

Direction

The official annual careers publication for Skills Jersey



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Direction #10

CAREERS IN JERSEY 2022/23

The official annual careers publication for Skills Jersey



made by

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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 and Skills Coaches, 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:



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



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.



Whether it is mentoring apprentices through employment and training or coordinating work placement, 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

Are you...

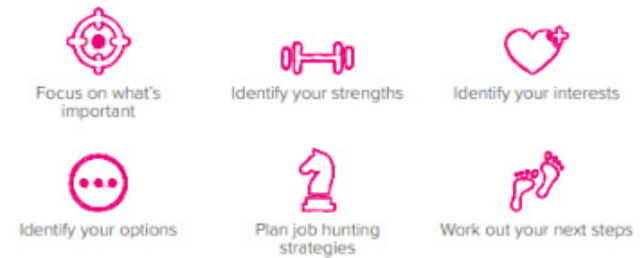
- In education?
- Looking for a career change?
- Starting your career?
- Looking to gain a qualification?
- Returning to work or retiring?

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

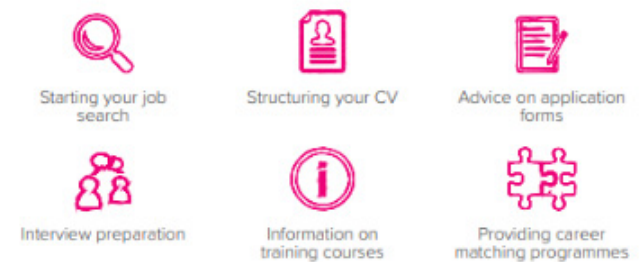
To book an appointment, visit gov.je/skillsjersey

Email skillsjersey@gov.je or call 01534 449440

The Careers Guidance team can help you to...



they can help you...



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

I was in my last year of secondary school and a teacher that used to teach me recommended that I speak to the Skills Coaching service.

I was a little hesitant, but this teacher said I should make contact as she had contact with that team, so I agreed.

After covid I was feeling unstable and my mental health was extremely bad at that point. I didn't think anything or anyone could help me. That was until I met the Skills Coach who helped me through one of the worst times of my life, made me realise my worth and believed in me when I didn't believe in myself. Sometimes we would butt heads as this particular Skills Coach always knew I could do better. Without the Skills Coach pushing me out of my comfort zone I would never be following my dream career. Before, I couldn't even leave the house, now I have finished my Level 2 Health & Social Care course and I'm on my way to Level 3 and I've even had a part-time job. The only reason I've come this far is because of the Skills Coaches help and I am so grateful to have had this opportunity.



Insight Days

Did you know? The Skills Coach team work with a number of employers across the Island to offer free insight days for the students they work with. These are usually up to a couple of hours long and aim to help students get a better understanding of roles within a particular industry and answer any questions they may have.

Insight days cover a range of areas including, but not restricted to; health, teaching, uniformed services, retail, hospitality, construction and many more industries.

Trident



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.

Types of work placements

The 'jobs' on the Trident database reflect the opportunities that are available.

There are around 400 employers taking part in the scheme, with 500 opportunities for students. Some opportunities are seasonal and not all are available for every placement period.

You will have a briefing at school explaining the scheme and showing you how to access the Trident website to view the available jobs.

What to think about when choosing your placement

Trident is about gaining basic employability skills.

The most important thing is that you choose something that really interests you. It may be something you are thinking of doing when you leave full-time education and you want to see what it's like. Or it may be something you have always wanted to try even though you may not want to take it up as a full-time job.

Things to consider:

Would you like to be in an office environment or would you rather be outside doing something practical? Would you like to do something that is customer facing or be behind the scenes? You have to make six choices and you should be willing to be placed at any of your choices.

Making your choices

If your placement takes place in the spring or summer terms, you will be asked to make your choices in September or October before your placement.

If your placement takes place in autumn, you will be asked to make your choices before the Easter holidays.



EMPLOYERS' VIEW

Dave Soyer, Rabey's Commercial Vehicles

As a long term supporter of Trident Work Experience, what do you feel are the benefits to the company, offering work experience placements to young people and would you encourage other employers to join the scheme?

The benefits for us are seeing the students coming out of their shells and interacting with members of staff and the feedback I get once they have completed their placement.

In what ways have you seen your students develop over their two week placements?

Some of the students have enjoyed their time with us so much and asked if they could come back in their holidays even though we weren't paying them which shows great character when most of their friends are out having a good time.

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 25 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!



Henri Gallichan

Apprenticeship: Design, Engineer and Construct in the Built Environment

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

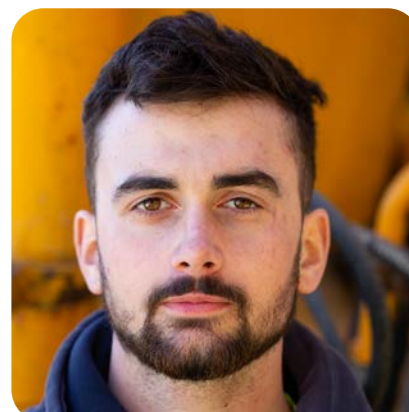
The support Trackers have offered me since my time on the scheme has been most helpful. The number one thing for me is having a support network to access when work or studies has been challenging and/or confusing. It is a real comfort knowing I am tracked through my journey.

What's the best thing about having a mentor?

Sindy and Charlotte have been great to me, very helpful and welcoming. The best thing is having a point of contact that isn't incorporated with the company or college, an independent friendly point of contact.

What is your greatest success that you achieved during your apprenticeship or once you completed your apprenticeship?

Completing my HNC and studying towards a degree, I never saw myself obtaining one and without Trackers help this process would have been daunting.



James Runacres

Apprenticeship: BEng Civil Engineering

What is one positive part of the Trackers mentoring programme that you were not expecting?

Continued support both in and out of term time to make sure that I have got everything I need to do well at college. I know that any problems I have, I can get help with it when I need it.

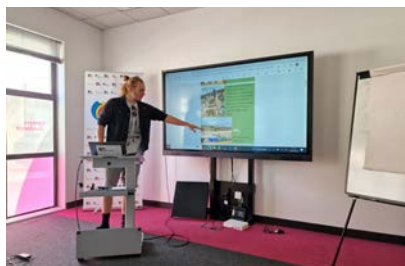
What's the best thing about having a mentor?

Amy is reliable and always does her best to help me out. The best thing is knowing I can phone or email her whenever I need and she can support me. Also coffee and tea.

What is your greatest success that you have achieved during your apprenticeship or once you completed your apprenticeship?

Passing my HNC in Civil Engineering was a major milestone for me, however now I'm in my final year of my BEng it's amazing to look back and see how far I've come. I really look forward to summer 2023 when I know I'll finally be done!

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



What is the Skills Jersey Traineeship Programme?

New for 2022, the Skills Jersey Traineeship is a year-long full-time programme of personal and professional development for 16–23-year-olds.

The programme, which provides the opportunity for students to undertake a Level 2 Customer Service qualification and where relevant, Maths and English up to a Level 2, is designed to support students developing the skills they need for life as they transition into the workplace and adult world, such as: critical thinking and reasoning, creative thinking, emotional intelligence, resilience, alongside the more obvious ones such as communication and team working. Students also undertake in-depth industry insights, supported by local businesses and charities.

Traineeship Programme Profiles



Billy

What skills do you feel you have improved on most whilst being on the Traineeship, and how do you think this will help you going forward?

The main skills I have improved on are my confidence and being able to speak my mind. Before I joined the Traineeship I did not have the confidence to be able to speak to people as openly and I worried about speaking in front of people. Since completing the programme I feel able to voice my opinions and even managed to speak in front of cameras. I am interested in careers within media and photography and these skills will enable me to speak to clients and employers.

What experiences have you enjoyed that you probably would not have had the opportunity to take up, or would not have considered before undertaking the Traineeship programme?

When on the programme we did a workshop with a photographer. After the workshop my mentor arranged for me to have a 1-1 session with him and since then I have continued to assist him on photoshoots and video shoots. Since the programme ended, he still contacts me to work with him and this has allowed me to improve my photography skills as well as learn more about the industry that I am interested in. I also really enjoyed the residential we got to go on at Crabbe, it was really fun. I enjoyed the activities such as log throwing and shelter building, everyone got on well and we got to play archery and shoot our mentors with the foam arrows.

Did you know? The Traineeship team helped Leah secure a job as a trainee at De Gruchys Funeral Care! See page 43 to read more about Gary Tye, the Funeral Director Leah will be working with.



Leah

How do you feel the Traineeship Programme has supported you in your personal and professional development and where do you think you have grown the most?

I feel the Traineeship has supported me in my personal and professional development as my confidence has grown massively. Before starting the Traineeship, my confidence with speaking to new people wasn't at its best and this meant my communication skills were also lacking. I feel the mentors (Natalie and Lauren) have really helped me to grow in all aspects of my personal and professional life.

Since starting the Traineeship, my motivation has also heightened. I honestly thought starting this course that my attendance wasn't going to be great as my confidence levels were so low. However, I haven't found that at all as I got so much support from the mentors and I can say they do genuinely care and listen to any worries you may have.

I feel I have grown the most in my confidence and my people skills. My self-awareness has improved as I have been able to really focus on myself and my emotions. I have been able to show empathy and understand other people's emotions whilst being on the traineeship and that has helped me with my new job at De Gruchys Funeral Care as this is one of the most important things needed to succeed in the role.

What experiences have you enjoyed that you probably would not have had the opportunity to take up, or would not have considered before undertaking the Traineeship programme?

One of the best experiences I have had the opportunity to take up whilst on the Traineeship was gaining one of Skills Jersey's fully funded spaces by Jersey Overseas Aid to undertake a project in Kenya. We went over to build a sand dam to help them gain access to cleaner water. This was such an eye opener for me and really helped me just as much as we helped them. I would not have known that this was possible to apply for if it wasn't for the Traineeship.

Another helpful experience was getting to know the different workplaces through the insights that are provided on the Traineeship. There were so many industries that I didn't think twice about, but after visiting, enjoyed them more than I thought I would. I also got to find out how hard some of the roles were! e.g., the Fire Service!

Additionally, I have loved getting to meet new people. Some of which I probably would not have gotten to know if I wasn't on the course. This has definitely helped with my communication skills also!

Shamalie Elkin

CLIENT ACCOUNTANT

Mourant Governance Services

What does a typical working day look like?

I work within the Global Client Accounting team at Mourant Governance Services and my role consists of accounting for a varied portfolio of private clients, corporate structures and funds. A typical day involves catching up with my immediate team, potentially having client calls, preparing any reporting or financials and working across the business with the administration teams on any client matters.

How did you get your job?

I joined Mourant earlier this year. My friend who works in recruitment suggested the role would be perfect for me.

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

Currently, I'm studying for my ACCA qualification which will continue to develop my accounting skills. The finance industry is always evolving and therefore we're continuously maintaining our professional development. Mourant provides us with a great learning portal which gives us access to so many different external and internal resources to help us in doing so. As I progress in the business, I look forward to developing my technical and leadership skills in order to help mentor other junior team members.

What motivates you?

Working with a diverse and likeminded team really motivates me. From the moment I started at Mourant Governance Services, it was obvious how important it is for the firm to nurture a culture where there is a genuine sense of belonging, by creating an inclusive workplace and championing equity, diversity and inclusion. Additionally, I feel like they appreciate the need to drive efficiencies and improve processes which overall enhances the client service that we provide. This is really important to me as it inspires me to want to progress with the firm. Also, working for a firm which is flexible and trusts its employees, not only motivates you but makes you proud to work for the firm!

