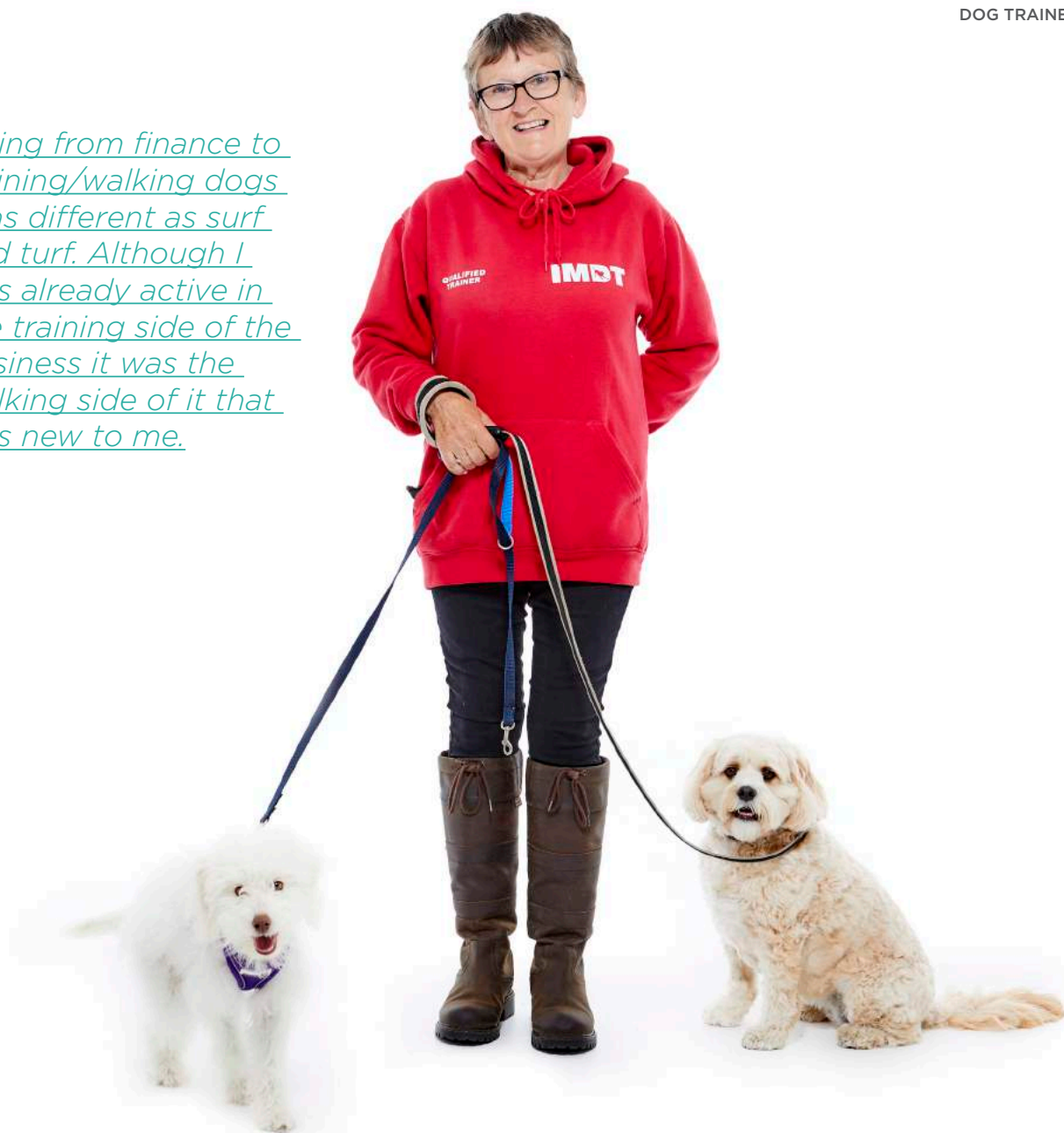
Volunteer - I volunteered for the Trust and other conservation causes. Plus at a youth club, which was one of the reasons they hired me. And study - it took me 8 years, whilst working fulltime to get my degree, but I loved it because it was a subject I was passionate about, and it showed the Trust that I was committed to my new career.

Tell us a fun fact

I am fluent in Spanish, having worked for a conservation charity in Costa Rica for 4 months after I left the bank. I also helped save 700 turtle eggs from poachers, when we stumbled across them whilst conducting an environmental beach survey.



Going from finance to training/walking dogs is as different as surf and turf. Although I was already active in the training side of the business it was the walking side of it that was new to me.



Margo Flaherty

QUALIFIED DOG TRAINER/ DOG WALKER

It's A Dogs Life

How did you get your job?

I decided to go self-employed after being made redundant from a local bank with 30+ years' service. Having already been involved with the Jersey Dog Training Association as a puppy trainer I decided this was the career path I wanted to take.

What made you think about a career change?

I didn't want to sit in an office anymore so thought I would follow my dream and set up my own business working with dogs. So, whilst still employed at the bank I set about furthering my qualification as a dog trainer and trained in the UK and Malaga.

What transferable skills from previous jobs have you found helped in your current role?

There are not many skills to link or carry over to my new career but you do need to be organised and a daily schedule is a must.

Are there any new skills you will need to learn for your role?

Going from finance to training/walking dogs is as different as surf and turf. Although I was already active in the training side of the business it was the walking side of it that was new to me. There is a skill in ensuring all the dogs are compatible on each walk and there's also the geographical side where you need to plan your pickup and drop-offs daily so you're not driving all around the Island.

What advice would you give someone interested in a career in your profession?

If someone asked me for advice regarding my profession I would certainly say make sure you're insured and registered, your transport is safe and fit for the dogs to travel i.e. crates, enclosed spaces and seat belts. On the training side my advice would be, get involved in a local club, shadow a trainer if possible and then go for your qualification. Being passionate about your job makes it not a job but a joy.

Tell us a fun fact:

As a child I always wanted to be a Police dog handler but only reaching a height of 5 ft. made this impossible back in the day due to height regulations. Most of the dogs would have been taller than me.

Tom Perchard

DAIRY FARMER

Self Employed

What does a typical working day involve for you?

The most important job is to make sure the cows and calves are milked, fed and watered in the morning and evening. The rest of the day very much depends on the time of year. The type of work we do can vary a lot so we don't really have a 'typical working day' in that sense. This is one of the things I find most rewarding about farming because there is never a dull moment.

How did you get your job?

I come from a farming family, so I've always been around farming. I went away to the UK and got a degree in agriculture and then spent five years working for two different farming businesses before coming back to Jersey in 2012 to help run our farm with my father.

What motivates you in this role?

I really like the variation that farming offers. Literally every day can be different and is very much dependant on the season. From milking cows and rearing calves, to planting crops in the spring and harvesting them in the summer, there is always something going on. I also love working outdoors and farming offers that opportunity.

Are there any future skills you will need to learn for your role?

Dairy farming is a multi-skilled career and you are always learning! There are lots of areas of the job where you can get extra training and certification such as animal husbandry, tractor/machinery operating, crop agronomy, as well as business management. A lot of these courses can be done online or through UK based colleges and training centres.

What are the three most important skills required for your role?

You need to be PASSIONATE about the job. It can be hard work at times but very satisfying at the same time. You also need to be ADAPTABLE because the job can be so varied and dependant on the weather. And finally, I would say you need to have a WILLINGNESS TO LEARN. Those three skills will take you a long way in farming.

What advice would you give someone interested in a career in your profession?

I would encourage anyone with an interest in farming, be it animal or crop related, to try and get some work experience on at least one type of farm. That is a really good way of learning the basic skills, also finding out which area of farming you find most exciting. Furthermore, you could look at colleges that offer agricultural diplomas/degrees or specific skills training.

Tell us a fun fact

Cows have four stomachs!



Minnu Ajith

TRAINING AND HEALTH AND SAFETY OFFICER

Voisins Department Store

What does a typical working day involve for you?

Time flies on a typical day at work. It consists of formulating training plans for employees on a weekly basis. Planning additional training requested by staff or managers, where I have to research and prepare modules accordingly. Work on projects that are required by the company such as the 'Beauty Project', 'Managers Training Project' and support the 'Sales floor proficiency plan'. Health and Safety walk across the department floor, giving me the opportunity to speak to the staff and an opportunity for them to address any queries or concerns that might occur. There would be days where my diary gets filled even before I know. Every day is different at Voisins.

How did you get your job?

Graduating with an MSc in Human Resource Management whilst the COVID pandemic was difficult in terms of job search. While completing the final modules of the course online, I got the opportunity to work at the COVID-support team within the admin section where one of my colleagues recently joined Voisins and informed me about this job opening. I applied for the position, was called in for an interview where I got the opportunity to show my theoretical knowledge that I gained from my undergraduate and postgraduate courses and the practical skills that I have learnt from my previous work experience.

What motivates you in this role?

Learning and Development is an important aspect of a business. Understanding what an employee requires and providing them with the opportunities that are needed for them to excel within their personal and professional development is important for the retention of employees within the business. One thing that motivates me is the fact that I am able to develop employees to their full potential which will in turn have a positive impact within the organisation.

Are there any future skills you will need to learn for your role?

I wouldn't be able to pinpoint a general skill that I would need to learn for my role. I believe that I am learning something new every day and making room for self-development within my role.

What are the three most important skills required for your role?

Understanding what is required from an employee perspective and aligning with the organisation's development plans. Training and development is not a one day process it is a continuous process being organised and planning ahead is necessary. Patience and listening, everyone is different and sometimes you would have to be patient and listen before you make any decisions.

What advice would you give someone interested in a career in your profession?

Human Resources is a vast profession with so many opportunities from recruitment roles to generalist HR role. For anyone starting their career in HR, I would advise them to keep their options open within the HR industry and always be willing to learn within your role.

Tell us a fun fact

Fun fact about me, I recently learnt a new sport, Archery! Never thought I would enjoy archery, even though it requires a lot of strength.





To be successful in this role, it is important to be able to effectively manage your time, be able to prioritise work to meet deadlines and have an appetite for learning.

Lauren Murphy

OFFICER, FUNDS AND INSTITUTIONAL

IQ-EQ

What does a typical working day involve for you?

Emails / calls / minutes / payments. I work in the corporate team of the Funds & Institutional segment at IQ-EQ. My day-to-day involves lots of client interaction, working across various structures, including a large student accommodation portfolio. In my role I have also found a passion for mentoring trainees, managing the training of junior members of our team.

How did you get your job?

Through the Discovery Programme. In 2018, I was thrilled to join the IQ-EQ Discovery Programme's first cohort. The programme allowed me to gain broad exposure across the business and enabled me to develop and progress quickly. After working across the business, I found my home in Funds & Institutional, where I now work on various structures.

What motivates you in this role?

Team / self-development. I am motivated by working alongside hard-working and knowledgeable people. My team encourages me to set myself targets that contribute to my continued development, as well as allowing me to grow in confidence and embrace new challenges.

Are there any future skills you will need to learn for your role?

As an officer, I have had to take on the training of more junior staff. This means that delegating work and managing someone's workload will be increasingly required as my career progresses to ensure the team works effectively. I'm also currently working towards my ICSA IFA Level 4 Certificate.

What are the three most important skills required for your role?

To be successful in this role, it is important to be able to effectively manage your time, be able to prioritise work to meet deadlines and have an appetite for learning.

What advice would you give someone interested in a career in your profession?

To start exams as soon as possible.

Tell us a fun fact

I have recently been fortunate enough to be shortlisted for the Jersey Finance Rising Star Awards 2021 in the Funds category.

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If you'd like to find out more before you apply contact hr.jersey@iqeq.com





Natalie Dinsdale

FUND ADMINISTRATOR

What made you choose to work for BNP Paribas?

One of the main reasons I chose BNP Paribas is because of their company purpose and missions. They have been supporting research on climate change since 2010 and also strongly promote for diversity and inclusion. With my background in sociology it was important to work for a Bank which had values such as these.

What do you think are the three most important skills to succeed in your job?

Being organised, a team player and close attention to detail.