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

To be successful in my role, I think you need to be *forward thinking, easily adaptable and a problem solver.*

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

My advice is don't be put off by the numbers! Accounting isn't just number crunching - if you enjoy problem solving, taking ownership of your work and having the opportunity to work with a wide variety of different types of clients - I'd definitely give it a go.

Accounting is so varied within the finance industry and there are lots of different avenues you can take. Having an accounting background can be so beneficial for a number of different roles within the industry.

Tell us a fun fact

The earth is not flat!!





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Charlotte Bannister

ASSURANCE INDUSTRIAL PLACEMENT STUDENT

EY

What does a typical working day involve for you?

With the new hybrid flexible working model, I will either work in the office or from my laptop at home. I'll start by checking my emails and checking in with my team and team leader to ask what tasks I can get started on that day, which can range from casting financial statements, reviewing files on our auditing software, or updating financial spreadsheets, to name a few!

How did you get your job?

I posted on LinkedIn explaining that I was a university student studying Mathematical Sciences and I was looking for a year-long industrial placement to integrate into my degree. I received a comment from EY's Channel Islands Student Recruitment Lead, so I reached out to her with a copy of my CV and a cover letter, which was followed up by a sequence of virtual interviews, and now here I am!

What motivates you in this role?

The continuous learning and development opportunities EY has to offer. Being so early in my career, I am picking up new skills and developing a greater understanding of the role daily, which encourages me to continue learning! There's also an exceptionally supportive and friendly work environment, so my colleagues really inspire me to keep working hard to reach my potential!

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

As someone brand new to the role, I have countless skills I'm yet to learn! But once I have completed my university degree, I hope to return and enrol on EY's Assurance Graduate Programme and begin a professional qualification, such as the ACCA or ICAS, to become a Qualified Accountant.

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

To really thrive, I'd say you need to be *inquisitive*, *a team player* and *have a strong desire to learn*. You're going to get a lot of information thrown at you, so it's super important you're willing to pick it up and run with it! There is no such thing as a silly question!

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

For any undergraduates or students looking to pursue a career in finance, I would definitely recommend just getting stuck in and applying for EY's Summer Internship to experience the role first-hand! There are countless opportunities available, so if you're open-minded and willing to accept the challenge, your career will start to build itself!

Fun Fact:

When I was in primary school, I was chosen to meet King Charles and Camilla, Queen Consort, on their visit over to Jersey!





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Lucy Allen

SENIOR ASSOCIATE

Grant Thornton

What made you choose to work for Grant Thornton?

When I was in my third year at University, I had the option to take a year out and study abroad. I was very lucky to move to New York for six months to study at the Clarkson University. During my time there, I began searching for placement opportunities in Jersey and found a role at Grant Thornton in their Recovery and Reorganisation (R&R) team.

Grant Thornton appealed to me because of its size, culture and reputable brand. I loved the fact I was able to converse with an R&R Director during my on boarding and felt valued from day one. Following a very successful and happy placement there, I was lucky to be offered a full-time position as their newest Associate. In the last year, I was incredibly proud to receive my first promotion to Senior Associate. I look forward to advancing my career with Grant Thornton in years to come.

What professional training have you done?

When I began my full-time position at Grant Thornton I had the option to choose from the ACCA and the ICAEW qualifications.

Unlike some professional services firms which dictate which qualification you must study towards, the choice was my own – I really appreciated the freedom they offered me.

Working closely with HR, I was able to discuss the different options and agreed upon the professional qualification that worked best for me and my career aspirations.

What do you do on an average day?

No two days are ever the same due to the high volume and variety of cases our team deals with. However, my usual day will involve responding to client emails, liaising with Banks to arrange payments and distributions to creditors. I minute shareholder and creditor meetings and also draft letters to various third parties.

When I'm not doing my day to day role, I also enjoy being part of Grant Thornton's social committee. I love organising fun events for the team, which so far have included, Tennerfest meals out, James Bond movie night, International Food Days and casual Friday drinks in our special staff social zone.

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

I wanted to be an actress, because I was a little drama queen!



ABOUT GRANT THORNTON

Grant Thornton Limited is one of the Channel Islands' leading independent assurance, tax and advisory firms, dedicated to serving the needs of privately held businesses, financial services and private clients. Exciting opportunities await graduates and trainees with a can-do attitude and a willingness to go the extra mile. Get professionally qualified with a three to five year associate programme that takes you on a journey to becoming a professionally qualified business adviser. We have current vacancies in audit, tax and business advisory. Join a firm that has a strong sense of purpose that helps businesses, people and communities thrive.

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People & Culture Recruitment Senior
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For more information on current vacancies please contact **Sally Lesbirel** on **01481 753420** or email **hr@gt-ci.com**



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Tori Davis

ADVISORY MANAGER - ESG, SUSTAINABILITY & NET ZERO

PwC Channel Islands

What does a typical working day involve for you?

It sounds cliché but everyday is truly different. I'm part of a small but growing team who help a broad range of clients address a multitude of ESG challenges, bringing in expertise from across the global PwC network. This means I could be working on anything from updating an asset manager's sustainability policy and climate risk disclosures to writing a sustainable energy strategy for a government - and so much more in between.

How did you get your job?

I originally joined PwC's audit practice as part of our Higher Apprenticeship programme and gained a wealth of experience in the alternatives sector. I've always been a passionate advocate for environmental and social issues, so when I transferred to PwC in Toronto for an international cycle of experience in 2019, I began taking a series of ESG-related qualifications to upskill and credentialise myself. I knew that my long-term plans were to return to Jersey, so when the offer came through to join the local ESG team, I jumped at the opportunity!

What motivates you in this role?

I love that my role allows me to directly challenge senior executives on how they're responding to the rapidly evolving ESG landscape. When a client improves their processes or policies to better manage their organisation's response to the climate crisis, I know that I'm driving real, transformative change. Even though the Channel Islands are small, they are ambitious - and I'm passionate about supporting their drive to become internationally renowned world-leaders for sustainable finance and their net zero goals.

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

Societal needs and business opportunities are coming together faster than ever, and this is reflected in the pace of change in the regulatory landscape. As a specialist, it isn't about knowing everything - but I need to stay on top of my game so that as the agenda mainstreams, I can bring it to life for my clients to truly inspire change.

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

Communicating with impact: being able to translate technical information into digestible, practical actions.

Strategic thinking: not getting too caught up in the details and always having an eye on the ultimate objective.

Organisation: balancing multiple clients, opportunities and network relationships on a daily basis.

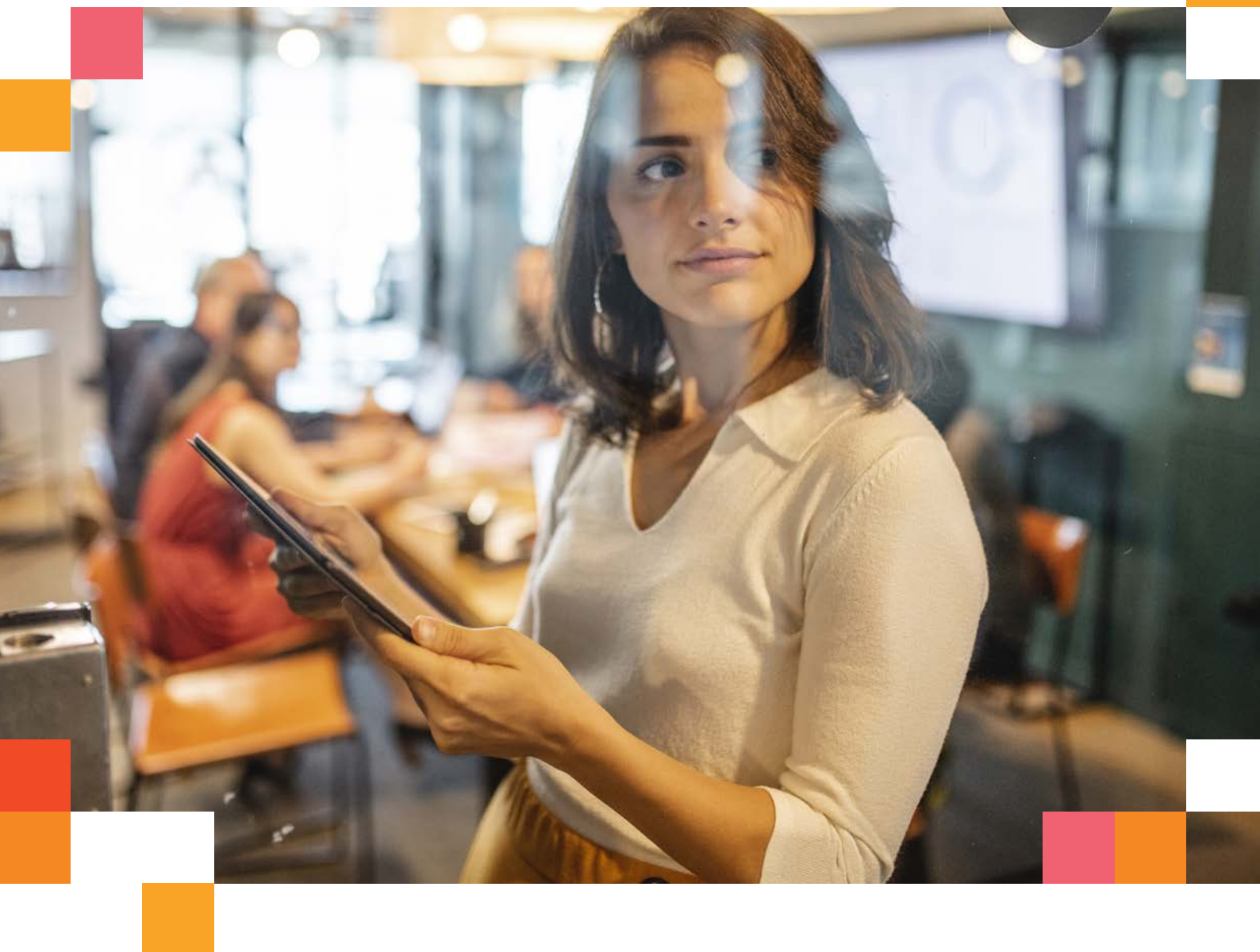
What advice would you give someone interested in a career in your profession?

Seize every opportunity you can to learn about what is happening in the ESG space, both locally and internationally. We're fortunate to have so many incredible thought leaders here in Jersey - so attend webinars, read blogs and listen to podcasts when you can. And think about how you can bring sustainability considerations to your role - whatever that might be - because that's how we enact real change.

Tell us a fun fact

If we could capture only one hour of the sun's solar energy emissions we could power the earth for an entire year.





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Our trainees love what they do! Tori and Joshua share their trainee experiences below.

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



Joshua Lagadu

AUDIT ASSISTANT

KPMG

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

Accountability - Because of the reliance placed on the work we undertake as auditors, it is vital that I take responsibility for my sections of work and complete them to a high standard.

Time-management - My working environment is fast-paced, meaning I need to manage time effectively to reach deadlines and complete work efficiently.

Communication - I am constantly discussing important matters with both my colleagues and my clients. This means I need to communicate effectively and in a professional manner.

What do you love about your job?

I love the variety in my tasks and also the variety in the colleagues and clients who I work with. It means I am able to build meaningful relationships with my colleagues and clients which furthers my development as an auditor.

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

Some key advice I would give is over which qualification someone is thinking of doing, as there are slight differences between the ACCA and ICAEW. I would also advise someone over the workloads during busy season, which can be difficult to adjust to, but are rewarding as they have helped me excel in my career and increased my technical knowledge.

Tori Youngman

ASSISTANT TAX CONSULTANT

KPMG

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

Eagerness to learn - Technical knowledge and professional qualifications are highly important. You don't go a day without learning something new and vital.

Creativity - This is useful as we find solutions for clients, whilst remaining in-line with legislation and environmental, social and corporate governance responsibilities.

Resilience - We have several statutory deadlines throughout the year, so it's important you can handle the pressure.

What do you love about your job?

I enjoy working for a wide range of clients, providing a variety of services, across the Crown Dependencies and internationally. Within the team, I also enjoy having daily contact with senior leadership, who are eager to share their knowledge.

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

My advice is: don't assume a career in tax is boring - it's far from it. Tax is a dynamic field and often crosses international borders, allowing you to do the same; a career in tax at KPMG opens the door to our global network affording you the opportunity to form invaluable, worldwide connections.

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Davida Blackmore

ADVOCATE

Self-employed

What does a typical working day involve for you?

My law firm is fully remote and mobile, so one day I could be working out on site with a client dealing with data protection matters, or I could be sat at home drafting a document I need to lodge with court. Another day may see me presiding over a Mental Health Review Tribunal hearing deciding whether a patient should remain detained in hospital, I could be appearing in a hearing myself or I could be delivering training/presenting at a seminar. Running my own firm does unfortunately also mean that there is an on-going battle with admin...

How did you get your job?

Having initially trained and spent 11 years in the dispute resolution department of a large firm, I moved to a niche outfit in 2016. By 2019 I'd achieved the significant career milestones so decided that I needed a fresh challenge - I took the leap and set up as a sole practitioner. I have a great, loyal client base and I'm so pleased I took the plunge!

What motivates you in this role?

In my first year I received a ranking from the Legal 500 as a leading individual in the dispute resolution (regulatory and white collar crime) category for my information law practice. This truly validated my decision to fly solo. I love what I do and I'm fortunate to be in a position where I can just focus on my chosen areas of law. Because I'm immersed in them every day, I can pass the benefit of that onto my clients. My clients are everything; without them I have no practice. So, being the best I can be for them is what gets me going in the morning.

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

Lawyers tend to be resistant to change but we need to learn about and embrace technology. We must listen to our clients; how do they want us to operate? We need to work with them, as well as for them. (For example, if I'm working with a client on a new technology project, I ask them for a dummy account because how can I advise them if I don't truly understand them?)

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

Aside from the obvious, you must be **approachable** and a **good communicator**. Your advice is only as good as the information you're given, so you need to draw out the best from your clients and they need to trust and be receptive to what you're saying to them. I'm also teased for constantly asking 'why?' but to get on in this line of work, you must be **inquisitive**.

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

Seek work experience in a range of firms (big and small, local and international). You may have an idea of what area of law you want to work in, but until you've been exposed to it and know what it involves, you will never really know and the reality may be very different from your perception of it.

Tell us a fun fact

I love dancing and my leaving gift from a previous firm was a new pair of tap shoes.



Seek work experience in a range of firms (big and small, local and international). You may have an idea of what area of law you want to work in, but until you've been exposed to it and know what it involves, you will never really know and the reality may be very different from your perception of it.

Carl De La Cour

BRANCH MANAGER

Barclays

What does a typical working day involve for you?

Typical working day for me can vary a great deal. I could be completing 1-2-1's with my team, talking about their wellbeing, performance and development. Reviewing and signing off on risk checks for branch activity. Meeting our customers in the branch or interviewing potential new members of staff. It is a really varied role and no two days are the same.

How did you get your job?

I used to work in retail following a successful Trident placement while I was a student at Grainville School. The work placement was with a local family-owned sports shop, Vowden Sports that I went on to manage when I was 20. As I approached mid 20's I started to think about career progression feeling I had gone as far as I could in the retail industry. My friends all worked in finance in some capacity so I applied for a cashier role at Barclays with a view to working my way up and just seeing where it would take me. It has turned out to be a fantastic decision. Barclays has given me so many opportunities and after gaining experience in five different roles across 12 years, I now manage the Branch at Library Place.

What motivates you in this role?

I really enjoy the branch environment and helping our customers. This role is interesting as I get to lead a team and play a big part in how we service our customers moving forward. Learning about self-service and digital enhancements hopefully making the branch as efficient and accessible as possible for our customers.

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

Absolutely, I think it is a role that will always continue to evolve and so my skill set will have to evolve as well. While the focus is currently on digital and self-service, the future will no doubt present new challenges and being adaptable to new processes or procedures will be key always seeking to find efficiencies in how we operate.

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

I would say the most important are **communication**, **organisation** and **being able to problem solve**. Communication, so my team know what is expected of them from the business objectives and how that translates to serving our customers. Organisation, to manage my day and the various tasks that need attending to. Problem solving, to be ready for whatever the day throws at me and being able to support your team with difficult customer interactions or situations.

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

I would highly recommend a career in banking. There are so many different areas you can work in; branch-based roles, mortgages, corporate, investments and team leader roles and many more! The variation is great and you learn new skills all the time. Barclays operates in many jurisdictions so it is also possible to travel and experience living and working in other locations.

Tell us a fun fact

Outside of work I'm a big football fan. I played for Rozel Rovers for over 20 years and have held a season ticket at Manchester United for 16 years.



Charlotte Dean

JUNIOR BIRD KEEPER

Durrell Wildlife Conservation Trust

What does a typical working day involve for you?

I start in the morning at Jersey Zoo's bird department by helping to prepare fruit-based diets for the 'softbills'. We're given our morning routine, which involves multiple aviaries where we count, visually health check, clean, water and feed the birds. In the afternoons, I drive to Sorel point to check on the free-flying red-billed choughs. I carry out aviary maintenance, essential cleaning and a supplementary feed. I count, ID, and check the choughs' condition while they are in the aviary. Once back at the zoo, I will carry out the 'close down' routine for the morning's aviaries.

How did you get your job?

I would like to say I got the job from my many years in education, previous experiences, and the hard work and knowledge I demonstrated in my previous six months interning on the chough field internship, but a job coincidentally came up in the bird department around that time, so I think it was also about good timing!

You should already know that the hours are long and you won't be on the highest of salaries, but if you're an animal enthusiast, this shouldn't deter you from your dream job.

What motivates you in this role?

The magnificent birds, the great outdoors and being a part of species conservation.

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

I think every person starting a career from the very beginning will be learning new skills almost every day; therefore, my list could be very long! I am not sure it's needed in my current position, but I would like to gain a bird ringing license at some point in my career.

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

Experience in the animal sector (practical skills); be that through education (college and/or university), voluntary work, work placements and/or internships.

The ability to **take initiative** and problem-solve on a daily basis.

Team working is essential to allow for excellent time management.

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

Start early! If you've got lots of recent and consistent experience under your belt, you will be an ideal candidate for a zoo-based or field assistant role. You should already know that the hours are long and you won't be on the highest of salaries, but if you're an animal enthusiast, this shouldn't deter you from your dream job.

Tell us a fun fact

Hummingbirds are one of the only bird species that can fly backwards



Matt Topman

BREWER AND OWNER

Stinky Bay Brewing Co

What does a typical working day involve for you?

There is no typical day. Some days I may be brewing all day or packaging all day. Others I may be doing my accounts, or making deliveries, or meeting with other businesses to discuss opportunities. Some days if I have achieved what I need, I leave and go do what I want! The variation of the role is huge, and I enjoy this aspect as much as anything else. I can work at 11pm or 5am and that's my choice.

How did you get your job?

I started the company myself back in later 2017 and have continued to run it ever since. As the director of a small business, I get to see everything involved in running a company.

What motivates you in this role?

I enjoy the variation, being able to put your name to something that you have created, and the flexibility it allows me to lead the lifestyle I would like.

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

The only skills needed is an ability to adapt and learn. A more specifically useful skill that I would like is graphic design/digital design. As marketing and communication is so visual, this would be a useful skill.

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

An ability to *manage pressure, solve problems in a measured way, and good organisation.*

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

See whether you like it. It may be hard to volunteer at a brewery, but if you are able to take responsibility for your role, then the boring aspects you get with any job are not so dreaded. You can brew at home, and there are plenty of courses you could take.

Tell us a fun fact

Beer dates back to around 4000BC

You can brew at home, and there are plenty of courses you could take.



Cris Lakeman

CEO

Every Child Our Future

What does a typical working day involve for you?

My working day starts with a coffee. Varied is how I would describe a typical day. I might be meeting with one of the charity's partners, visiting a school, working on the details of a programme or applying for funding.

How did you get your job?

I left school without a clear idea of what I wanted to do. I qualified as a teacher and although I enjoyed my teaching placement I wasn't really convinced. A lack of funds meant returning to Jersey where I secured a teaching job. Within a few years I was hooked and committed to becoming the best teacher I could. After a lot of hard work I became a headteacher and then a senior adviser for the department of Children Young People Education and Skills. All the skills I developed whilst working for the Government have now been transferred to the charity sector.

What motivates you in this role?

Working in the charity sector is hugely rewarding because you are constantly involved with people who want to make a difference to our society and to improve opportunities for children and young people. Our Island is a fabulous place to grow up and I am motivated by trying to level the playing field so that all children are given the opportunity to thrive.

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

Every single day I am learning something new from those with either more experience or those that have a different way of thinking and working. Education is a dynamic discipline and new research is regularly being published, some of which confirms your thinking but much which challenges your perceptions.

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

A sense of purpose, a focussed vision and dogged persistence.

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

The skills that you learn in one role are very often transferable. What I do now is nothing like standing in a classroom, but the years I worked in education enable me to bring skills, contacts and experience which enhance my work for an education charity and if you work for an organisation that shares your belief system you will feel more motivated to bring about change.

Tell us a fun fact

I enjoy coastal rowing and once rowed from Jersey to France, it took over three hours.





Chris Siouville

CONSERVATION EDUCATION OFFICER

Durrell Wildlife Conservation Trust

What does a typical working day involve for you?

As we cater for groups throughout primary and secondary, as well as Post 16, there is a huge variety in terms of teaching content for school sessions. We are a small team of just three staff so we all help each other in the running of the Learning Department. That includes setting up and monitoring audio visual shows and equipment, feeding the Madagascar hissing cockroaches that are kept in the office, interacting with the public and managing email requests.

How did you get your job?

I always envied friends at school who knew exactly what they wanted to do as I did not have a clue. I did A Levels, drifted into office work and then in my 20s realised it really wasn't the right job for me! I began volunteering at the organic farm at Jersey Zoo and was gradually asked to do some paid work writing reports and working in the Education Department. Fast forward a few years and I decided to explore opportunities at university. I found a course that gave me both a science degree and a teaching qualification. After doing supply teaching in schools, having a family, part-time contracts at the zoo, and learning more about native species whilst working for National Trust for Jersey, I applied for a permanent role in the Learning Department at the zoo.

What motivates you in this role?

I feel I have a purpose. I love the natural world and if I can play a part in helping to protect it and encourage others to do the same, what could be more important than that? I work with some amazingly committed people, all striving to make the world a better place. When things threaten our work or animals are sick it can be an emotional time but the support from colleagues is huge. It often feels like a family, and we do have a laugh together too.

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

I need to constantly keep up-to-date with our zoo and overseas projects as well as researching topics for teaching sessions. Knowing where to start with new projects can be a little scary but I enjoy learning fascinating new things. My biggest challenge so far has been getting to grips with a new computer system. I.T is not my strong point, but I am about to tackle an online course to improve some of my skills.

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

Good communication skills, especially verbally; you need to be **good with people** of all ages and from all walks of life. Bundles of **enthusiasm** for learning new things is also essential.