Was this something you planned to do or did you change direction at any point in the past?

Working in finance is something I never planned to do coming out of university, however when the opportunity arose when relocating to Jersey I found myself wanting to go down this particular career path. Since starting this role at BNP Paribas it has opened up new doors such as being able to start a professional qualification and learn more about the finance industry and what it offers.

What do you love most about your career?

The people I meet on a daily basis.

Are there any negative aspects of working in your career that people considering it should be aware of?

Sometimes you have to work unexpectedly long hours which is out of our control, however good feedback from the client and meeting their requests makes it all worthwhile.

Is there any other information which would be useful to someone considering this career?

To be prepared for the unexpected.

Uni/Course: Sociology at Sunderland University

What did you want to be when you were 8 years old? A spy

Favourite way to relax: Socialise with friends

Favourite place to eat in Jersey: El Tico

Favourite possession: My ring

Nellie Camsell

FUND ADMINISTRATOR

Describe a typical day at work?

It's so varied and busy. The main things include payments, distributions, drawdowns and liaising between the clients and accountants.

What do you think are the three most important skills to succeed in your job?

Organisation, positive attitude and being a team player.

What do you love most about your career?

The people I work with, they make it.

Are there any negative aspects of working in your career that people considering it should be aware of?

Be prepared for work to come in urgently and have to be dealt with as a priority.

What professional training have you done?

Certificate in Offshore Finance at Highlands College.

What's your next step?

I'm new to BNP Paribas so fully learning the job, developing & progressing within my team. I'd also like to gain a professional qualification, such as ICSA.

Is there any other information which would be useful to someone considering this career?

Always research the company before applying. Consider what's important to you and base your interview questions on that.

What did you want to be when you were 8 years old? Writer.

Favourite way to relax: Walking.

Favourite place to eat in Jersey: Little Thai.

Favourite possession: Tigers eye earrings.

Alex Smith

SENIOR FUND ADMINISTRATOR

What made you choose to work for BNP Paribas?

I knew BNP was the right place for me to progress. I started in November 2020 during the second lockdown, and only worked two days in the office during my probation. Integration into my new team was easy due to my amazing colleagues. Not just my team but also the wider BNP Paribas Group, everyone is so lovely. I felt at home from the offset and I knew I had made the right decision. I am currently a Senior Fund Administrator with ambition to grow and I have an incredible platform to grow within this fantastic company with brilliant people.

Describe a typical day at work?

I check my calendar every morning and diarise any emails, which have come in overnight. I have a morning catch up with the team to discuss urgent matters to prioritise. I prioritise my tasks ensuring they comply with the Service Level Agreement and constitutional documents. I prepare/review any payments before payment cut off times. I predominantly look after new entity establishments, investment restriction checklists, bond/share tracking schedules and bond/share registers. I join board meetings and I monitor a group mailbox, which has a very high volume of emails, which require categorising and delegation if required. At the end of each day, I have a quick team catch up to ensure all prioritised tasks have been completed and any remaining matters, which require completion by close of business, are done and provide help where needed. Lastly, I look through my emails and diarise tasks.

What do you think are the three most important skills to succeed in your job?

Positive work ethic, being able to work well under pressure with good time management; and caring and considerate of your peers.

What do you love most about your career?

What I love most is that no day is the same and I am always learning on the go and proving myself. I enjoy working under pressure. I genuinely feel that I am going in the right direction for career progression.

What professional training have you done?

I am working towards the Diploma in ICSA and I am currently at certificate level, my next exam is Investments.

What's your next step?

Continue with the way I am going and aim for career progression, I definitely feel I am in the right place to achieve my goals.

Is there any other information which would be useful to someone considering this career?

Never give into self-doubt and hard work pays off!

Higher Education: BTEC National Diploma in Certificate in Business at Highlands College

What did you want to be when you were 8 years old? Mechanic, as I loved cars when I was younger.

Favourite way to relax: Watching films or series, meeting mates for a coffee.

Favourite way to relax: Air Mex as it's cheap and cheerful.

Favourite possession: I would say my watches. I am looking at having my own collection.

Kyle Ross

FUND ACCOUNTANT

What made you choose to work for BNP Paribas?

BNP Paribas has an incredible reputation with its global presence and they work with very big names in the finance industry which I found attractive. A friend of mine started working here a few months before I did and gave me an insight into the level of career development and the work life balance, both of which sounded very appealing.

Describe a typical day at work?

In my role I prepare a daily NAV valuation first thing for one of my funds. The rest of the day consists of balancing my time between the weekly NAV valuation I prepare for one fund and the monthly NAV value I prepare for another fund. There is also a mixture of smaller tasks that take up my time such as preparing payments for my funds and assisting managers with ad hoc tasks.

Was this something you planned to do or did you change direction at any point in the past? What was that and was it easy to do?

Since starting university, I always aimed to end up in an accounting / finance career. I planned on getting into audit for the first few years of my career to equip myself with the skills, knowledge and qualification I knew companies such as BNP Paribas would need from me. After applying to BNP Paribas through its referral scheme after only a year as an auditor, I was very fortunate to be offered a position in their valuations team. I thought I would not even be considered as I am not yet a qualified accountant however BNP made it clear during the interview how much they value their investment in their staffs' professional development and were more than happy to sponsor me for the remainder of my ACA course.

What do you love most about your career?

The responsibility given to manage my funds and how quickly BNP Paribas developed me to succeed in my role. The training provided and the level of support from managers makes it a very welcoming and encouraging environment.

What's your next step?

I hope to qualify as an ACA accountant and aiming to get involved in the financial statements preparation side at BNP Paribas.

Is there any other information which would be useful to someone considering this career?

There are a lot of opportunities for growth here and BNP Paribas really encourages you to develop through their own training programs and willingness to sponsor you for professional qualifications.

Uni / Course: Accounting and Finance at Robert Gordon University in Aberdeen, Scotland

What did you want to be when you were 8 years old? Footballer

Favourite way to relax: Nature walks and going to the gym

Favourite place to eat in Jersey: El Tico

Favourite possession: My motorbike

BNP Paribas Securities Services Channel Islands is a trusted provider of specialist fund administration, trustee and depositary and custody services. We bring local expertise with a global reach and financial strength of one of the leading banking groups in the world, specialising in Private Equity, Debt Capital Markets and Real Estate.

The HR contact should be:

Catherine Harzo, Senior Human Resources Officer on 815200 or email catherine.harzo@je.bnpparibas.com www.bnpparibas.com

I work with such a fantastic team who I consider my second family. They make Sanne such a great place to walk into and work every day.

Luis Filipe Campos

SENIOR ADMINISTRATOR

Sanne

What does a typical working day involve for you?

My day starts with a very nice cup of coffee to wake me up. Then I go through my calendar and emails to see all upcoming events and tasks for that day and prioritise accordingly. Once I have established my daily to-do list, I crack on with the job but always pay attention to my mailbox, as often something more urgent will come up which needs fulfilling first.

How did you get your job?

I was previously working in retail management and studying towards an accounting qualification, and one day I decided that I should start a career in finance so I could continue my studies whilst being able to apply my learning into practise. So, I submitted my CV to a recruitment agency and within a couple of weeks I got an interview with Sanne which was very successful and three years on, I'm still loving it!

What motivates you in this role?

I work with such a fantastic team who I consider my second family. They make Sanne such a great place to walk into and work every day. We all have set targets and deadlines to meet and if one struggles, the others are always there to help when needed. When we accomplish something, we accomplish it as a team.

Are there any future skills you will need to learn for your role?

I'm currently studying toward my ACCA qualification.

What are the three most important skills required for your role?

Attention to detail is key, followed by good organisation and being able to adapt to different circumstances quickly.

What advice would you give someone interested in a career in your profession?

Follow your passion and never be afraid to take the next step.

Tell us a fun fact

Cows can sleep standing up, but they can only dream lying down.

sanne

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Hamidah Popoola

EXTERNAL AUDIT MANAGER

PwC Channel Islands

What does a typical working day involve for you?

A regular day typically commences with a hot chocolate! Then, I make my To-Do-List for the day, prioritising items in order of importance. The rest of my day is a mix of checking up on teams and clients, coaching my teams, replying to emails, reviewing completed work, providing status updates (to partners, directors and clients), attending meetings and scheduling upcoming ones, and of course, having lunch somewhere in amongst all that!

How did you get your job?

When I qualified as an experienced hire from Nigeria, I applied for the Jersey-based job via a recruitment agency. My CV was reviewed and I was invited to a number of interviews and then, the job was mine.



What motivates you in this role?

The learning and development opportunities are immense. There are so many ways to self-develop in this role and I am always looking to take advantage of those avenues. I also love the challenge of consistently improving the quality of our work. The work environment is great - my colleagues are fantastic and very supportive. Finally, the pay and benefits of course! They can be very rewarding!

Are there any future skills you will need to learn for your role?

Technological and digital skills are all the rave now and rightly so. They are going to transform the way we work, and I will need to stay on top of that. I'm making good progress on this front so far, thanks to having access to PwC's Digital Academy amongst other invaluable learning resources.

What are the three most important skills required for your role?

Interpersonal skills - this job is really all about strong relationships. They foster our ability to work together and for the business to function well.

Technical and digital skills because quality and efficiency improvements will always be an objective. The world is always changing and it is important that we keep up with it.

Leadership skills - it is important to set the right tone and provide direction so as to bring out the best in our people to achieve our set goals.

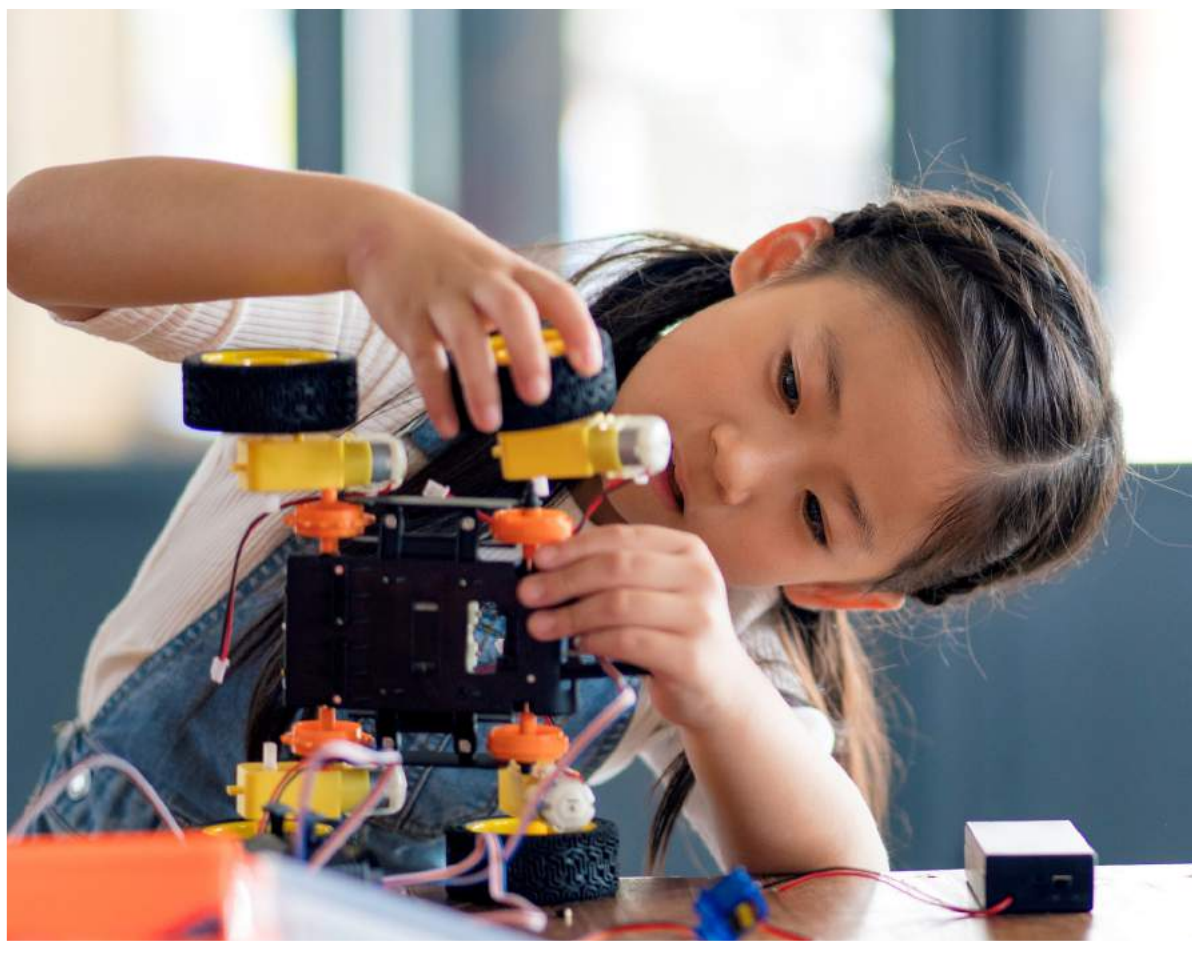
What advice would you give someone interested in a career in your profession?