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

Do not assume that you can't get into it because you don't have the right skills or qualifications. You can start small, and you will often find a career grows from there. Volunteering gives you a chance to find out what you enjoy, helps you gain experience for your CV and lets a potential employer get to know you, which could lead to a job. There are also lots of roles that support conservation or animal work that might not be 'on the front line' but are vital to it.

Tell us a fun fact

The males of some fruit bat species can produce milk to feed their young. The largest bats have a wingspan of up to 5.5ft (1.7m). They can live up to 30 years.

Jack Brown

SITE MANAGER

Camerons Limited

What does a typical working day involve for you?

There's no typical day in construction, additional tasks or issues crop up which quite often need prioritising ahead of planned tasks for the day. Planned task during a day may include organising sub-contractors who are currently working on the site or preparing for them to commence works on-site, planning sequences of works to ensure sub-contractors are not working in the same areas at the same time, monitoring progress to ensure programme dates are being met and managing health and safety.

How did you get your job?

I originally worked in the finance industry for two years after completing a BTEC in business studies. During this time, I

realised that the finance industry wasn't well suited to my character and decided to look into different career paths. In 2017 I applied for a position at Camerons as a trainee manager and was successful. I had the opportunity at Camerons to work in different parts of the business however for the majority of my time I have worked as a site manager.

What motivates you in this role?

Working in construction can be very rewarding, having the opportunity to work on high end residential projects for private clients, working on high profile projects or social housing projects means that there is plenty of variety in the role. The ability to step back from a completed project and take in what has been achieved is a great feeling. In addition to this during the construction phase and seeing a plan in action and going well is rewarding.

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

The construction industry is constantly improving in terms of technology, safety systems and methods of construction meaning that everyone needs to adapt to suit this. Keeping in touch with these changes as the industry develops will mean that any new techniques may be able to be applied locally.

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

Organisation – if you aren't well organised you will have a hard time in construction, with so many tasks taking place it is important that the site is well organised and all operatives are well briefed.

Teamwork – you cannot build something alone! The resources which are available need to be used efficiently to spread the workload so that everyone works together.

Communication – making sure people are following 'the plan' is critical. Without effective communication this won't happen.

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

I would encourage anyone who is interested in construction to look in to what the industry has to offer. The construction industry is varied and has opportunities for everyone. Furthermore, on Island education is available from the DEC BTEC qualification right up to the Construction Management degree.

Tell us a fun fact

The earliest recordings of concrete structures date back to 6,500 BC.



Tom Stead

MANAGING DIRECTOR

WorkSafe Jersey Limited



What does a typical working day involve for you?

I start each day with a cup of coffee (I can't function without coffee!) then I jump on my laptop and reply to any emails that have come in overnight. The good thing about my job is that every day is different so I could be attending building sites to carry out site inspections in the morning and then delivering classroom training sessions in health and safety in the afternoon. I also act as health and safety manager for clients in the construction business so I spend my days working in different locations depending on the client.

How did you get your job?

I was working in the mining industry in Western Australia as a scaffold supervisor and they were looking for volunteers to act as health and safety representatives for the mine. This involved flying to Perth and sitting in an air-conditioned training room for six weeks. It gets so hot in the mines, so this was an opportunity that I couldn't pass up! After completing the training, I decided to pursue health and safety as a career and have not looked back since.

What motivates you in this role?

I'd like to think that I am a pro-active thinker and I am constantly looking for ways to make things safer. At WorkSafe Jersey our goal is to help prevent workplace injuries, illnesses and fatalities and it is this that motivates me. Everyone deserves the right to feel safe in their place of work and this is what inspires me to work hard for my clients and their employees.

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

I currently hold Chartered Membership at The Institute of Occupational Safety and Health (IOSH) and my goal is to become a Chartered Fellow which is considered the pinnacle of the profession. I am always looking for ways to keep my Continuing Professional Development (CPD) up-to-date and have recently completed the HNC Diploma in Construction Management. I continue to attend seminars and most recently myself and the team at WorkSafe Jersey travelled to London for the Health and Safety Expo.

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

The role requires a high level of **attentiveness**, we need to ensure that we are thorough and leave no stone unturned when it comes to identifying and managing risks. We work across all industries and with different professionals so **excellent communication** skills are required to convey our requirements recommendations. **Problem solving skills** are also a necessity to find solutions when risks are identified.

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

I would suggest that anyone looking to get into health and safety completes the NEBOSH general certificate as a starting point. Anyone can complete this and it is a great entry level starting point to progress your career.

Tell us a fun fact

I was once part of a team that won the Sark to Jersey rowing race. Three weeks prior to the race I had never even been on a rowing boat and we came first over the line on the day winning the trophy!

Ellen Powell

CORPORATE ADMINISTRATOR

Aztec Group

What does a typical working day involve for you?

Every day is different as we work with clients to set up companies, trusts and funds and continue to support with the fund administration once they're up and running. That means we spend a lot of time with our clients, so we form strong and lasting relationships with them to the point you feel like an extension of their team – that's what I enjoy most about the role.

With the range of tasks we have, there is always something new to learn which is where our in-house learning and development team, the Aztec Academy, comes in. The team offers a whole host of training so we can refresh our knowledge and stay up to date with the latest industry developments.

How did you get your job?

I graduated from the University of Birmingham in 2019 with a BSc in Psychology and after applying directly on its website, joined the Aztec Group as a Trainee. Originally I joined the Employee Engagement team and later decided to make a change and join the growing Corporate Services team.

Finding a team that best suits your interests and strengths is something that is both supported and encouraged at Aztec which made the move that bit more enjoyable.

What motivates you in this role?

I like that the role is varied and I'm constantly learning. Thanks to the variety of clients we work with, I am continually working with the team to find new solutions.

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

I will continue to build my technical knowledge with the support of the Aztec Academy and continue progressing through the CGI qualification to become an affiliated member of the Chartered Governance Institute.

I enjoy helping to train junior members of the team and pass on the knowledge I have gained whilst taking on more responsibility as I also continue progress in my career.

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

The most important skill is **organisation**, we need to be able to keep track of what's happening and what we need to do for each client.

Prioritisation goes hand in hand with this, there is only so much you can do in a day, so you need to know where to focus your attention. We have meetings every morning to allocate the tasks amongst the team, so we all know the priorities for the day.

Communication is also important to work effectively with both colleagues and clients.

The Aztec Academy offers training on how to develop these skills and I am already signed up to complete my next course on 'How to communicate effectively' to continue my professional development.

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

I'd say what you studied at school, college or university definitely doesn't hold you back from a career in funds and corporate services. If you're looking for a role that's interesting, fast paced and varied, then corporate services is definitely for you.

Tell us a fun fact

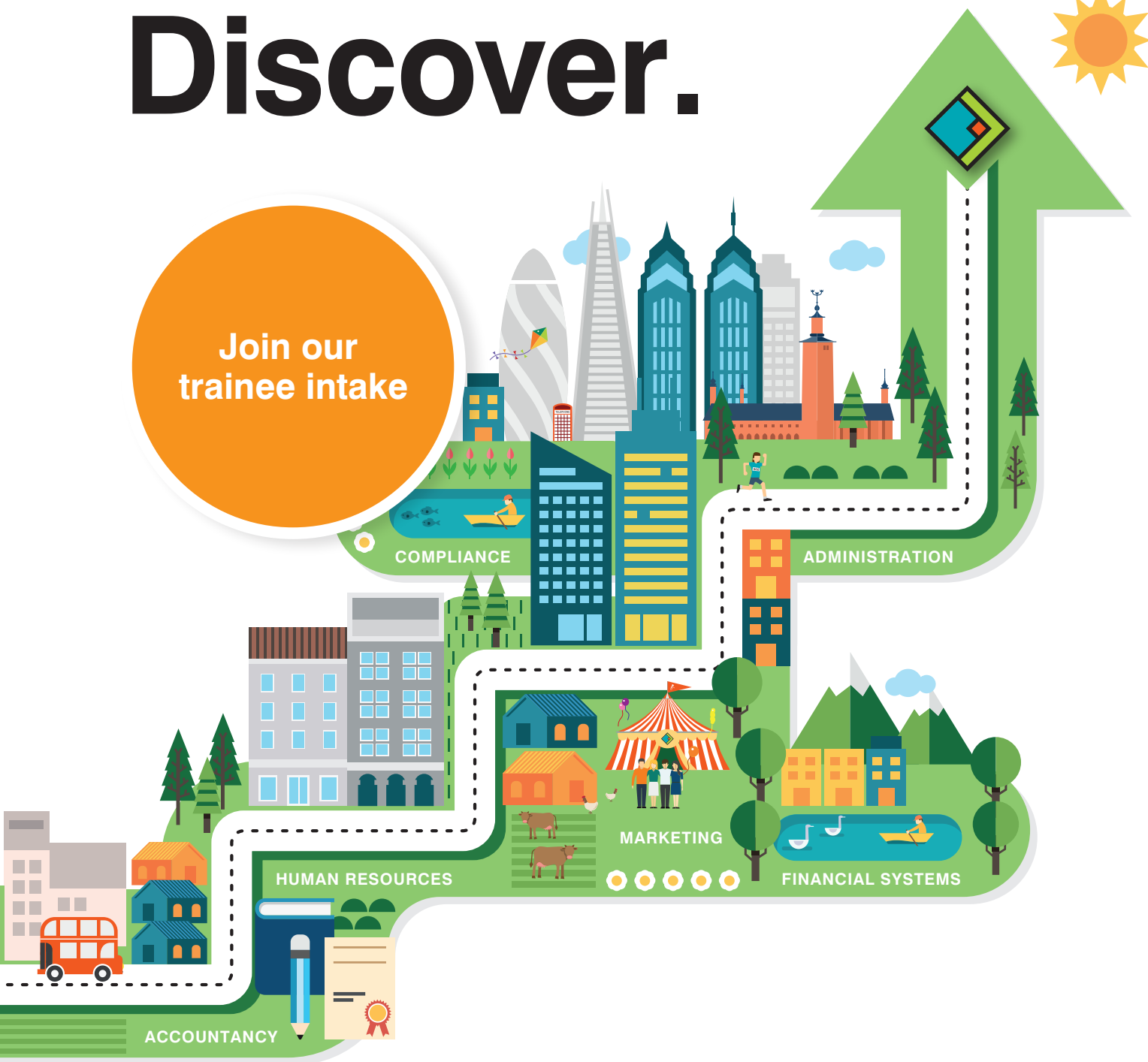
I ran in the same half marathon as Mo Farah this year, albeit significantly slower, taking double the amount of time...



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AZTEC GROUP

Stephen Coleman

DIGITAL PRODUCER

Government of Jersey

What does a typical working day involve for you?

I'm sure a very cliché saying but no two days are the same in my role. Government is such large part of our Island with a huge variety of departments. It is my responsibility to offer digital solutions to communicate with the public. This could mean a week of filming, podcasts, live events, editing and of course meetings. It's great to work in Government because I get to meet and work with all the behind-the-scenes employees that play a pivotal role in keeping our Island running. I've seen and learnt things that even I didn't know existed.

How did you get your job?

My journey has been a bit of a unique one. I first started working with my team as a freelance graphic designer to help on one of their projects. I always had a keen interest in photography and videography from about 15, but I never really knew that there was a job for it. During the pandemic, the digital communications side skyrocketed, and I knew I could fill in wherever I could.

What motivates you in this role?

I love this island. I was born, educated and lived here my entire life and to be able to work for the public carries a huge amount of motivation for me. As a person I would really struggle to work for something that carried no meaning. We have a new Government with huge ambitions. If my role can help in anyway communicate this better to the public, I will be happy.

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

Digital communications will never stop evolving. There will be many changes in our industry, some big and small. I always try to keep up to date with the latest trends and systems that show promise so that I'm ahead of the game and don't feel left behind. These could be as small as social media video sizes to as large as the use of AI.