Be open to learning and evolving, even if it means stepping out of your comfort zone - this will be important not only as you carry out your day-to-day activities but also as you get on with your professional accounting qualification.

Tell us a fun fact

I can read and write Arabic but cannot actually speak it.

Technological and digital skills are all the rave now and rightly so. They are going to transform the way we work, and I will need to stay on top of that.



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WHY TRAINING WITH KPMG IN THE CROWN DEPENDENCIES IS BEST FOR YOUR CAREER

As one of the largest professional services firms in the world, KPMG can offer unrivalled opportunities for graduates, school leavers and career changers wishing to train in chartered accountancy or tax. Working at KPMG in the Crown Dependencies means excellent support and training from day one. Our close-knit teams provide an opportunity to take on early responsibility, work with fascinating clients and gain invaluable industry experience. You'll develop relationships built on credibility and trust with clients across a wide range of sectors and you'll get to the heart of how they work and what challenges they face. Our support is tailored to fit you and we'll provide you with high-quality training both in technical areas and soft skills to help you to succeed as a professional. Our trainees love what they do! Jack and Anna share their trainee experiences below.

If you would like to find out more, please contact us at cdscareers@kpmg.com

Anna Strickland

AUDIT ASSISTANT

KPMG in the Crown Dependencies

What do you think the three most important skills for your job are?

Communication – I spend a lot of time working with others so need to be able to communicate professionally and effectively, especially when working from home.

Organisation – my workload can get pretty intense at certain times of the year and it's important to stay well organised and on top of things!

Integrity – it's important to take responsibility for the work you are doing and to recognise its significance in the wider world.

What do you love about your job?

One of my favourite things about working in audit is that each day really can be totally different. So far, I've worked with a variety of clients across a range of industries, and have taken responsibility for different stages of the audit, starting from planning and all the way through to testing and completion. Even outside of formal training opportunities provided, I feel like I really do learn something new every day, and always come away from work feeling as though I've grown as a professional.

What training / qualifications have you done?

I am beginning my ICAEW Chartered Accountancy qualification in the next few weeks, which will involve taught courses and sitting exams at college. The firm pays for all of my training costs, which is amazing as it means I can earn whilst I continue to study and learn. KPMG is also really dedicated to its employees' ongoing professional development, so there are plenty of opportunities to take part in smaller training sessions throughout the year. So far, I've taken a particular interest in cultural diversity and inclusion, which is something I am really passionate about.

Do you have any advice for someone thinking of embarking on a career in Audit?

Working in audit, you can expect to carry out work that is challenging and dynamic, but also very rewarding. It's given me the best possible start to my career by providing a strong understanding of how corporations across industries work and how we, as auditors, have a responsibility to the wider public interest. The best advice I can give is to be open-minded and willing to take on an array of responsibilities early on, in order to best further your professional development and to support your firm.





Jack Pickering

TAX SENIOR CONSULTANT

KPMG in the Crown Dependencies

What do you think the three most important skills for your job are?

Being flexible and adaptable as no two days working in tax are ever the same

Comfortable in working under pressure to deadlines (which are regular throughout the year).

Having a keen eye for detail as tax is often complex and there is a lot of information to process.

What do you love about your job?

Working on such a wide range of engagements including Jersey/UK personal tax compliance and corporate tax compliance, Tax due diligence, Restructuring advice, FATCA/CRS compliance/advisory work, Jersey Economic Substance etc and ultimately learning something new every day.

Being part of an approachable team where knowledge sharing and discussion is always encouraged in order to get to the right answer.

Tax is always changing with new laws, guidance and processes

introduced on a regular basis. I enjoy the challenge of keeping up-to-date with the latest developments and being able to assist clients on a wide range of tax matters.

What training / qualifications have you done?

I graduated from the University of Exeter with MSci Mathematics with Business and Finance. I'm also ICAEW qualified (Institute of Chartered Accountants in England and Wales) and am currently looking at other options for further study.

Do you have any advice for someone thinking of embarking on a career in Tax?

Take time to research the various professional qualifications which are on offer and consider which would be most appropriate for you, based on the area of tax you expect to be working in and are interested in specialising in. Be prepared to ask questions and utilise your problem-solving skills as the answer is not always straightforward. Try to become more commercially aware outside of your job by following business news and government policy/budget updates.



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KPMG is a place where anything is possible, where you'll enjoy diverse challenges and share your ideas with other bright minds to help to deliver innovative approaches.

Whether you join us in Audit, Consulting, Deal Advisory, Tax, Technology or KPMG Business Services, you'll find yourself in an intellectually stimulating environment. One where disruptive technologies are embraced. One where collaboration is a way of life. One where your contribution can make a real difference to our colleagues, clients and communities.

To find out about our 2022 Audit and Tax trainee positions in Jersey visit:

Audit Trainee <https://bit.ly/3En0LM2>

Tax Trainee <https://bit.ly/3lyq3Ow>

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Ben Murray

OWNER

Boxin Business

What does a typical working day involve for you?

Alarm goes off at 5.00am and get into work for 5.45am to prepare for the day ahead. Our first class starts at 6.15am and our last class is at 7.15pm. Throughout the day I will be teaching group classes, training PT clients, working in our shake bar and generally overseeing the running of the gym. My typical day will be anything between 10-15 hours, but I have always worked and I love my job.

How did you get your job?

Sport and fitness have always been my passion and after boxing competitively at a good level for over 20 years this was always a natural progression. To be able to make a career out of something I enjoy has always been a dream of mine. Someone once told me "If you do something that you enjoy, you will never work a day in your life."

What motivates you in this role?

My main motivation in this job is seeing the positive impact our gym and fitness have on people's lives, both mentally and physically. My other motivation is my children. I want to be a good role model and show them that through hard work, dedication and sacrifice you can get what you want in life. Nothing comes easy in life.

Are there any future skills you will need to learn for your role?

In this job, like in life, you never stop learning. Trends and techniques are always changing and unless you learn new skills you may be left behind.

My main motivation in this job is seeing the positive impact our gym and fitness have on people's lives, both mentally and physically.

What are the three most important skills required for your role? (max

I feel good communication, a sense of humour and most importantly passion are the key skills needed for this job. If you have passion for your job and in what you do it will shine through in your work. Our job also requires us to interact and talk to clients at the same time as helping them get closer to their fitness goals.

What advice would you give someone interested in a career in your profession?

Follow your dreams, ask questions, show interest and always be willing to listen and learn. Too many people come into this industry and try to specialise in too many areas. Find your area of interest and focus on getting that right. Do one thing well rather than doing several things just ok.

Fun fact

I used to ride a unicycle to school and once spent 6 weeks in the circus.



Jasmine Mitchell

GROUP PERSONAL LINES MANAGER

Cherry Godfrey

What does a typical working day involve for you?

Every day is different and that is what I enjoy about my role! I manage two staff members in our Jersey office day-to-day but I am also a technical referral contact for our Jersey, Guernsey and Isle of Man offices. This involves me overseeing our Personal Lines department and providing training for our staff members (more recently this has been done remotely with the current restrictions). I look at how we can improve our internal procedures and our products and look at any new opportunities which could benefit the company as well as our customers.

How did you get your job?

I attended Highlands College and studied Business and Finance and part of the course was to attend work experience in the finance industry. I was given the opportunity to start at Cherry Godfrey doing administrative roles and was fortunate to be offered an Insurance Broker role once I had finished my Business and Finance course. Insurance was never something I had in mind, you just fall into it!

What motivates you in this role?

Being part of a great team motivates me the most. I love to see the teams grow in confidence, expand their knowledge and develop within their roles. I particularly enjoy finding new products which our customers will benefit from.

Are there any future skills you will need to learn for your role?

I believe there are always new skills that you can learn as you progress in your job role. I have recently been lucky enough to be selected for the RSA Broker Leader Programme which will give me an in depth insight of effective management and leadership, financial management and strategic planning to help me develop future skills.

What are the three most important skills required for your role?

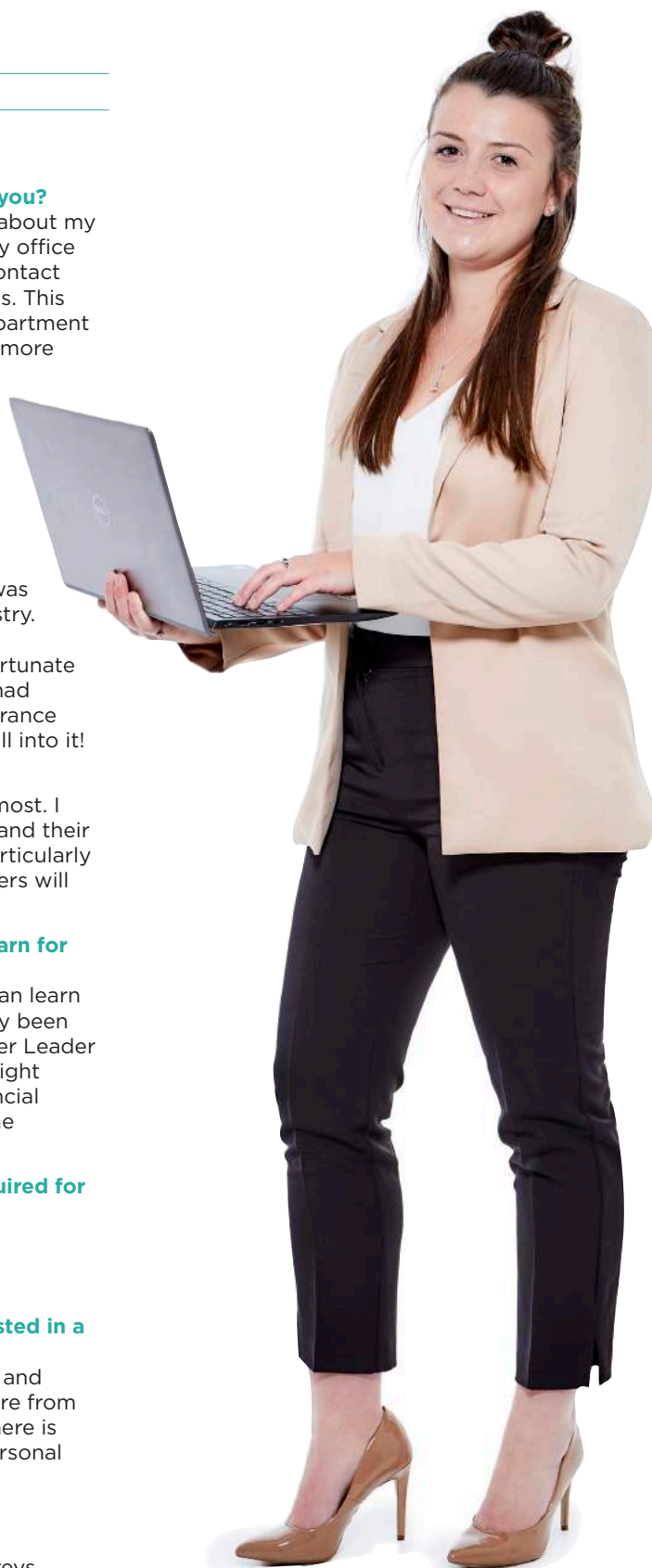
Communication
Prioritising/Organisation
Attention to detail

What advice would you give someone interested in a career in your profession?

Got for it! The Insurance industry is so diverse and interesting. It has many opportunities to explore from underwriting, broking, and claims handling. There is always room to expand within Insurance to Personal Lines, Commercial or even Life Assurance. The world is your oyster!

Tell us a fun fact

I am petrified of lifts! Once I walked up 22 storeys at A'Dam Lookout in Amsterdam for a restaurant reservation just to avoid the lift (At least I burnt some calories off beforehand!)



Blathnait Walker

IT DATA ANALYST

Islands Insurance

What does a typical working day involve for you?

We are a relatively small IT department, so I am involved in lots of different IT functions and therefore my typical working day involves many activities. I manage the MI for the company, so every day I update this for directors/managers, ensuring accurate and reliable reports are available. My job is heavily project based, so I am usually involved in meetings with various stakeholders; implementing software solutions to enable the delivery of high-quality service to our end users. I oversee the change process, while ensuring that key performance indicators are achieved. I also configure and maintain our in-house software system, and provide innovative solutions, to ensure that we deliver the best customer service possible.

How did you get your job?

After I finished a bachelor's degree in Northern Ireland, I decided to move somewhere new. I contacted recruiters in Jersey, who put me in contact with Islands Insurance. As soon as I finished the interview with my now boss, I knew Islands was where I wanted to work. Organisational culture is very important to me and Islands ticked all the boxes. Although my degree is in Biomedical Engineering, I had contracted as an IT Project Manager during my studies, which I always loved – so it was a perfect fit!

What motivates you in this role?

Islands is such an innovative company. We are always testing the latest software and trying out new ideas and better ways of working, to deliver the best service to end users – so every day is something new and exciting, this helps to keep me motivated. There are lots of opportunities for progression within Islands also, and given that I am ambitious, this encourages me to perform to the best of my ability.

Are there any future skills you will need to learn for your role?

Given the various projects ongoing in Islands, I decided to study Project Management to assist in developing my role. I passed the first exam last month and hope to complete the final qualification by the end of the year. I'd also like to complete a technical IT qualification, because as my role develops this will be useful, and I enjoy learning new skills and challenging myself.

What are the three most important skills required for your role?

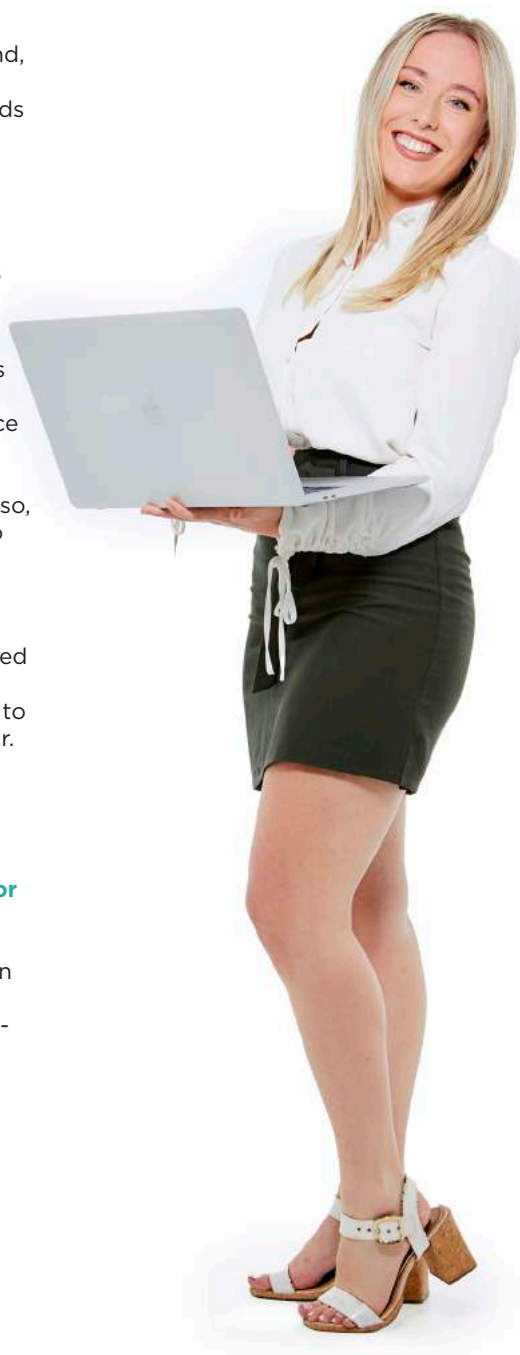
First and foremost, I think the most important attribute for any job is a solid work ethic. IT is such an interdisciplinary profession, so being a strong team player is also very important. Analytical and problem-solving skills are also imperative in a fast paced environment.

What advice would you give someone interested in a career in your profession?

IT is such an evolving discipline, so always be willing to learn new things and be open to new opportunities. We live in such a technology-driven world, and it is an amazing opportunity to be a part of the journey. At school I was diagnosed with dyslexia, which made school a struggle - but I went on to achieve a 1st class honours degree in Bio-Medical Engineering at university, so anything is possible!

Tell us a fun fact

I love a good challenge... and nine out of ten times, I'll smash a Guinness challenge.



Jade Conneely

FOUNDER AND MAKER

Made by a Hun.

How did you get your job?

I started making jewellery as a passion project. I'm generally a creative person (and studied fine art at university) but had spent a few years before I started Made by a Hun being very uncreative. The more I started experimenting with my jewellery and designs, the more I fell in love with the process and realised it was something I wanted to turn into a business. While I'm still in the early days of Made by a Hun, the brand and business is growing into fruition and has recently moved away from Jersey to Bristol, so that I can grow and expand my audience.

What made you think about a career change?

Honestly, starting a business wasn't something I planned to do - sometimes you just have to take a leap of faith and follow your heart, as cliché as it sounds. I still take other forms of employment so that I can pay my bills - running a business isn't as glamorous as it might seem.

What transferable skills from previous jobs have you found helped in your current role?

I've had a number of different jobs, but my recent digital marketing roles have been beneficial in helping me grow my audience and build up my brand. I've also worked in art galleries and have found that knowing how to network in creative industries has been useful.

Are there any new skills you will need to learn for your role?

As a self-taught jeweller and business owner, I'm always looking to improve my technical skills as well as becoming more business savvy.

What advice would you give someone interested in a career in your profession?

If you're like me and looking to turn your passion project into a full-time business then I highly recommend workshopping, taking courses or having some one-to-one sessions with a career coach within your industry. Networking and having a community of helpful contacts also doesn't hurt!

Tell us a fun fact

I was once featured on Channel ITV for starting a business during COVID, it was honestly one of the biggest highlights of Made by a Hun so far!



Danielle Newton

PARALEGAL

Ogier

What does a typical working day involve for you?

There's nothing 'typical' about each day as a paralegal, which I think is one of the best things about the legal profession. While I do not have my own clients yet, each day I assist my colleagues in any way I can while taking note of how they solve the challenges they are presented with.

How did you get your job?

My initial role within Ogier was as a senior administrator but, after working closely with the legal team on a number of transactions, I made the decision to change career path. With the full support of my director, I interviewed for a paralegal role within the funds team and was able to seamlessly transition across to the legal side of the business. I'm now studying towards my LPC and have just accepted a place on Ogier's English Solicitor training programme.

What motivates you in this role?

My colleagues and the culture they have created here – Ogier is a workplace that not only provides exceptional service to clients but one that encourages and nurtures its employees. In my role, both as a senior administrator and as a paralegal, I have felt valued and respected by colleagues at all levels. Having this support structure in place is emboldening and motivates me to do my utmost to be valuable to Ogier throughout my career.

Are there any future skills you will need to learn for your role?

Too many to comprehend. I'm on the first step of my career at Ogier and I am looking forward to seeing how I progress over the coming years. A big part of Ogier's culture is the emphasis on continued learning and I'm fortunate to be surrounded by colleagues who are incredibly skilled at what they do, who I can rely on to support my development.

What are the three most important skills required for your role?

As well as the obvious skills of attention to detail and time-management, a career in law also requires an unrelenting desire to learn. This is not a profession where days pass by in dull monotony; you will need to analyse issues and find solutions. In addition, it's key to be up to date on legal requirements and regulations and invest in continually improving your knowledge and understanding.

What advice would you give someone interested in a career in your profession?

Don't be daunted by the prolonged road to qualifying as a solicitor – be eager to learn, be enthusiastic about assisting in any task, and listen to your colleagues. The hard work and perseverance through exams culminates in a career that is incredibly rewarding.

Tell us a fun fact

Romans used to drop a piece of burnt toast ('tostus') into their wine in order to mask the wine's unpleasant flavour. The ancient custom of raising their glasses to the guest of honour is why we 'raise a toast' today.



In my role, both as a senior administrator and as a paralegal, I have felt valued and respected by colleagues at all levels.

Dr. Sasha Holden

ASSOCIATE DEAN & ASSOCIATE PROFESSOR OF LAW

Institute of Law, Jersey

What does a typical working day involve for you?

A typical day for me starts after dropping off my eight-year-old at school, when I focus on the other people in my life who rely on me. I receive requests for advice and guidance from students who may be starting with us, struggling with some area of legal study, or who are leaving us to embark on their legal careers. I plan teaching timetables, work on budgets, work on marketing and communications for student recruitment, draft contracts for staff and suppliers, plan mentoring and work experience programmes for students, and also plan my own teaching in human rights law and other subjects. It is busy and varied!

How did you get your job?

I started working as a lecturer when I was doing my Master's degree at Oxford University and I completely fell in love with teaching. I did my PhD at King's College in London while also teaching human rights to law students. I have always really enjoyed the experience of sharing knowledge with students and, after moving to Jersey, I started work here at the Law Institute teaching on the prestigious University of London law degree that we offer on Island. More recently, I was asked to join the leadership team as Associate Dean.

What motivates you in this role?

I am incredibly passionate about ensuring that everyone who walks into my classroom gets all the support they need to achieve their full potential. This includes excellent teaching, of course. But it is more than that. I want every student to have a positive experience of studying law and to feel like they belong, whatever their background or circumstances. I want every one of my students to see that anything is possible, with a little support.

Are there any future skills you will need to learn for your role?

I am constantly learning new skills in my role, both as a teacher and as a member of the leadership team. Every day is varied, with different topics to teach and different hats to wear, as an educator, offering pastoral support or career advice, or working on marketing, human resources or legal matters for the Institute. I love the variation to my day and I love that I am always learning.

What are the three most important skills required for your role?

Kindness – every student needs my understanding and my energy when they come to me.
Communication – whether that is in the classroom and finding simple and fun ways to communicate difficult concepts, or as an individual, communicating with a student who is struggling with something.
Organisation – the key to being successful is so often not so much about intellectual ability but about turning up every day, working hard and being highly organised so that you can be effective.

What advice would you give someone interested in a career in your profession?

Teaching law is a wonderful career for anyone who enjoys learning and who enjoys people. The ability to read deeply into human rights law and research and teach in a subject I care about, while also having the privilege of sharing that passion with students and colleagues is just brilliant fun. For anyone who wants to be a lecturer in law I would say: read a lot, find ways to share your ideas and embrace the conversation that you want to have with the world. In this job, that's basically what you get paid to do.

Tell us a fun fact

I am a qualified lifeguard and once had to strip to my underclothes while at a BBQ at Archirondel beach one evening, to swim out and save someone who was drowning.



Photography: Melissa Rodrigues



Ellie Ricou

SENIOR ADMINISTRATOR, CLIENT SERVICES

Mourant Governance Services

What does a typical working day involve for you?

I work in our Private Equity Governance Services team with a wide variety of company structures. It's an exciting and fast paced environment and no two days are ever the same. A typical day involves working closely with clients, intermediaries and our legal team to incorporate new companies and execute large market transactions in a timely manner and provide a seamless client service.

How did you get your job?