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

Being able to work with people is the big one. Not only those we go out and film but also those in my team. I am lucky to be surrounded by very talented creative people which allows us to create work efficiently and to a high standard. **Project management**; we deal with multiple departments and many campaigns and lastly, **attention to detail**.

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

When I first started in graphic design I found it hugely beneficial when I spoke with those already in the industry. They helped me focus my attention on the things that were important in order to get my foot in the door. Also continue learning at every opportunity. I would spend my evenings on YouTube watching fun videos on a way of taking a photo and then the next evening I would be out trying to replicate that. I might never use that particular skill in my role but the little things I learnt along the way have been used multiple times.

Tell us a fun fact

I can say the alphabet backwards faster than I can the normal way. Don't ask me!



Hugo Willson

HEAD OF ENGINEERING & DEVELOPMENT

Government of Jersey

What does a typical working day involve for you?

A typical working day involves a team meeting in the morning to catch up with principal engineers. I like to find out what issues we're working on and how we plan to manage them. I try to get out to a construction site to ensure that client/contractor relationships are working well. In the afternoon there may be a corporate meeting to decide project funding priorities and meeting with a client to understand what problems they would like the engineering team to solve next.

How did you get your job?

I got my job by gaining experience and professional qualifications after university. I have been working for the Government for eight years and my experience in delivering a variety of civil engineering infrastructure projects both for Government and previous employers has given me the skills and requisite experience. I started my current role in 2020. Probably the biggest single thing that helped is becoming a Chartered Engineer.

What motivates you in this role?

I am keen on self-motivation and finding the engineering interest in projects. Working for Government means that much of what we do is about providing essential services for the population and keeping them running efficiently such as; highway maintenance, sewerage networks, waste disposal and providing sports and park facilities. I really enjoy working with other engineers and seeing good ideas turn into solutions to problems really helps to motivate to do better.

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

Currently I've started working on a project to decarbonise Governments fleet of 540 vehicles. I'm hoping to develop my skills into this new area to support climate emergency initiatives. I need to learn more about new technologies and also in balancing value for money to make sure that we can make change in the best way.

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

Fairness – when managing contracts and seeking good long-term relationships with suppliers, it is important to accept that sometimes decisions are not always black or white. Dealing with fairness is key to building relationships.

Open-minded – someone else might have a better idea or see things differently.

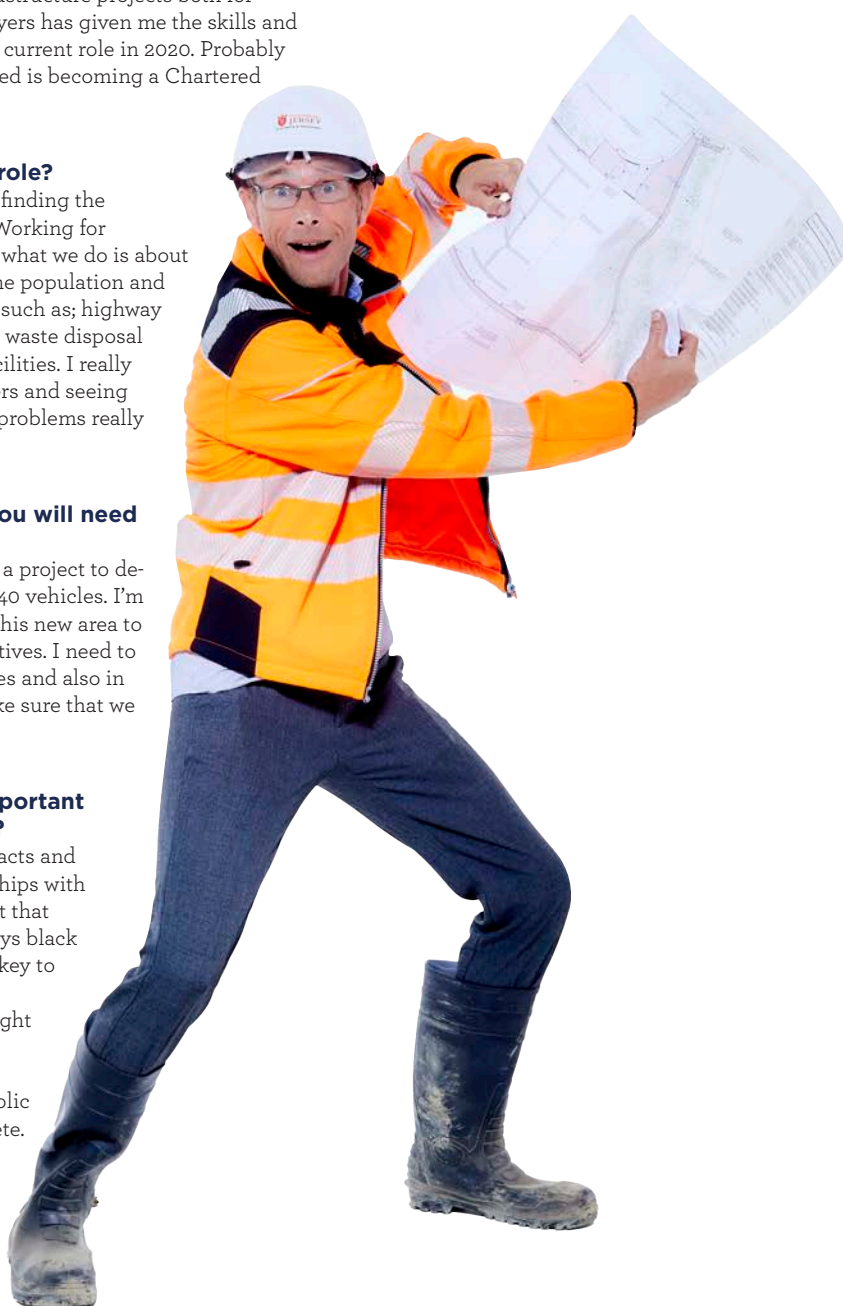
Determination – Many of the public don't like change until it's complete. Having the determination to see an idea through to completion requires some determination.

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

Engineering is the practical application of science used to solve problems and improve lives. If you're interested in science and you like helping people with practical problems then getting an engineering degree and working on professional qualifications can unlock the door to a very rewarding career. Pay attention to the maths and science along with keeping up-to-date with environmental issues and technical developments.

Tell us a fun fact

If our sun was the size of a marble, the next nearest star is about 150 miles away in Southampton. That's how much space is out there!





Karen Skelhorn

ESTATE MANAGEMENT OFFICER

Ports of Jersey

What does a typical working day involve for you?

My job is extremely diverse, no two days are ever the same and this is what keeps it interesting. We have a large commercial property portfolio across the Island with a variety of different tenants, one day I could be negotiating a new property rental and the next I could be involved with a large-scale redevelopment project. I am also a sustainability champion, and I am working on various objectives including reducing water and electricity consumption across the estate and negotiating the installation of solar panels on some of our properties.

How did you get your job?

I originally started as an administrator but had a real passion for property. After a couple of years an opportunity presented itself within the property department and I took it. I spent four years studying on a distance learning degree in Real Estate Management whilst working full-time. The studying alongside work really allowed me to put the learning into practice which was invaluable to me.



What motivates you in this role?

The job provides for a greater variety of experience to be gained from managing the estate, dealing with various customers from starting lease negotiations to finalising and signing the package off which could be a couple of weeks to several months depending on the lease. We also deal with planning applications and managing small projects which all adds to the knowledge and experience.

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

Shortly, I will be enrolling on the final element of my training, this course is 12 months and will run alongside work, upon successful completion I would become a Chartered Surveyor with the Royal Institution of Chartered Surveyors. This is not to say I won't do any further training as there is always something to learn and keep up-to-date with.

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

My top three skills are *being focused*, having *excellent organisational skills*, and finally having *the ability to change what you are doing at the drop of a hat*. Ever changing priorities can impact what you had planned for the day, and you have to learn to quickly adapt to these situations.

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

Don't be afraid or embarrassed to speak to people already in the profession and ask questions, it is your opportunity to find out more about what the job is all about. Research the RICS website and I would also recommend the University College of Estate Management which is where I studied distance learning for my degree.

Tell us a fun fact

I started my career in the Royal Navy where I learnt many skillsets and done crazy things like parachute jumping. Don't be afraid of taking risks or changing direction in life.

Kate Burton

SENIOR TEACHER

Samares School (Education Department)

What does a typical working day involve for you?

In teaching, there is no such thing as a 'typical day' – no day is the same! Lessons need to be planned and resourced, books marked, questions answered, disagreements mediated and worries alleviated. Children need to be supported and challenged in a safe, nurturing environment and it is the teacher's job to create a class climate which allows for this. As well as teaching, in my role as Curriculum Lead, I also support staff in planning and delivering lessons to their classes across the school.

How did you get your job?

After completing my teaching qualification and working in London for six years, I decided to move back to Jersey. As part of the recruitment process, I had to teach a class, interview with the Senior Leadership Team and present my teaching portfolio.

What motivates you in this role?

For me, I am motivated by seeing children make progress in their learning, no matter how small their successes may seem. As teachers, we aim to provide memorable experiences and opportunities to raise aspirations and broaden children's horizons. I love hearing from past pupils about how they are getting on and their memories of primary school.

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

As a teacher, you are always learning. Depending on your cohort that year, you develop new skills to best suit their needs and help them make progress. I recently completed a reaccreditation to continue as a Chartered Teacher. This means I use research and evidence to inform my teaching and will continue to do so in the future.

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

Patience – It's important to keep calm as your patience is tested daily.

Communication – Children, school staff and parents must work together to ensure that every child can reach their full potential.

Passion – Children can see when you love to teach, and this makes them more motivated to learn.

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

It is definitely not a 9am to 3pm job! You need to build relationships with children and not just deliver lessons. It is truly rewarding to know you can make such a huge impact on a child's life and their future.

Tell us a fun fact

I love travelling and the final wonder of the world I need to see is the Great Wall of China.

Pippa Le Quesne

FESTIVAL DIRECTOR

Jersey Festival of Words

What does a typical working day involve for you?

My typical day in the final weeks leading up to the festival consists of lots of emails and 1-to-1 phone calls with authors or their publicists about the programme. Liaising with the festival production, operational or marketing managers about event logistics or marketing the upcoming festival. I work from home on the whole but get out and about for meetings.

Earlier in the year I'm busy putting together the programme itself which means visiting the publishing houses in London and hearing about upcoming books and potential author events then presenting it all to the festival committee.

How did you get your job?

The festival started as a conversation between the then-editor of the JEP Chris Bright and Chief Librarian Ed Jewell. Later, a committee was formed and in 2015 I was introduced to Chris and the Chairman Jennifer Bridge and because of my background in publishing (experience and contacts) they decided I would be a good fit to put the programme together.

What motivates you in this role?

First and foremost my passion for books, but also the joy that comes from the live events – the fascinating discussions, the humour, and the great atmosphere that surrounds them.

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

I'm quite sure there will be, as every single year of working for the festival I have learnt new skills on the job! My background was as an editor and whilst I understood the ins and outs of publishing I had to learn about programming a festival and all that putting on multiple public events entails. My job is never dull!

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

Being super-organised with good attention to detail

Being prepared to be quite thick-skinned and like a dog with a bone in order to chase down the events you'd like in the programme!

Learning to be swan-like during the festival week – calm on the surface but paddling furiously below!

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

There is not a precise career-path to being a festival director but you need to love the focus of the festival. Relevant experience is important and publishing is an excellent grounding but equally you could have a bookselling background or have worked in events but have a genuine interest in writing or the spoken word in all its forms.

Tell us a fun fact

There are around 350 literary festivals in the UK. Many of these are small events featuring local authors and emerging talent. What makes Jersey Festival of Words stand out is its appealing location!



Rebecca Coley

DIRECTOR

DRIFT Retreats

What does a typical working day involve for you?

With DRIFT Retreats - it's mostly a seasonal job. I also work as a filmmaker so this is not my full-time job. DRIFT is a small business I set up when I returned to the island seven years ago. When I am running a DRIFT Retreat I am usually preparing the space and checking the tides and weather conditions and planning a schedule around that to make the most of the time we have together. The admin side is emails, insurances, licenses and making sure we've booked enough of everything we need. Checking our guests don't have any injuries or allergies and then setting up for the best day possible. In terms of our team we have qualified life guards and surf coaches and yoga instructors and chefs and other special guests we bring in for the retreats.

How did you get your job?

I used to run a surf school when I was in my twenties. This was a very happy time of my life so I knew what was involved in running a surf business. I went to London and worked as a director for a number of years in commercial work. When I returned to Jersey I wanted a job that was connected to health and wellness and surfing. So I did my lifeguard and surf coaching training again. I trained to use sound bowls as a mindful meditation teacher and teamed up with friends who are very skilled yoga and pilates instructors, excellent chefs and wellness practitioners.

What motivates you in this role?

I love sharing the joy of surfing with new people. I still get a buzz seeing the happy faces of people catching waves for the first time. You know we all have that inner child that doesn't get to play very often and some of the most rewarding sessions are with older ladies or people who had a slight fear of the sea really thoroughly enjoying themselves. There is nothing like it. People really forget themselves for a minute and this is a kind of meditation that is so simple. By the end of the day, after the yoga, conversations and connections over lunch, the sound bath and circle, people feel they've had a mini-holiday even if it's just been a day retreat and that feels nourishing and good for everyone involved.

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

I'm always learning and am currently completing my yoga medicine for women's health.

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

Creating a safe and open space for everyone to feel comfortable and connected.

Communicating clearly and efficiently and **adapting if conditions change** (for example, surf or weather).

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

Get as much experience as possible. Work at a surf school, travel and educate yourself in whatever interests you the most. I would say it is good to have lots of strings to your bow. If your work is seasonal, it is good to have other work for the winter. That's why I like to use my filmmaking skills and spend time editing in the winter.

Tell us a fun fact

We had a group of three girls join us for one of our first retreats and they travelled from New Jersey to Jersey having never left the United States to join us for a DRIFT Retreat. They were super fun lovely girls and we've all stayed in touch and become friends and I love how DRIFT has connected so many people now.



Jade Pinto

SENIOR ADMINISTRATOR

Sanne, an Apex Group company

What does a typical working day involve for you?

My typical day will start with reviewing my emails and calendar for meetings I have scheduled for the day so I can prioritise my task list. Every morning I have a catch-up call with my team and plan the day. My role is fund administration so my typical tasks include corresponding with clients, catching up with emails, meetings - both virtual and face-to-face, reviewing payments and training junior members of my team. Due to my varied portfolio of clients, I also work closely with colleagues in different jurisdictions such as South Africa and Luxembourg, which always keeps the day interesting.

How did you get your job?

I was lucky enough to get my job straight after finishing my A-Levels. I sent my CV round to various finance company's and after going for a few interviews I chose to work for Sanne. Over four and a half years later, I am happy to say I'm still here, so I know that I made the right choice for me.

What motivates you in this role?

There are so many ways to develop your knowledge not just with general training opportunities but also from working with such a supportive and helpful team. It keeps me motivated to ensure tasks and deadlines are met. Self-development is a big one and there are so many ways to expand my own knowledge. I'm lucky to work on diverse structures and clients which comes with its challenges but is also good to keep me motivated and focused.

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

As I am at senior administrator level, I am responsible for starting to take an active role in training junior members of staff and delegating my workload as well as being aware of their workload. This is a skill that I will continue to learn and use as my career progresses. I have also just finished my CGI IFA Level 5 Diploma which was such a personal accomplishment.

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

Organisational skills - learning to prioritise tasks and meet deadlines is one of the most important skills, especially when your day can go from relatively calm to super busy from one email/call.

Communication skills - every day you will have to work alongside a team, communicate with clients and reach out to people.

Willingness and openness to learn - be a sponge and try to learn something off everyone you work with and push to expand your knowledge - always figure out why you are doing the tasks and not just how to do them.

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

I would encourage someone to make that extra effort with your team, directors, and clients as soon as you start, having those strong relationships and foundations make your working day and environment a breeze.

Tell us a fun fact

You're taller in the morning than at night.





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APEX

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Louisa Finch

HEAD OF CLIENT ACQUISITION

Standard Chartered Jersey

What does a typical working day involve for you?

One of the things that I enjoy most about my role is that every day is different. Common activities include meeting with the team to deliver on our client proposition, liaising with colleagues in different jurisdictions, such as Asia, Africa and the Middle East, to review and finalise new deals, whilst always working to ensure excellent client service. The nature of the role is incredibly varied and involves both internal and external stakeholder management, including the occasional trips to visit colleagues in other locations to explain how Jersey can support our clients globally.

How did you get your job?

Being in the right place at the right time. I never envisaged working in finance, but after realising my chosen career, which I had studied for wasn't for me, I met my boss through a mutual acquaintance and took a chance on a new role. Since I joined as a Business Planning and Performance Manager. I've subsequently moved through the business to my current job – Head of Client Acquisition.

What motivates you in this role?

I am driven to find solutions and make an impact, and I get to do both in my role. I always strive to find new and improved solutions for our clients, in addition to motivating the team to succeed by exploring new markets and opportunities. Being part of a truly global and successful bank that strives to deliver for clients internationally is very fulfilling.

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

International finance is consistently changing and innovating, two key areas are ESG – Environmental Social and Governance – and digital technology. I have an active interest in both and am constantly looking to improve my skills and understanding of the evolving world we live in. I'm so lucky to have the support of our leadership in continuing to develop myself and my team.

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

Strategic mindset – developing and articulating the vision of our business to the team.

Authentic leadership – having the trust of my team and supporting them to achieve success.

Communication skills – communicating clearly to ensure we can execute accurately and at speed.

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

There are endless opportunities within finance, so don't dismiss finance as being boring as it can be so much more! I have had the opportunity to meet interesting people through my career and have travelled to Africa, the Middle East and Asia. There is a myriad of roles and there will be something that interests everyone – try and get an internship and give it a go to find out more.

Tell us a fun fact

I lived and worked for a period of time in the Caribbean, where I enjoyed the amazing work life balance of swimming in the sea and eating my lunch next to a pool!





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Hayley Goldacre

FRANCHISE OWNER

The Mum Club Jersey

What does a typical working day involve for you?

I host events for mums to meet other women who also happen to have children. I run the business as a side hustle, so I typically host two events in a month, mainly brunches. An average day involves juggling admin, making social media content, and looking after my daughters, who are three and one, full-time. Event days are the most fun. I set up at the venue, then welcome the mums as they arrive. I get to chat to some amazing women, introduce them to one another and witness friendships being formed, including some of my own. I capture the TMC magic on video, then edit reels for socials.

How did you get your job?

I went to one of The Mum Club events when it launched here last summer and loved everything about it. I was fairly new to the Island and didn't know anyone so it was a great way to meet people. When I saw the franchise was up for sale, a friend and I put ourselves forward to buy it. She has since left the Island and set up a franchise in Scotland.

What motivates you in this role?

Being a mum myself and having had my youngest daughter during the pandemic, I know only too well how isolating motherhood can be. It's one of the reasons I got involved with The Mum Club. I love that it helps beat that loneliness, connects like-minded women and helps them find their "tribe".

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

I'm sure there are but I don't know what they are yet. I'm still quite new to running a business and I'm learning every single day.

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

You need to be **great with people** – whether it's talking to mums / venues / local businesses / influencers face-to-face or via email/ socials, communication skills are vital.

Social media – I use it to promote my events, build relationships and strengthen the TMC community.

Organisation skills – to keep on top of emails, DMs, ticket sales, make creative content for socials and post at times when your audience is most engaged.

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

Start networking now. I am in my first year of running a business and still have a lot to learn but the people you surround yourself with will be crucial.

Tell us a fun fact

My career background is actually in journalism and I used to read the news on Heart radio. I resigned to move to Jersey.



Gary Tye

MANAGER- DE GRUCHYS FUNERAL CARE

Channel Islands Cooperative Society

What does a typical working day involve for you?

Truthfully, there is no typical day for a funeral director. Our role is so varied and every one of our client families have different wishes for their loved one's funeral. In life we are all different, and it is important that a person's funeral reflects that. We are here to guide and advise our families, providing them with options available to them and ultimately making all the arrangements for the day of the service.

How did you get your job?

When I left school, I spent 16 years in the Royal Navy. On leaving the Navy, I came to Jersey for the love of a good woman (I haven't met her yet! No, she is now my wife of 20 years). I started working for the Co-op as a food store manager. Working my way up into the senior management. After a few years I was asked if I wanted to manage funeral care. Having never worked within funerals my first reaction was, I do food not funerals! So here I am, and I have never had so much job satisfaction within my working career.

What motivates you in this role?

Helping our bereaved families at what is understandably a very emotional and sad time for them. Being a funeral director becomes a vocation rather than a job. It is a privilege being asked to look after someone's loved one, they have lost. I can go home at the end of the day and truly say I have helped someone at a time of need, rather than think how many pieces of paper I have pushed around.

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

As with any role – competent computer skills and English language is an advantage. Funeral directing is a unique role, and one of those roles you can't really learn until you are working in it. Training within the role is most important, it takes a special type of person to be a funeral director. When I interview for a position with us, I will focus on the personal qualities of that person are they well presented, calm, confident and self-motivated.

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

Empathy (not sympathy) – we need to understand where clients are at, it's a sad time for them and how we help them.

Care – small word and hard to define but you need to truly care about your role as a funeral director.

Organisational skills – we only have one opportunity to get everything correct on the day of the funeral and every little detail is important for our client families.

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

In Jersey we have only 12 funeral directors within the Island, making it a hard profession to enter. There are some pre-courses online with the National Association of Funeral Directors, this would give you some indication if the role is for you. You would need to be persistent and have a willingness to learn.

Tell us a fun fact

Modern day funerals are changing and do not need to be a sad occasion. I have had a family dancing down the aisle at the end of a service! Not for everyone but was right for them. We should celebrate those that go before us and there are no wrongs or rights in how that is done.





Catarina Marques

TRAINEE OFFICER, FUNDS & INSTITUTIONAL

IQ-EQ

What does a typical working day involve for you?

I work in the Funds segment at IQ-EQ and my day-to-day is so varied! My role involves a lot of admin, so I prioritise these tasks in the morning, e.g. replying to emails, taking minutes, and tracking the progress of projects on spreadsheets. It's important to be organised for the day ahead. As a trainee, I have regular meetings with my team to prepare for client-facing situations to update them on the status of tasks and transactions. I also make a great cup of tea, so happily take on the tea duties!

How did you get your job?

I applied via LinkedIn in December 2019 for IQ-EQ Jersey's Trainee Discovery Programme, which gives you experience across the world of finance by offering rotations between different departments. I was interviewed in January 2020 and offered the job at the beginning of February, so it was a quick process. After I accepted the offer, I met some of the trainees of the previous cohort who showed me around before my start in September.

What motivates you in this role?

Career progression motivates me the most. IQ-EQ has clear and achievable steps to progress through the ranks, with lots of opportunity to work outside your comfort zone to improve your skills. I like pushing my boundaries, and I'm surrounded by a team who cares about my achievements. Aside from that, I enjoy getting to know clients as it makes the work more interesting and immersive.