While studying my A-levels at Hautlieu, rather than choosing to go to University like many of my friends, I decided to apply for a trainee position at Mourant which offered me the opportunity to learn on the job. Five years later, here I am! It's a really supportive and progressive place to work and everyone helps you to reach your full potential.

What motivates you in this role?

Mourant is an award winning firm with an ambitious culture. I enjoy working in an environment with hard-working, knowledgeable and friendly people and alongside our leading offshore law firm where collectively we provide an exceptional service and work for the best clients. There is a unique team spirit at Mourant which empowers me to work hard and be the best I can be.

Are there any future skills you will need to learn for your role?

The finance industry is constantly evolving in terms of regulatory framework, so we are continuously learning and maintaining our professional development to keep up to date with current and future changes and how that will impact our clients.

As I continue to grow my career towards manager level, I'll be expected to take on more of a leadership role to oversee junior team members and help them to develop professionally.

What are the three most important skills required for your role?

To succeed in this job I think you need to be adaptable, have good time management and be able to work well in a team.

What advice would you give someone interested in a career in your profession?

Go for it! There are loads of opportunities available in the industry. Work hard and be eager to learn and help out. Embrace the challenges and push yourself.

Tell us a fun fact

The elephant is the only animal that doesn't jump.

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It's why we win the most interesting,
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And how we foster a unique **team** spirit
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Rebecca De Freitas

TRAINEE ENGLISH SOLICITOR

Viberts Law Firm



What did you want to be where you were 8?

I was absolutely certain I wanted to be a dancer for the majority of my early life – law was not a consideration until much later on!

What is your favourite way to relax?

We are so lucky to live in such a beautiful place, I love taking my paddleboard down to the beach after a long day or at the weekend and spending some time out at sea.

What's the best bit of Jersey?

It is so difficult to pick just one bit, but the beaches are second to none. The hidden gems like Beauport are unbeatable.

What is your favourite restaurant?

It has to be El Tico in the summer.

What is your favourite item and why?

Most definitely my coffee machine – I would not make it through the day without caffeine!

What does a typical working day involve for you?

I am currently doing the first seat of my Training Contract in the firm's Personal Law Department. The work is extremely varied and a typical day could range from drafting Wills for Jersey and offshore clients, assisting with probate applications and administering both Jersey and foreign-domicile estates, advising and assisting with capacity matters and Lasting Powers of Attorney and preparing applications to the Jersey Court to register Wills and Deed Poll applications – it is a really interesting practice area.

How did you get your job?

I didn't really know what I wanted to do when I was leaving school and my history teacher, at the time, recommended looking into Law. I decided to take a gap year and applied to work in different Law Firms in Jersey to see if I could see myself having a career in Law in the future. I had an interview with Viberts, absolutely loved the feel of the firm and accepted a job offer as a legal assistant in the Personal Law department. I subsequently became a bursary student with the firm, which meant that they supported me through my legal studies (my law degree, the Legal Practice Course and my Masters) in the UK. I then re-joined the firm full time after the completion of my studies in August 2020. It has been a brilliant five years with Viberts.

What motivates you in this role?

Definitely the people – it is so rewarding doing such great work for our clients and seeing the positive impact it has on what is usually a really difficult time in their lives.

Are there any future skills you will need to learn for your role?

Law is a career where you are constantly learning and looking to better your skillset. I am currently undertaking my period of recognised training to become an English Solicitor and I would one day hope to go on to do my Jersey Law exams to qualify as an Advocate.

I had an interview with Viberts, absolutely loved the feel of the firm and accepted a job offer as a legal assistant in the Personal Law department. I subsequently became a bursary student with the firm, which meant that they supported me through my legal studies (my law degree, the Legal Practice Course and my Masters) in the UK.

What are the three most important skills required for your role?

It is difficult to narrow it down to just three as there are so many important skills required for my role. The first would definitely be communication – whether that be with my clients or my colleagues, clear and effective communication is key in delivering the best job possible. I would then say that empathy is essential – often when we are meeting with clients they are going through a difficult period of loss or considering their wishes for the end of their lives. These are often tough conversations to have and it is so important to understand and appreciate the thoughts and feelings that surround these discussions. Finally, team working skills are key in this and all other practice areas. I am so lucky to work with such brilliant colleagues. We bounce our ideas off each other all the time and collaborate on matters to ensure that we are getting the best possible outcome for our clients.

What advice would you give someone interested in a career in your profession?

Work hard, make the most of any opportunities to learn new skills and keep an open mind about where you want to end up. Each practice area within the profession offers such a different range of experiences and chances to work with and for such a diverse range of people. If you are willing to put in the work, a career in Law can be an extremely rewarding and exciting one.

Tell us a fun fact

I used to captain the women's dodgeball team at university!

Founded in Jersey in the 1930's Viberts is a full-service law firm dedicated to providing outstanding legal advice and client service, both in Jersey and internationally working across corporate, trusts, employment, litigation, private client, family and property law.

Our clients range from private individuals to multinational corporations, local businesses and public authorities.

Our people are vital to our business. Without them, we can't help our clients achieve their goals or make their lives better.

We're always on the lookout for the next generation of talent with the right skills and, most importantly, a 'can do' and positive attitude.

**CONTACT:**

To find out more about our bursary scheme contact Penny Borny, Head of People and Culture

Telephone: 01534 632207

Email: penny.borny@viberts.com

Nicola Eastwood

OWNER

dot + tom

How did you get your job?

I decided to go for it during the first Covid lockdown in March 2020, as like many other people being forced to stay home and slow down in some areas of life gave me a chance to regroup and focus on dot + tom which I had first started working on, alongside my PR consultancy, a few years prior. Homeschooling three young boys was also quite a shock and I found rediscovering my love for dot + tom and working on the business very rewarding. Working from home and being indoors more meant many people decided to invest in home improvements and there was a huge increase in spend in this sector. Forecasters predict that these lockdown trends will continue well through 2021 and beyond, so I wanted to seize this opportunity to work on the dot + tom brand.

What made you think about a career change?

When I lived and worked in London, pre-children, I studied Interior Design at the KLC School of Design in Chelsea Harbour and particularly enjoyed learning about materials and interior accessories. Ever since, I have wanted to create beautiful blankets and throws that would look gorgeous in any home, make you feel amazing and be kept for years to become a special heirloom.

What transferable skills from previous jobs have you found helped in your current role?

After leaving Beaulieu Convent School I studied for a degree in Marketing Communications in London and went on to work in PR for many years, firstly in London for leading fashion and lifestyle agencies and upon returning to Jersey in 2005 I set up my own PR Agency with a colleague. The marketing skills I had developed have been incredibly useful and transferable across many areas of dot + tom from customer liaison to engaging with new factory suppliers and managing agencies.

Are there any new skills you will need to learn for your role?

Yes, many! The tech world is so fast moving and digital marketing is both fascinating and overwhelming but having great people to reach out to, like Chris Morris from The Tech Agency is brilliant. I am currently half way through a Digital Marketing course with Chris, facilitated by Jersey Business.

What advice would you give someone interested in a change of career in your profession?

If you feel passionately about any career change or development go for it and your hard work will pay off! Be prepared to put in a huge amount of time, be patient, don't get too offended by the knock backs but learn from every piece of advice you are given, never stop learning and never stop trying. Surround yourself by inspiring and motivating people, take on board comments, and believe in yourself and your product or service.

Tell us a fun fact

Wool provides natural UV protection - for both humans and sheep alike. Wool is not only biodegradable, it's also reusable

Victoria McEneaney

CHIEF EXECUTIVE OFFICER (CEO)

Amalgamated Facilities Management Limited (AFM)

How did you get your job?

After 25 years working in Banking, I was recently approached to become the CEO of AFM, a large Channel Islands based facilities management company, owned by Garenne Construction Group. At first, “swapping briefcase for hard hat” sounded like a big change, but when you think about it, banking and facilities management are both in the services sector, where looking after our customers, colleagues and communities is at the heart of what we do. When I accepted the role, I saw it as moving from being a leader and director of one services business to being a leader and director of another.

What made you think about a career change?

Being in a role where I can make a difference is really important to me and banking provided a variety of opportunities to do this, from supporting people and businesses to flourish to being at the forefront of digital and mobile transformation. The role at AFM presented a fantastic new opportunity with scope to build a sustainable future through a local business and the entrepreneurial challenge to deliver without the resources or safety net of a large corporate bank.

What transferable skills from previous jobs have helped in your current role?

The bank had heavily invested in my leadership and executive development. Together with the practical and commercial experience I had gained, at board level, running banking businesses across the globe, I was thus well prepared to become a CEO of a company.

Are there any new skills you will need for to learn for your role?

In practice, the biggest change was moving from a large publicly listed organisation to a privately owned construction group. I have needed to learn to adapt and shape a very different organisational culture. At leadership level, the need to understand the technical details of the products and services we offer becomes less important as we already have many technical experts in the business with years of experience. Therefore, the different knowledge and insights I have gained from other industries and organisations have been a great complement to the team at AFM and are helping to build a more sustainable future.

What advice would you give to someone interested in your profession?

Commit to your own professional development and be prepared to consider new opportunities to develop your capability either within your own organisation or within another. Sometimes a sideways move can help broaden your experience and better prepare you for the next step up.

Tell us a fun fact?

I climbed the career ladder to become CEO, now I am climbing an actual ladder to check on the health and safety of my colleagues!



Rhys Benest

TECHNICIAN

Jacksons CI Ltd

How did you get your job?

I started on the path to this career when I was in secondary school, attending Highlands College once a week during my GCSE's in order to start my training, after the two years I achieved my IMI level 1.

After finishing school I applied to every garage in Jersey looking for an apprenticeship, I then returned to Highlands and started my level 2 training however a couple weeks in, after several interviews I received a call offering me an apprenticeship at Jacksons. By the following Monday morning I was in the workshop.

What motivates you in this role?

There is always new technology being released and it is interesting to learn how the new systems work.

Are there any future skills you'll need to learn for this role?

Continual training and development are key to this role. I have recently started working on the Volvo brand and there is a lot of product specific things that I am still learning and understanding. Along with in-house training Jacksons support me through a range of world class manufacturer training and this is an ongoing programme throughout my career.

What are the three most important skills required for your role?

Problem solving, not everything will always go as planned so when something goes wrong you will need to find a solution to the problem and be able to fix it. You also need to be good with your hands, despite the popular opinion that 'you just plug it in and you are done' there is still a large majority of work that is mechanically based so this skill is still very important.

Lastly - logical thinking, at the basic level it is more about following a process in order to get vehicles fixed and back to the owner. However as you start to progress and carry out diagnosis jobs it's more about thinking about the fault and then working through solutions in a logical pattern in order to find and fix the fault.

What advice would you give someone interested in a career in your profession?

You need to have the willingness to learn and develop. When working in the motor industry you learn a lot both in the workshop and at the training centre, however you will also need to spend time outside of this to revise and study further so having the self-motivation to do this is important.

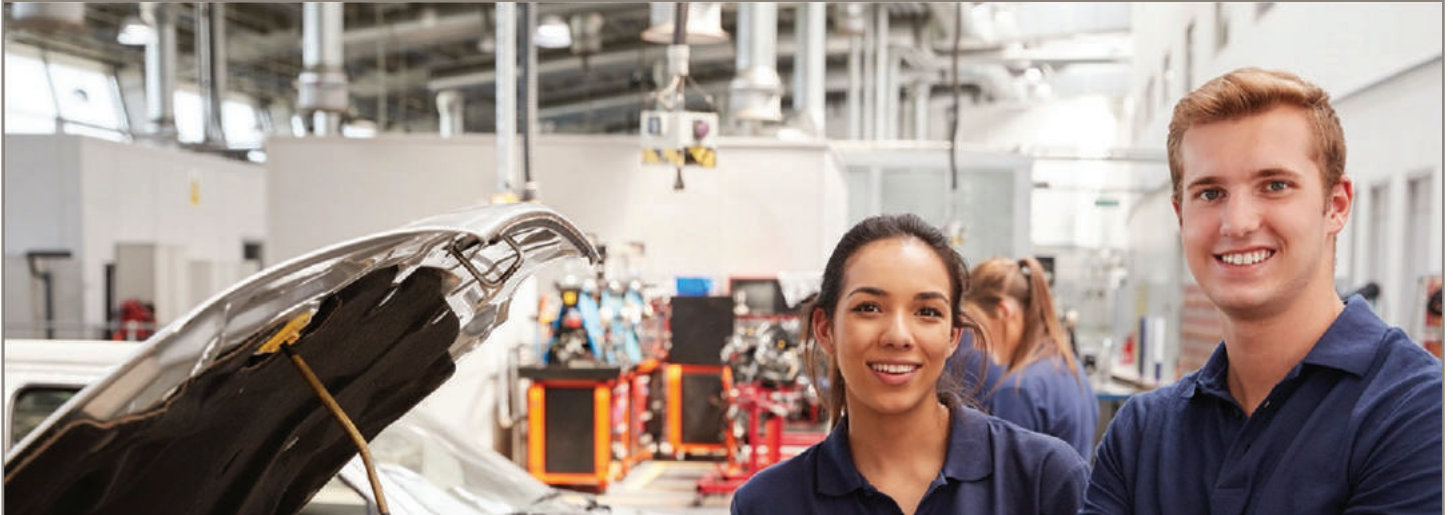
Fun fact

Rhys received the job offer from Jacksons whilst in the middle of a lecture. If the tutor had not allowed him to take the call (he shouldn't have had his phone on!) then he would have missed the opportunity.

There is always new technology being released and it is interesting to learn how the new systems work.



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careers@jacksons.je or call 01534 497777

Dr Chris Edmond

MEDICAL DIRECTOR

WorkHealth Jersey



How did you get your job?

I set up the business! I have had a few career changes over the past 20 years – I started with a degree in computing (and ran a web design business at university) worked in banking, then as a support worker in community mental health, then as an NHS manager before returning to university at age 27 to train as a doctor. Having worked mainly as an Emergency Department and cardiology doctor, last year I set up Jersey's first occupational health practice. I am also in the final stages of completing my MSc in Occupational Medicine with the University of Manchester.

What made you think about a career change?

Occupational health is a really interesting combination of business and medicine. Previously working in the hospital, and also carrying out medical assessments at Social Security, I regularly saw people who developed health problems as a result of their work, or were unable to work because of their health. I set up WorkHealth Jersey to help improve this for people. Good, safe, work is really good for your health, and I am passionate about making it a reality for as many people as possible!

What transferable skills from previous jobs have you found helped in your current role?

With a business background and medical training, occupational health has been the perfect combination. Being able to speak the language of business has been really helpful when communicating the benefits of an occupational health service to both businesses and their employees. And my varied medical experience means I can help people with a wide range of medical problems and disabilities, whether they are physical or mental.

Are there any new skills you will need to learn for your role?

Although I had run a small business before, WorkHealth has been on a different scale. I have developed skills in marketing, accounting, HR, employment law whilst also completing further professional qualifications. It has been a challenge but also great fun, and Jersey has a really supportive business community which has been fantastic to get to know. The hard work has been worth it as doing something you are passionate about makes it a joy to come to work.

What advice would you give someone interested in a career in your profession?

Occupational health isn't an area too many people think of, but as we spend a third of our time at work it can have a massive impact on health. If you are interested in working in business, human resources, healthcare or consultancy it has something for everyone. Get in touch if you would like to find out more!

Tell us a fun fact

Although I am a qualified diving doctor, I have never dived myself. Being outdoors and active is so important for everyone, so my resolution for this year is to learn to SCUBA dive!

Helen Queree

OPTOMETRIST / SELF-EMPLOYED

Queree Optometrist

What does a typical working day involve for you?

Arriving at work, I always look to see what the day ahead holds, checking patient notes where necessary. No day is predictable however, sometimes there's an ocular emergency and on other days I'm helping choose new frames for the practice. We're a small team so we're all used to doing the odd bit of housekeeping and other tasks not necessarily in our job description.

How did you get your job?

Nick (my husband, also an optometrist) and I set up our practice in 2004. We had both previously worked as optometrists in the UK and Jersey but decided, after taking a deep breath, to go it alone! All new businesses take time to establish but we are grateful to now have a busy and happy practice that we thoroughly enjoy running.

What motivates you in this role?

The best part of the job is having the privilege of meeting so many interesting and (mostly!) lovely people and being able to help them with their eye-related problems. No two sets of eyes are the same and everyone's needs are different whether it's wanting help with a sore eye, being assessed for contact lenses or just wanting a routine check-up.

Are there any future skills you will need to learn for your role?

The profession of an optometrist requires that you keep up to date with your knowledge so we all undertake compulsory continuing education. In the future, familiarity with new technology is important as is keeping up to date with emerging research. Myopia (short-sight) management in children is a new and exciting subject where specially designed contact lenses and spectacles can slow the progression of short-sightedness.

What are the three most important skills required for your role?

People skills are important both in relation to patients and staff.

An informed and questioning mind will help in recognising abnormality which could actually save a life as well as someone's sight. Also, an ability to clearly understand a patient's wishes and needs is vital.

What advice would you give someone interested in a career in your profession?

It's important to talk to people currently in the profession, preferably during work experience in an optometrist's practice, when you can also observe first-hand what the role involves. An interest in science goes without saying and some appreciation of fashion would be useful in relation to spectacle frames. You need to enjoy working with a team but also be happy working alone being responsible for clinical decision-making.

Tell us a fun fact

Seeing is so important it takes up 50% of your brain's functionality. This could be because the eye is incredibly made up of more than 2 million working parts.

People skills are important both in relation to patients and staff. An informed and questioning mind will help in recognising abnormality which could actually save a life as well as someone's sight.



Kerrie-Anne Bradley

PILATES TEACHER AND BUSINESS OWNER

Pilates At Your Desk

What does a typical working day involve for you?

Most days I start teaching one-to-ones around 6am. I spend some time with my daughter before she goes off to school and then will generally teach a combination of one-to-ones, groups and corporate workshops for most of the day, and a couple of evenings. My days can be quite varied and also include recording movement videos and writing. Actually, I just recently finished writing a book, 'Move More At Your Desk' which will be in book shops and online in February 2022.

How did you get your job?

I worked as an economist for 10 years and had lots of desk-related aches and pains. I found Pilates and loved it so much that I quit my job and retrained. I soon realised when I started working with bodies that I had been watching people's movement my whole life – because of this I was able to figure out why a person may experience aches and pains, based on how they moved, sat, or stood still. Since completing my Pilates exams, I have been self-employed, building my own business. I now teach people and companies across the world.

What motivates you in this role?

I get so much joy from seeing people smile and feel better because of the movement we do together. Movement has helped me to be pain-free and I am so grateful for that. So, I just love sharing the joy of movement with everyone I meet.

Are there any future skills you will need to learn for your role?

When it comes to working with bodies, there is always more to learn. Later this year I am going to do a course on fascia – the connective tissue that connects literally everything inside your body. My approach to teaching is intuitive insofar as I am guided by the body in front of me. Much of the development of my knowledge tends to come from what I learn from those I teach.

What are the three most important skills required for your role?

Understanding the movement you are teaching, good communication and a sharp eye/attention to detail

What advice would you give someone interested in a career in your profession?

As an ex-professional sloucher, my advice to you would be to not be limited by your current physical capabilities. The body is amazing and a little extra movement each day goes a long way (although I would start that now because then it won't be such a shock when you start your course!) Look for a thorough, reputable Pilates school that covers anatomy, practical training and includes lots of case study work. You will learn the most from working with people so it's good to get a lot of practice in. I trained with Fletcher Pilates.

Tell us a fun fact

The average human head weighs about 11lbs (around 5kg). That's more than the average weight of a newborn! Heavy business for the neck!



Ben Wheaton

FORCE CONTROL ROOM OFFICER

What does a typical working day involve for you?

Generally when I get into work, I log into the system at work, check emails and then review incidents which have happened since I was last in work so I am prepared for the day, afternoon or night ahead. My role is varied, no two days are the same – one moment I could be answering a Police 999 call from a member of the public requiring Emergency Police response, then I could be deploying Police Officers to incidents or taking a report of a missing person or non-emergency incident. My role involves a lot of research also for officers on the ground.

How did you get your job?

Previously working in a local law firm and involved in the Honorary Police (which I am still involved with) for the Parish of St Helier. I decided that 9am to 5pm wasn't for me, I was aware of a potential temporary vacancy – after a meeting with HR, I became a temp on the former Enquiry Desk at Police HQ dealing with non-emergency incidents and then applied for my current role which I was successful in getting.

What motivates you in this role?

I love the role that I am currently doing, it is so varied; being able to assist members of the public when they require the Police in either a non-emergency or emergency is a great feeling when you have been able to assist them. We all must work together in the team and having a positive outcome is always motivating.

Are there any future skills you will need to learn for your role?

We are always self-developing and always learning about local policies and procedures as well as any updates to the law, we need to continually refresh our skills in terms of knowledge of the law (whether criminal or civil). Being part of the Honorary Police has definitely assisted me in my role as the training provided is invaluable.

What are the three most important skills required for your role?

Communication – it is important to have communication skills so when you are dealing with a person in distress or is in a frantic state, you are able to obtain the core information that is required to assist them in their time of need.

Patience – you have to be patient with people, sometimes the information needed is not always going to be given straight away to assist you.

IT literate – Knowing systems and how they work is key to assist you in your role.

What advice would you give someone interested in a career in your profession?

My advice would be, gain knowledge of the law, be prepared to have your personal schedule changed as you'll be working shift work, be prepared for some difficult conversations in individuals' hour of need and do your research in relation to the role.... It's not all like #999Whatsyouremergency

Tell us a fun fact

I used to take part in wheelchair basketball – a very challenging sport which is harder than it looks!

I decided that 9am to 5pm wasn't for me, I was aware of a potential temporary vacancy – after a meeting with HR, I became a temp on the former Enquiry Desk at Police HQ dealing with non-emergency incidents and then applied for my current role which I was successful in getting.



Leanne Kirkland ACA BA (Hons)

DIRECTOR

Maillard's Estates

What does a typical working day involve for you?

Arrive in the office around 7am ahead of my team, coffee first then catching up on emails and voicemails and preparing for the day ahead. When the team arrive, we have a daily catch up on all the activities from the day before. My day is then spent out the office mostly on viewings, valuations and meeting with clients. The time then spent in the office is liaising with solicitors, surveyors, buyers and sellers to ensure that once a sale is agreed the process completes in a timely manner.

How did you get your job?

I was working as a qualified accountant in the UK and decided I needed a total career change. I was viewing houses in my local area with an estate agent and ended up working for them. I have now been selling property for nine years.

What motivates you in this role?

I genuinely love dealing with people. Buying a property is such a massive transaction in someone's life, I really enjoy being part of that process and getting a deal done.

Are there any future skills you will need to learn for your role?

I am hoping to become a Chartered Surveyor and have signed up with the Royal Institute of Chartered Surveyors.

What are the three most important skills required for your role?

Communication
Empathy
Integrity

What advice would you give someone interested in a career in your profession?

If you have an interest in property and good people skills then becoming an estate agent could be perfect for you. I suggest getting some early experience in sales, administration or property and use those skills to increase your chances of being employed at a top agency. Also utilise the internet / social media to grow your network early on as this will also help grow your client base.

Tell us a fun fact

My dog has more followers then me on Instagram @binkythefrenchie

I was working as a qualified accountant in the UK and decided I needed a total career change. I was viewing houses in my local area with an estate agent and ended up working for them. I have now been selling property for nine years.





Darcy Kelly

RADIO PRESENTER

Channel 103, Island FM & Radio 1

What does a typical working day involve for you?

I work during the day at Channel 103 as a Presenter and Digital Coordinator. I also record promos/features for the day. I have meetings about potential shows, ideas and competitions. Alongside presenting, I am the Digital Coordinator for both Channel 103 and Island FM. This includes creating social content, staying up to date with big showbiz stories, sharing local feel good content and online competitions

How did you get your job?