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

Further knowledge of the sector is essential for my role, and this can be gained from taking exams. I will need experience in communicating with external clients of senior leadership status to prepare for taking the lead on projects if I'm promoted to Officer. I will also need to learn how to properly delegate, so that if I lead a team in the future, I know I'll do it well.

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

Resilience, because you need to recover quickly when you make mistakes and learn from them. It's essential to be **organised** to manage workloads and prioritise tasks. Lastly, you should be **adaptable**, so you can open your mind to understanding new processes and tolerate any less-interesting but essential tasks that may be required of you.

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

I'd recommend IQ-EQ's Trainee Discovery Programme – it provides the perfect start for a career in finance, allowing you to experience different specialisms in the finance sector. Try different roles and figure out what's right for you. If you throw yourself into the work and learn as much as possible, you'll be rewarded. Also, there's no such thing as a silly question!

Tell us a fun fact

Outside of work, my life pretty much revolves around my diabetic cat, Angelo.

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



Callum McMurray

GAME DESIGNER

Sideplay Entertainment Ltd.

What does a typical working day involve for you?

Coffee. Always. Normally a morning meeting with the Art Team to start the day, catching up and going over priorities for current projects. The rest of the day is entirely determined by the stage of production my current projects are at which can lead to some variance of work, but a lot of my time is spent on visual research, creating game concepts, wireframing and creating art and UI assets for the games once concepts have been approved.

How did you get your job?

Design piqued my interest during my Media Studies GCSE and A Level, leading me to a Digital Media Design degree at university. It was a great course which gave me opportunities to develop skills in different design disciplines. After that I spent two years at a local agency as a junior graphic designer, which honed my abilities to suit the pace of a working environment before landing my current position.

What motivates you in this role?

Working on all sorts of different briefs for games, styles and themes. The reason I was interested in becoming a designer was for the variety of engaging creative work, and I think that is what still drives me day-to-day. It is a very satisfying feeling at the end of a project to be able to look upon a piece of work that you helped create.

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

Not a new skill but I am always striving to improve my creative work which is a constant process. It is about seizing the right opportunities on projects to push work just outside the area you're comfortable with sometimes. Otherwise, you don't grow. Also, I need to stay on top of new tools or software that help improve my workflow, in a digital industry there is always some new trick or tool.

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

Good **foundational knowledge of design principles**, and industry software. **Flexibility** approaching a brief and changing your approach when it is not working. Finally, **an eye for detail**, it's something you learn over time with experience but it makes the difference between a good piece of work and a great piece.

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

Build a quality portfolio that displays only a few case studies of your best work, ideally in the field of design you are aiming to work in. No work to fill a portfolio? Create personal projects or find small jobs that let you practise. Review your work and improve it next time until you are happy to put it in your portfolio.

Tell us a fun fact

The most expensive movie poster ever sold was Heinz Schulz-Neudamm's design for the film Metropolis (1927). It sold for \$690,000 at auction.

The reason I was interested in becoming a designer was for the variety of engaging creative work, and I think that is what still drives me day-to-day. It is a very satisfying feeling at the end of a project to be able to look upon a piece of work that you helped create



Wills Baker

GARDENER

Trinity Manor Estate

What does a typical working day involve?

Firstly, when being a gardener a day is never the same as the day before. Tasks change by the day, week, and month depending on seasonal weather. On a day-to-day basis in the garden, you can expect to be pruning, mulching, taking cuttings, planting, hedge and grass cutting, and picking plants up from plant nurseries and garden centres. As plants die and gardens evolve our job is to aid the space to reach its highest potential so that joy may be felt by all those who view it.

How did you get your job?

I was fortunate enough to have a very good careers adviser (shout out to Mrs. Job) who expertly recommended to me the position of apprentice gardener at Trinity Manor. I applied and gradually realised that the role was made for me and ticked all the boxes of a dream job. I have never thought twice about a career away from nature.

What motivates you in this role?

To be truthful, the garden and what I do for it is my motivation. It gets me out of bed and motivates me to live my life. It brings joy to my life and because of that I am motivated to make this a reality for as many people as possible.

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

Depending on the direction you take in this amazing sector, there are always new skills to learn, all of which apply to career paths in this sector. I am personally taking a path into garden design. I will continue to develop my skills as a gardener so that I can design better. Likewise, I will continue to develop my skill in identifying and using plants as it will all benefit.

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

Having **a keen eye for texture, colour and form** with a high attention to detail. You must be a perfectionist. You must be **adaptable** as weather changes and situations evolve. Problems will arise and solutions will need to be figured out in an effective way. **Working as a team.**

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

GO FOR IT! Absolutely and full heartedly go for it. Just start and the path for you will unfold. Nature is for everyone, industry is not.

Tell us a fun fact

Without mushrooms there would be no plant life on earth. That means no dinosaurs or humans would ever have existed. Life is therefore possible by mycorrhizal networks created in the soil which allow for the transfer of electrical signals, water and nutrients from plant to plant. (Yes, plants communicate to each other!)





What does a typical working day involve for you?

We meet at 8am at the main house, where I stay sometimes to tend to the beautiful wildlife garden.

Alternatively, I go with the head gardener and two others to maintain the lovely gardens of the DiCasa properties. An average day for me may involve cleaning, weeding, cutting the grass. On a rainy day, we might move furniture for the properties.

How did you get your job?

I studied photography at university but decided to not pursue it as a career. After a few jobs, I decided to try something unfamiliar but alluring to me; gardening. I applied for an apprenticeship at Trinity Manor, where I met David, the head gardener. He spoke with such respect for horticulture. I saw the grounds, and I was stunned that people got to work there every day!

I didn't get the apprenticeship, but it felt special and significant. I saw a Facebook post and went for an interview. I was open about my complete lack of experience, and that I really wanted to learn. I am very

Meghan Rose Hayes

TRAINEE GARDENER

DHH Ltd

Morgan Ward

HEAD OF PROGRAMMES

Jersey Heritage



grateful that they took a chance on me! From my application to Trinity Manor, Jess from the RJA&HS invited me to a Cultivate event. This was the first time that I felt the community of horticulture and I left full of wonder. Jess helped me to sign up for a RHS qualification and to take one day a week off work as study day, which has been invaluable to me.

What motivates you in this role?

The peaceful feelings, and how much more there is to understand.

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

After a year, I have improved and learnt a lot, but the knowledge is endless. I want to become skilled with all the tools, but some of them are a bit heavy for me so I need to work on that too!

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

Patience, time management and attention to detail.

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

If you feel something special about any aspect of horticulture, just give it a go! I wish I had tried it sooner. Also, ignore any preconceptions that you or anyone else have about who a gardener should be. People are often surprised when I reveal my job, which tells me a lot about why some people may be hesitant to pursue gardening themselves or to never even have considered it.

Tell us a fun fact.

Mushrooms are genetically more similar to humans than plants!

What does a typical working day involve for you?

A typical day involves lots of communication, talking to team members, identifying tasks, events and activities, coordinating resources, sharing ideas and observations. Sometimes this will be through meetings or briefings, sometimes one to one chats or bigger brainstorming sessions.

Sometime site visits to check exhibition content and displays. Reviews of customer feedback, talking to different staff teams to get a good overall understanding of how the organisation is performing.

People management, making sure the team are managing their time, tasks, holiday and development well and assisting where needed.

How did you get your job?

Saw the advertisement, the role appealed to me and I had relevant skills and experience. I did some research into Jersey Heritage, downloaded application pack and looked at each aspect of the essential and desired criteria, wrote a covering letter and CV which demonstrated how I met each requirement. Applied, attended interview, where I asked questions, detailed previous roles and experiences and talked about how I saw myself performing the role for Jersey Heritage.

What motivates you in this role?

Working with a team of knowledgeable, passionate people who have enthusiasm and dedication to the core missions of Jersey Heritage. Working with the public, engaging with people, sharing stories and providing a fantastic visitor experience.

Protecting and promoting the island's heritage sites such as castles, dolmens and museums and creating new ways to share stories and knowledge.

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

Yes, lots of skills such as collections management, curation and conservation techniques, equality, diversity and inclusivity development, interpretation techniques, all roles require ongoing learning and it is important to learn new skills for your own personal development.

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

Communication skills - This is the most important skill in any customer facing, service providing role.

People Management - essential to ensure effective performance and good team morale.

Customer Service skills - providing visitors with the best possible service and experience possible is the core focus of my role.

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

Research your heritage, share your passion and listen to stories. One thing which unites all people is story telling. Every culture does it and everyone likes a good story, it also helps build communication skills which are essential in most jobs.

Tell us a fun fact

Tennis balls are yellow because David Attenborough, who was once in charge of BBC2, thought they would look better on TV than white ones.

Richard Streets

FINANCE BUSINESS PARTNER

Government of Jersey

What does a typical working day involve for you?

In my role, building and maintaining relationships is a key success factor. I often present management information using key data sets to support decision making at strategic, tactical and operational levels of the organisation. These presentations can be at senior leadership team sessions, which can have 20 people in attendance, or even individual budget holder meetings, where we drill down into much more detail. The goal is to provide informed data led decision making to support the right outcome, whilst keeping value for money in mind.

How did you get your job?

At 18 I wasn't sure if university was the right pathway for me. I was strongly advised by my parents to apply for a trainee accounting technician role within Government of Jersey, even just for the application experience. I didn't get the job initially but instead was offered a placement post my A Level exams.

When I called up about work experience I was offered a permanent job. Rather lucky.

What motivates you in this role?

I really like the fact that I feel as though I am making a difference to the island where I was born and grew up. Within the Government, we are spending public money and supporting decisions on how most effectively to spend this. This allows me to feel like I have somewhat of a positive impact on the Island's finances. I enjoy challenging the areas I support where better value for money could be further considered.

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

Lots. There is always something new to learn or a new skill to acquire to make me more effective in my role. I've just started learning how to use dashboards built in a piece of software called Power BI. I'm planning to learn how to build my own dashboards to navigate and present in the future hopefully using our new integrated technology solution currently being implemented in the Government of Jersey.

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

Prioritisation (and re-prioritisation!), **communication** and **strategic awareness**.

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

There are many more motivating factors when deciding a career pathway than just financial benefits. Job satisfaction and doing something you want to get out of bed for is really important for your wellbeing and happiness. Recently, working flexible has been really helpful and this newfound flexibility and the trust to do so, has made me even more motivated to go above expectations for my team.

Tell us a fun fact

I completed the three peaks challenge in 2020; hiking up the tallest peaks in England (Scafell), Scotland (Ben Nevis) and Wales (Snowdon) in under 24 hours.

Fiona Potigny

DEPUTY EDITOR / NEWS EDITOR

Bailiwick Express and Connect Magazine

What does a typical working day involve for you?

Journalism isn't simply about waiting for things to happen then reporting – the goal is to identify the big issues no one is talking about yet. As an editor, each day means working out what those are, and setting a team of reporters on the case... while juggling breaking stories that can upend your day at any moment! My day starts at 6am with espresso, emails and checking we haven't missed anything overnight. After our 9am news meeting, my day is a blend of investigating (via reports, FOIs, press conferences, interviews), chasing (answers, content), editing (subbing articles and newsletters), and creating (podcasts, videos, app content, ad campaigns). Varied, to say the least!

How did you get your job?

Unrelenting curiosity always pulled me to journalism, so I spent my academic holidays taking every opportunity that emerged – and badgering people for work experience when ones didn't! While studying languages at Exeter (2012-2016), I was news editor of university newspaper Exposé. After freelancing in London via This Morning, Drapers and The Sunday Times, happy chance landed me back in Jersey in 2017 as a start-up named Bailiwick Express was starting to make waves in Jersey.