I finished my A-Levels at Hautlieu in 2018 and didn't know what I wanted to do. The plan was to go to Brighton and study Music Journalism but it didn't feel right. I saw a job come up at Channel 103 for a 'programming assistant' and I applied. I went for an interview and did a demo of my voice (as they said I had a lovely voice!) and was offered the job!

Send demos out to everyone! Create a demo, be creative, make yourself stand out but also make sure it's true to who you are as a person

What motivates you in this role?

Being able to make people smile, think and believe in themselves is my motivation. I never thought I'd be in the position I am today but as clichéd as it sounds, I believed in myself and I achieved one of my dreams which was to be on national radio. Making people smile and laugh is a big reason of why I do this job.

Are there any future skills you will need to learn for your role?

Definitely! I will need to learn how stations desks and equipment. Every radio station is different. You need to learn how to adapt quickly to a new environment, change plans on the spot and be ready for anything that is thrown your way.

What are the three most important skills required for your role?

Another tricky question as there's so many! I'd definitely say **flexibility, having initiative and creativity**. Flexibility as things can change very quickly when you are live on air, you must be ready for anything. Having initiative is important as sometime you have to come up with things to say on the spot. Finally, creativity is essential as you have to come up with fun things to present on air and make yourself different from anyone else.

What advice would you give someone interested in a career in your profession?

Send demos out to everyone! Create a demo, be creative, make yourself stand out but also make sure it's true to who you are as a person. You never know who might pick it up. Ask people to listen and give feedback. Believe in yourself and you will get there. Have confidence in your presenting and be proud of it!

Tell us a fun fact

I am also a freelance presenter for BBC Radio 1. I am heading back to Radio 1 in July to present Friday Early Breakfast before Greg James & Mollie King! Terrifying but incredibly exciting!

SHOOTING FOR NEW OPPORTUNITIES!



Cam Stables

RECRUITMENT CONSULTANT

Park

What do I do outside of work?

I like to stay fit, healthy, and social. I represent the island in Basketball so try to keep up my fitness levels in readiness for the next Island Games competition. I also enjoy spending time with my family and going out for nice meals whenever we get the chance!

What do I love about my job?

I love the satisfaction! I'm a people person and our job is people. It is incredibly rewarding that we are contributing to our island's community by speaking with people from all walks of life in order to find them their perfect job, to listen to what they want from their career and to be able to work with them to achieve their goals. There's no better feeling than that success.

What does Park do?

To put it simply, we help awesome people find awesome jobs. We want to find you the perfect role that's going to be right for you. It can be extremely challenging finding a new role, whether you are an experienced professional or searching for your first full time position, we are here to offer advice and provide you with the tools that you need on how to be successful when you are considering your career and what you want out of it. At Park, we are proud to be a part of the full life cycle of our candidates, this means we provide interview training, offer tips on CV writing, liaise with businesses on your behalf and try to negotiate the best deal we can for you.

How can someone up their employability?

Be honest and be yourself. If you're a school leaver and looking for your first job, the employer won't expect you to have vast knowledge of the job that you are applying for. They want to see that you have done some research on the business and the role, but most importantly, they are searching for your qualities as a person, are you proactive, resourceful, positive, bright, and keen? They want to see you're a good fit for the team so be yourself and if you don't know the answer to something, be honest and say, "I don't know" but follow that up with "But I would certainly want to find out the answer, so I know for next time".

TOP 3 TIPS

Do your research - Always review the job description and check out the company before you speak with them.

Give examples - Perhaps it's your first job, but you can draw on life experience, perhaps talk about teamwork from playing in a sports team?

Be presentable in every way - Make sure your CV is neat and tidy, be well dressed and groomed before any meetings. Make your first impression a great one.

Top 2 CV Tips

Make it short, sharp, and factual. Employers want to look at your CV at a glance and say, "We've got to meet this person".

Attention to detail. Double check and check again all the spelling and grammar before sending your CV anywhere.



New Jobs

Here's a selection of opportunities we are recruiting for right now but if you are still unsure come chat to me!

HR Assistant

Motivated graduate with prior office/administration skills is sought to support a small and busy HR team with varied duties. This role offers hands on experience and exposure to a range of HR services.

Trainee Accountant

Progressive and supportive environment on offer. We are looking for a trainee to join a team and assist with the routine day-to-day accounting of fund structures under the direction of a Financial Reporting Manager. Great opportunity to come in at ground level and learn whilst studying.

Trainee IT Technician

An ideal role for those with a relevant degree/IT course who are looking at securing their first role in the business world. Working for a fast-growing local company you will support a diverse selection of clients.

Graduate - Tax

An excellent position for those holding strong numeric skills and a real eye for detail. Tax Professionals work closely with both the numbers and the law.

Graduate Trainee, Marketing

We're looking for an enthusiastic Marketeer to join our clients growing team and help them deliver exciting annual marketing plans, which will support the business in achieving its ambitious growth plan. This role offers exposure to a wide spectrum of marketing activities.

Graduate Programme

A great opportunity to learn all the areas of financial service businesses. This role rotates into various areas of the business including marketing, finance, technology, change and operations.

Trainee Fund Administrator

The fund sector won't stop growing so if you have strong communication skills and are looking to study towards qualifications then this could be perfect. Given the speed of growth in this area there are heaps of opportunities for promotion. A real work hard play hard environment is also available!

Unsure about committing to a career? Want to work to save some cash for travelling?

Then we have a range of longer-term temporary positions which can offer you the best of both worlds – experience without long term commitment and cash for your next adventure!

Trainee Administrator, Compliance

6-month contract

Good eye for detail? Join this fast-growing business in a review project for 6 months.

Graduate Administrator

12-month contract

Hold a 2.1 and strong IT skills? A great chance to gain 12 months experience in a buzzing fund business.

Customer Services Advisor

6-month contract

If you enjoy dealing with customers, then this telephone-based support role could be perfect!

Temporary Project Assistant

3-month contract

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Stephen Yu

RESTAURATEUR

Awabi

How did you get your job?

Luckily, I didn't have to interview as me and my sister started the business. I don't think anyone else would employ me for this job role so I'm glad. I'd spent my whole life daydreaming about opening a restaurant, and coincidentally so had my sister so I guess you could say we'd been preparing our whole lives to get to this moment.

What made you think about a career change?

I'd spent time freelancing which gave me a taste of what it was like to run my own business. Opening a restaurant felt like a natural next step as it was what my parents did but also, I LOVE eating. Having lived in Asia as well as cities like London and Amsterdam, coming back to the Island we couldn't find the cuisines and food we were spoiled with elsewhere. When my sister also returned it was almost like fate, we had to be the change we wanted in Jersey.

What transferable skills from previous jobs have you found helped in your current role?

I learned a lot about sales, branding and marketing from my time working at Spotify, HYPEBEAST and Filling Pieces which helped shape what we wanted our restaurant to look, feel and communicate. Also, entertaining clients and going to showrooms and fashion weeks means I know a thing or two about how to look after customers and chat to them!

Are there any new skills you will need to learn for your role?

The stamina to work six days a week, often a lot of time on your feet. Delegation - stop trying to do everything myself and learning to trust others. People management - keeping everyone happy is hard. Prioritisation - you only have limited time and an endless to-do list, so you have to have razor sharp focus on what is really important. How to take care of yourself — it's easy to neglect your body when you're stressed and bury yourself in work.

What advice would you give someone interested in a career in your profession?

Think about if it's really what you want to do. Being an entrepreneur is a 24/7 job and there's no going back once you commit both financially and lifestyle-wise. Everything changes from your relationships with loved ones, to missing out on nights out and special occasions, and having to prioritise work over everything else. But, if you can make it through the start it's more rewarding than any other job could ever be. Also, find a good business partner - I was really lucky to be able to do this with my sister and there's no way I could've handled the pressure and got through all the toughest bits without her!

Tell us a fun fact

Asia has the cheapest Michelin Star restaurants in the world which flips the whole idea that award-winning food has to be served within a formal environment and must be expensive. This is what I love about Asian food.

Think about if it's really what you want to do. Being an entrepreneur is a 24/7 job and there's no going back once you commit both financially and lifestyle-wise.



Hayley Yu

RESTAURANT OWNER / ARCHITECT

Awabi

How did you get your job?

When I moved back to the island in 2019 with my husband Josh, we decided to set up our own architecture practice. We had been living in Hong Kong but decided to move home after the protests began. Not long after, the opportunity to open a restaurant with my brother Stephen came along. We had a great site, and what we believed was a good concept. It was too good an opportunity to be missed!

What made you think about a career change?

I've always dreamt of running my own restaurant, but I don't think I would have made the leap on my own. With Stephen as my business partner, we've been able to curate every single aspect of the experience, from the interior design, branding and marketing, through to the menu development and music playlists. I don't think I would have done it with anyone else but my brother. He probably wouldn't say the same about me, though!

What transferable skills from previous jobs have you found helped in your current role?

I would say that project management in the architecture side of things has definitely helped when setting up and running Awabi. There were so many moving parts in the run up to the opening, it was just a huge juggling act.

Are there any new skills you will need to learn for your role?

Being a small business we started out doing all of our HR and bookkeeping in-house. Neither of us had any experience in these areas, so we reached out to Jersey Business and JACS who have been great resources for us.

What advice would you give someone interested in a career in your profession?

Get as much customer service experience as you can. Hospitality is all about making sure customers feel comfortable in the environment that you create for them. And if they have a great time, that's an added bonus! We know that some of our food is a little alien to some people, so we rely heavily on our staff to guide them through the menu. Sometimes a customer will try something new that might not be to their taste, but as long as everything has been explained to them beforehand, they will usually leave happy with the overall experience.

Tell us a fun fact

Awabi is the Japanese word for abalone, or ormer, as it's known in Jersey.

I would say that project management in the architecture side of things has definitely helped when setting up and running Awabi. There were so many moving parts in the run up to the opening, it was just a huge juggling act.



Alexander Heyes

TRAINEE CIVIL AND STRUCTURAL ENGINEER

RGA Consulting Engineers

What does a typical working day involve for you?

In my role, every day is different. A significant portion involves creating technical drawings of structures. I also go to site for the following reasons:

- Surveying existing buildings
- Monitoring structural defects e.g. cracking
- Inspecting reinforcement arrangements prior to concrete being poured
- Investigating site conditions via trial holes

I also discuss designs with senior engineers that I will later draw which gives me the background of the project and the engineer's reasoning behind their design. This is insightful to me as I progress my career.

How did you get your job?

An RGA advert was shown to me while completing my A-Levels which appealed to me as I was modelling a house for my Design Technology coursework. I approached RGA for advice and expert knowledge to apply to my model. After enjoying the process, I asked to undertake work experience there to get an understanding of what working in the industry was like. I thoroughly enjoyed it, so applied for the degree apprenticeship programme RGA offers.

What motivates you in this role?

A natural curiosity of how different materials perform to achieve safe structures. The reward in seeing the result of my work once a design / drawing has been built and being inspired by the knowledge that one day I will design large complex structures. Being able to be a good example to others of how local students can work from A-levels to qualified chartered engineer while remaining on Island through a combined work/study pathway

Are there any future skills you will need to learn for your role?

Depth of knowledge: Academic qualifications will support choices made during the design. This will enable designs using new methods opposed to just existing methods.

Critical reasoning: It is vital that I am confident in my own abilities to support reasoning when making design choices.

Interpersonal: The ability to be able to liaise confidently with different parties throughout the construction process will help me to build a positive reputation and give me the ability to maintain good, existing client relationships while attracting new clients.

What are the three most important skills required for your role?

Attention to detail: Crucial to prevent mistakes on site or poor designs, which may result in structural defects or collapse. Enthusiasm: Enjoying the work you do helps massively with personal development.

Work ethic: Ability to meet deadlines and take initiative to progress own career.



What advice would you give someone interested in a career in your profession?

Get stuck in. As an engineer, every day is different, bringing new challenges and creating an interesting and rewarding career path. Undertake work experience in the industry to understand the different routes and roles available. Inform yourself of the different levels of engineering qualifications so that you can set goals early based on your academic background.

Tell us a fun fact...

The great pyramid of Giza was the tallest man-made structure in the world for over 3800 years, using over 2.3 million blocks of limestone.

Sheena Brockie

SUSTAINABILITY CONSULTANT

Self employed

How did you get your job?

I worked in the finance industry for over 25 years, latterly as a Registered Person with the Jersey Financial Services Commission, in compliance and director roles. I decided to move away from working in the finance industry and spent time retraining, studying and taking exams to qualify me to carry out the roles I do now. At the same time, I also investigated the options available to me to become self-employed. This feels like the right route for me as it gives me the flexibility to work on the projects, I find most fulfilling.

What made you think about a career change?

I have always been passionate about protecting the environment and I reached a point where I wanted to work doing something, I was passionate about every day. I wanted this to be my 'day job' and not just projects I squeezed into my spare time.

What transferable skills from previous jobs have you found helped in your current role?

As a compliance officer I needed to be aware of the regulations and legislation relevant to the business, as well as compiling risk assessments and monitoring programmes. As a sustainability consultant these skills manifest themselves in the need to understand local and global legislation and guidance with regards to protecting the environment, and in being able to create environmental management systems for clients and monitoring for continual improvement.

Are there any new skills you will need to learn for your role?

I needed to retrain completely, and spent time taking courses, sitting exams, reading scientific papers, podcasts, books, meeting lots of businesses and individuals working in this space – devouring all the information I could to keep me better informed. This is something that is ongoing even now – my continuous professional development.

What advice would you give someone interested in a career in your profession?

Be clear on what you are passionate about and go for it! If you find a job that sparks your interest and drives you daily, it will be so rewarding and won't feel like 'work' at all. Studying a relevant qualification is a good first step – a taster for the subject and the end qualifications gives clients/employers a formal gauge of your understanding.

Tell us a fun fact

As a 13-year-old I was compelled to get off the school bus on the way home to sit alone under a mature tree that was being felled by chainsaws.



Photography: Project Blue

Ben Bennett, MBA

HEAD OF HIGHER EDUCATION

University College Jersey (UCJ), at Highlands College

What does a typical working day involve for you?

There's no such thing! A day might involve coaching a colleague, liaising with a partner university, meeting an employer, advising a student on their studies. But usually, all of the above, interspersed with some teaching, the highlight of my role.

How did you get your job?

I have worked in education for years and came to the college looking for new challenges in an inclusive and progressive environment. When the organisation had a restructure and created UCJ, I immediately recognised this to be an exciting and innovative opportunity. I applied for the job and fortunately was successful.

What motivates you in this role?

Students, students, students. The college is all about progression and life chances. Every day we work with hundreds of students from very diverse backgrounds and help all of them to become more employable and more fulfilled. The highlight of the UCJ year is graduation – I get to read out every student's name and watch them walk across the platform and receive their degree. That's incredibly rewarding.

Are there any future skills you will need to learn for your role?

Higher education used to be quite elitist. Increasingly the focus is on inclusion, and rightly so. Every person has the right to be supported to achieve the highest outcome they can, so CPD focuses on recognising and supporting all learners to achieve their best. On a more individual level, stakeholder engagement is increasingly important, so that's my priority area for development.

What are the three most important skills required for your role?

Listening, problem-solving, adaptability.

What advice would you give someone interested in a career in your profession?

Public service does not pay as well as some other sectors of the island economy. Ask yourself carefully, what really matters to you? At the end of your career, don't you want to have made a positive difference to the lives of others?

Tell us a fun fact

In Imperial China in the early Han Dynasty, teachers and academics were paid in beer. Oh, for a time machine!



Dr Adam Perchard

WRITER AND PERFORMER

Self employed

What does a typical working day involve for you?

That I don't have a typical working day is one of my favourite things about my job. Sometimes I will go for long stretches where I am writing or researching alone for eight hours a day, but in the last two weeks I've filmed a comic short film, recorded an opera aria, performed in two sell-out cabaret shows, had numerous meetings about future projects, and been a poet in residence at a luxury event. That diversity is something that I thrive on.

How did you get your job?

I created my job. I spent a long time trying to fit into existing roles – I was a university lecturer, a singer, a literary critic – but none of these was right for me on their own. In the end I realised that I had to overflow the arbitrary boundaries between professions and create my own path, mingling my favourite things about each of them with my own unique ideas and impulses.

What motivates you in this role?

I think a lot of artists start out by being motivated by what other people think of them – and we do make art for other people; you always have to think of your audience. But it also has to be a conversation with yourself: is this the best I can do? And that's my main motivation these days: pushing my limits, urging myself on to make the kind of work that I hope I can.

Are there any future skills you will need to learn for your role?

I'm sure there are plenty! But I couldn't tell you what they'll be just yet. That's part of the excitement. I love teaching myself new things, and my background in academia definitely facilitates that, but each new project comes with its own set of new demands. Over the last year I've found myself delving into the history of the London sewer system, Neolithic religious practises, seventeenth-century Italian mathematics – all sorts of things! – but beyond that, there are always new technologies to get on top of as an artist.

What are the three most important skills required for your role?

Self-belief (it doesn't sound like a skill, but it is! Almost every artist that I know struggles with it), collaboration, and – boringly – organisation.

What advice would you give someone interested in a career in your profession?

It's scary going off on your own and making something new in the world. Try and find your people – surround yourself with other artists. Make work together, make a space for yourselves, and support each other to the death.

Tell us a fun fact

Giraffes have blue tongues.



Hannah Samson

HEAD OF CAREERS

Beaulieu Convent School

What does a typical working day involve for you?

Depending on the day will depend on what a typical day looks like, which is what I love about the job, it's so varied. I may be in the classroom either for a lesson with Sixth Form, or a Higher Project Qualification taught skills lesson or even a whole year group workshop. I could be completing one to one guidance appointments such as assisting with UCAS applications or post-16 choices or I may be meeting with employers to find out more about the opportunities they have available for students and school leavers as well as discussing how we can work together to support students' career journeys.

How did you get your job?

I left school after my A-Levels and had a bit of a panic over going to University to study Physiotherapy, so I took a Gap Year and started working as an HR Administrator for a local law firm. I then never ended up going to University and stayed in HR and Recruitment until I saw the role at Beaulieu advertised. I applied but wasn't sure if I was exactly what they were looking for, however, following a panel interview, teaching a lesson and a one to one guidance appointment I got the job!

What motivates you in this role?

The students motivate me. They have their ideas, dreams and goals and then helping them to achieve those goals by organising work experience or putting them in touch with the right employer or the right university for them and seeing them succeed and be excited for their future that's what motivates me and makes me want to do the best job I can, for them.

Are there any future skills you will need to learn for your role?

I think with most roles now it's about keeping up with technological changes and as the world of work is always changing, you need to adapt, stay updated and fully knowledgeable to inform students.

What are the three most important skills required for your role?

Communication - I communicate with people daily; students, colleagues, employers etc.
Problem solving - Finding different ways for students to achieve their goals because sometimes the 'normal' route may not be appropriate for them.
Organisation - Being organised is key for lessons and events.

What advice would you give someone interested in a career in your profession?

I wouldn't say there is a set route on how to enter this sort of profession. I would therefore recommend gaining as much experience working with people and in different environments, using your initiative to build contacts with employers and then later in life using those transferable skills to move into a role within the Career Guidance sector.

Tell us a fun fact

My son is currently trying to teach me how to skateboard although it's not going very well. Apparently I'm goofy and mongo - whatever that means!

Daniel Rowles

CEO TARGETINTERNET.COM, FOUNDING DIRECTOR OF THE DIGITAL LEADERSHIP PROGRAMME AND PROGRAMME DIRECTOR AT IMPERIAL COLLEGE

Self Employed Business Owner

What does a typical working day involve for you?

It's different every day but it basically consists of lecturing, recording podcasts, making video, building online learning and working on digital marketing and digital transformation projects.

I'll spend part of the day giving a lecture for the Digital Leadership Programme that we run on-island for our full-time students or maybe an evening session for our part-time students. I'll then also probably spend some time delivering training to one of our international clients like Apple, Google or Mercedes, or run a remote lecture for Imperial College Business School.

How did you get your job?

I started my own business over a decade ago and built it from being just me doing freelance work, into the 2 successful businesses I now run with my phenomenally talented business partner. We have teams in four countries, all focused on digital education and education technology (Edtech).

What motivates you in this role?

I love the fact that I'm always learning and always trying new things. I get to be creative, with things like podcasts and e-learning, and work with incredibly interesting people, like my business partner, our students, staff and clients. I love the fact you can constantly test things out, see the results and keep on growing. I also love the freedom of working for myself and how rewarding it can be to see the results of your hard work.

Are there any future skills you will need to learn for your role?

I need to constantly learn as the industries I work in are constantly evolving. I'm particularly focussed on Artificial Intelligence, Data Science and the latest trends in Digital Marketing at the moment.

What are the three most important skills required for your role?

Curiosity to build deep knowledge in technical topics (I think that curiosity and life-long learning can be a skill that you learn, not just a personality trait). Empathy for public speaking and teaching. Problem solving for everything! Anyone can learn a skill that they are interested in but combining those with 'soft' skills is what can really advance your career.

I love the fact that I'm always learning and always trying new things. I get to be creative, with things like podcasts and e-learning, and work with incredibly interesting people, like my business partner, our students, staff and clients.

What advice would you give someone interested in a career in your profession?

Deep dive into a topic you are interested in but remember that the people that are in-demand are 'T' shaped. They have a deep area of expertise, but they also have broad problem-solving skills. I would much rather employ someone that is curious, enthusiastic and motivated, than someone that has the right technical skills but lacks any of these skills/traits.

Tell us a fun fact

I have presented at venues with thousands of people and even hosted award shows with celebrities. However, when I started my career my phobia of public speaking was so great, that a 5 min talk to 5 people would make me literally throw up.



MEET ALTER DOMUS' ALTERNATIVE THINKERS

Ruben Franco

Ruben joined Alter Domus in 2018 right after school and he is an Administration Officer on the Real Estate Funds Team.

Describe the start of your career with Alter Domus?

I joined Alter Domus in 2018 on a temporary contract as a student during my studies at University. After completing my studies and having spent three of my summer breaks at Alter Domus, I was given the opportunity to take my career in finance to the next level with a full-time position on the Real Estate Funds Team. I quickly started working with clients directly which strengthened my customer relationship skills as much as the technical ones. I feel this is a great example of how Alter Domus provides the right environment for anybody looking to progress, as you are given the opportunity to demonstrate your abilities and to be well rewarded as hard work is always recognised.

2020 was a special year. What did it change at Alter Domus?

As a result of the COVID-19 pandemic, the concept of flexible working has now become part of the Alter Domus work life, allowing employees to choose to work from home or from the office on certain days depending on their own personal commitments.

Something you particularly appreciate at Alter Domus?

There is a very big emphasis on training, whether general or tailored to your current position. It is made in an easy-to-follow and interactive way to build up your industry knowledge. In addition to internal training, Alter Domus also supports its employees to develop on a professional and personal level by obtaining recognised qualifications, such as ICSA or ACCA.



Carla Walmsley

Carla joined Alter Domus in 2012 in Corporate Services and as the business grew, she got involved in Real Estate structures. In 2016, she moved to the Real Estate Fund Services team where she is now a Senior Manager. In 2019, she obtained her Chartered Secretary qualification with the study and flexible working support of the Company.

What do you think makes Alter Domus stand out from other companies in the industry?

The one thing that makes us stand out from the crowd and what I love about Alter Domus, is the people! We are one big family and with the amount of time we spend at work, this is hugely important.

When you meet a candidate, what is the most important thing you are looking for?

I expect people to be real and talk about their career aspirations and experiences. We of course want applicants to come prepared, but we also look for genuine people, without filter as being yourself among the team is vitally important to me.

I like to meet people who strive for a common goal, good client service and teamwork as we are constantly bouncing ideas and knowledge off each other to ensure that we deliver the best possible services.





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HEAD OF CAREERS AND
HIGHER EDUCATION



Kirsty

MARKETING AND EVENTS
COORDINATOR



Diana

SKILLS COACH



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