What motivates you in this role?

The spontaneity. The challenge. Proving people wrong. Holding people accountable. Exposing injustice. Helping people understand the world around them. Finding the extraordinary in the ordinary. Poking fun! Building relationships. Being trusted. Being the first to know. Being on the frontline of some of the world's biggest stories – and working out how they apply to local people. Every day is a privilege.

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

Every day means learning something new – whether it's the intricacies of Brexit, how Jersey's emissions impact global climate change or gin distillation! From a technical perspective, I have also learnt about analytics software, app development, and going from beyond the keyboard to the mic with podcasting. As technology moves, readers will expect us to reach them in the way they want to be found, so learning new skills and keeping up is vital.

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

An ability to be both proactive (in finding stories) and reactive (to breaking news).

An eye for detail, accuracy and presentation, especially in an online environment where everything is instantly scrutinised by thousands.

Curiosity! Keep asking questions. Don't take anything at face value, always be willing to scrutinise and to get to the truth.

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

Put yourself and your work out there, read and absorb news from a variety of sources and keep your finger on the pulse. Know that journalism is hard work but can be so rewarding... and never stop asking questions, even when you're told not to!

Tell us a fun fact

Did you know newspapers have their roots in Caesar's Rome in 59BC? 'Acta Diurna' ('Events of the Day') was a daily gazette carved on metal or stone featuring noteworthy public events.



Isaac du Val

BURSARY STUDENT

Viberts Law Firm

What did you want to be when you were 8?

Like many 8-year-olds it was a footballer, however I can't say it has gone to plan!

Favourite way to relax?

Engaging in any outdoor-related activities, whether that is taking part in sport or socialising with friends and family.

Best bit of Jersey?

Definitely the beaches. With so many around the Island it makes summers here unbeatable.

Favourite restaurant?

A few come to mind, but I would have to say El Tico, particularly because of its St Ouen setting.

Favourite item and why?

It would have to be a ring handed down to me through family, as it holds sentimental value.

Why are you interested in studying law?

If I had to pinpoint one reason it would be the inter-personal nature of it. I have always been keen on working in a people-focussed environment, with any opportunity to communicate face-to-face with clients on a consistent basis being a massive attraction for me. From my own experience at Viberts I have found this process to be very satisfying, particularly because our work has in many cases visibly improved a client's livelihood.

How did you find your learning experience on your bursary placement?

My learning experience at Viberts Lawyers was a hugely successful one. Despite not actually studying Law at an undergraduate level, my supervisors went the extra mile to support me and ensured that I adapted into every given task sufficiently.

Having been exposed to three separate departments (Dispute Resolution, Property Law, and Private Client), I was able to both add to, and subsequently solidify, my skill set from a legal perspective. Notably the benefit of Viberts being a full-service law-firm was that I could truly understand where my interests lay in this field, which is invaluable for me going forward in my career.

What future skills will you need to learn?

Thinking back to my own experience, three skills that are very prevalent in this field would be communication, attention to detail and organisation.

What advice would you give someone interested in law?

The key would be to apply to as many different law firms as you can enquiring for any vacant work experience opportunities. Whilst this may sound like obvious advice, it massively helps you to fully gauge where your interests may lie in this field as well as being an attractive asset on your CV for future employers. A week or two will still be very valuable, even if you had envisaged on working for an entire summer for example.

Tell us a fun fact

I have competed for both Jersey and Hampshire in Athletics.



Ella Harrison

BURSARY STUDENT

Viberts Law Firm

What did you want to be when you were 8?

I think around that age I wanted to be a vet as I loved animals, but as I got older I realised it wasn't right for me.

Favourite way to relax?

I love to spend time with my friends to relax, we will go out for dinner, watch a movie or just spend time together at one of our houses.

Best bit of Jersey?

I would say the beaches, we have so many and you are never really far away from one no matter where you are on the island.

Favourite restaurant?

Definitely El Tico, not only because of the food, but also the view, especially in the summer when it's sunset.

Favourite item and why?

I have a necklace which my friends bought me for my 15th birthday, and it's one of my favourite items as it's very sentimental.

What does a typical working day involve for you?

I have been working in the family department and so I have looked at matters mostly involving divorce or child issues. Some examples of the work I have done is drafting the documents required for a divorce, including looking at the finances involved, writing letters to clients, and drafting forms. I have also been lucky enough to attend Court with some of the Lawyers, including Family Court, Magistrates Court and Royal Court.

How did you get your bursary role?

After applying to do law at University I became aware that Viberts had a bursary scheme, so I sent in my CV. I was asked to come in to meet the Head of People and Culture, and then meet some of the family department as that is the area I was interested in. After a couple of meetings I was lucky enough to be offered the bursary.

What motivates you in this role?

I've always wanted a job that enables me to help people in some way, and I have been able to see first-hand how much lawyers can help people, especially in family law as it is such a personal area. Seeing how much it can impact people really motivates me to want to be able to do the same one day.

What future skills will you need to learn?

I think problem solving is something really important in law as it is required for so many cases, as well as legal research.

What advice would you give someone interested in law?

Doing work experience before applying for law at University really helped me, as it confirmed for me that being a lawyer is my dream job. I did my Trident work experience in year 10 at a law firm which was where my interest started, and I have been working at Viberts this summer as part of my bursary. I would suggest that anyone interested in law does work experience if possible, before deciding it is for them, as it is the best way to understand what a career in law would be like.

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

Emily Dow

SCIENCE AND EDUCATION OFFICER

Jersey Marine Conservation

What does a typical working day involve for you?

There is quite a lot of variation for a typical day in this role! As part of the education programme, I am continuously coordinating school events and volunteers to help run our Butterfield Marine Watch Touch Tank, in which we take local rockpool animals into the primary schools and to other public events, including organising our annual World Wetlands Day event. The scientific side involves a lot of planning, research and reports, but the most exciting part is the scuba diving! We dive in locations around the Island, conducting Seasearch surveys, which involved underwater photography and species identification.

How did you get your job?

I actually originally trained and worked as an interior designer/architect, but always had the desire to work in marine conservation and had diving and underwater photography experience already. During covid, I started up a hobby making sea glass jewellery, and wanted to donate to marine conservation. I ended up having a chat with Kevin McIlwee, the founder of JMC. From starting out volunteering, the role developed into the science and education officer!

What motivates you in this role?

Alongside working for JMC, I am doing a part-time MSc with JICAS, studying Island Biodiversity and Conservation. I'm learning so much more about the threats of climate change and the effects already taking place around the world, the ocean holds many solutions to mitigate these impacts. This continues to motivate me to do what I can to help try to conserve the ocean and the species you find in it!

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

There are always more skills to learn! Since starting the role I have already developed an increased knowledge of local marine species and how to work with the challenging diving conditions in Jersey. I hope to continue to develop my underwater photography/videography skills and looking to get my powerboat license soon, plus there is always more diving qualifications and specialities that would be great to do!

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

Organisation and **teamwork** are vital skills in this role, as there are several different projects running simultaneously, along with many organisations and volunteers to coordinate and work with! On the scientific side, **scuba diving skills** and diving experience are key for the Seasearch seabed surveys!

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

Getting involved in volunteering can be a great way to gain experience and get your foot in the door. So, when an opportunity arises, take it! I would also say, it is never too late to change your career if it means doing something you are passionate about, I changed at 30 and it's the best decision I ever made!

Tell us a fun fact

Dolphins never fully sleep! Half of their brain always remains alert and awake to enable them to keep breathing, this also helps to keep them safe from potential dangers and predators.

it is never too late to change your career if it means doing something you are passionate about, I changed at 30 and it's the best decision I ever made!





Rear Admiral Jude Terry

RN DIRECTOR PEOPLE AND TRAINING

Royal Navy

What does a typical working day involve for you?

No two days are ever the same and I really like that! Some days include working through our healthcare, sport, adventurous training, and welfare support for our operational deployments, others are spent looking at how we talent manage our people and how we recruit a modern workforce and support our families. Recently it's been great to get out and see our Royal Marines on their 30 miler – the last challenge before they receive their green berets – and to visit some Reserves units. I enjoy visiting our training establishments where we train our new sailors and marines.

How did you get your job?

I joined the Royal Navy in 1997, following in the footsteps of my dad, and have had a great 25-year career which has seen me deploy in ships to the Caribbean, the Far East, Middle East, Mediterranean and Baltic. When I worked in our Permanent and Standing Joint Headquarters I was privileged to be involved in planning how we drew down our forces in Afghanistan, set up the operation in Sierra Leone to counter Ebola and being part of the biggest deployment of UK troops for an exercise with Omani forces. I've always enjoyed the people aspects of my job and when the opportunity came up to apply for this role I decided I wanted to be considered.

What motivates you in this role?

100% the people. The RN is full of amazing people, and I'm passionate about creating an environment where they have every opportunity to develop new skills, gain experience and qualifications, and succeed in their chosen field, no matter what their gender, race or background. Doing my best to improve individual and family experiences in the RN and enabling them to be the best they can be is what motivates me.

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

I am always learning and appreciate every opportunity – whether through formal leadership or coaching training, which helps me to reflect on and improve my own behaviours and interactions, or through informal means e.g. engaging with others. I value the reverse mentoring I do with a junior sailor (who was a marine) which brings me diversity of thought, something that is critical to delivering a Navy that is fit for the future.

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

Teamwork – trusting and valuing others is essential – “there’s no “I” in team”!

People skills – truly listening to those around me, accepting challenges gracefully, and making decisions which genuinely reflect what is important to them.

Communication – sharing information is vital in ensuring everyone feels valued.

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

Be yourself. In the Navy we often live at work, whether that's in Commando units, on ships, submarines, or in air squadrons, so you can't be someone you're not, you have to be yourself. Our recruiting process selects you for who you are and supports you as an individual, no matter your background, so you can develop and be the best you can be. Go for it! It's an amazing career.

Tell us a fun fact

When I was growing up, I suffered from horrendous seasickness – I couldn't even go on the boat to Sark or France without being ill. My family and friends thought it was hilarious when I joined the RN; but it's very different working onboard a ship to being a passenger so I have been fine – except for one Bay of Biscay trip – since joining.

Kira Mitchell

SENIOR STAFF NURSE

Health and Social Services

What does a typical working day involve for you?

Shifts start at 07:30 for handover and finish at 20:30 in the evening. A long shift that goes quickly I promise! Corbiere Ward focuses on patients with neurological symptoms and diagnoses which allow for interesting medication rounds, doctor's rounds, observations and escalation of deteriorating patients which take up much of the shift.

Liaising with the wider team as the patient advocate is a large part of the job. Standing up for patients while acting in their best interests allow for patient centred approach to all care delivered, enhanced by doctors, occupational therapists, and physiotherapists and the much wider multi-disciplinary team.

How did you get your job?

Working as a health care assistant from the age of 17 I was able to gain the basic skills and experience before I applied to the local nursing programme which led me to where I am now. Having the experience of already working in the health care environment solidified why I wanted to become a nurse.

What motivates you in this role?

Watching patients come in on a stretcher after a life changing stroke, caring and providing treatment. Then watching as the patient walks off the ward back home or to continue with rehab. You can never replace the feeling of being part of something worthwhile.

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

My role is continually evolving, from learning new clinical skills to management development; every nurse will say the same thing... no shift is the same, providing the base for daily and continuous professional development.

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

Interpersonal skills – Always be there for people, that being your patients or your colleagues.

Initiative – Taking responsibility for your patient care means being able to think on your feet and apply your clinical knowledge whatever the situation.

Clinical assessment
– Building your nursing 'gut feeling' can lead to saving someone's life.

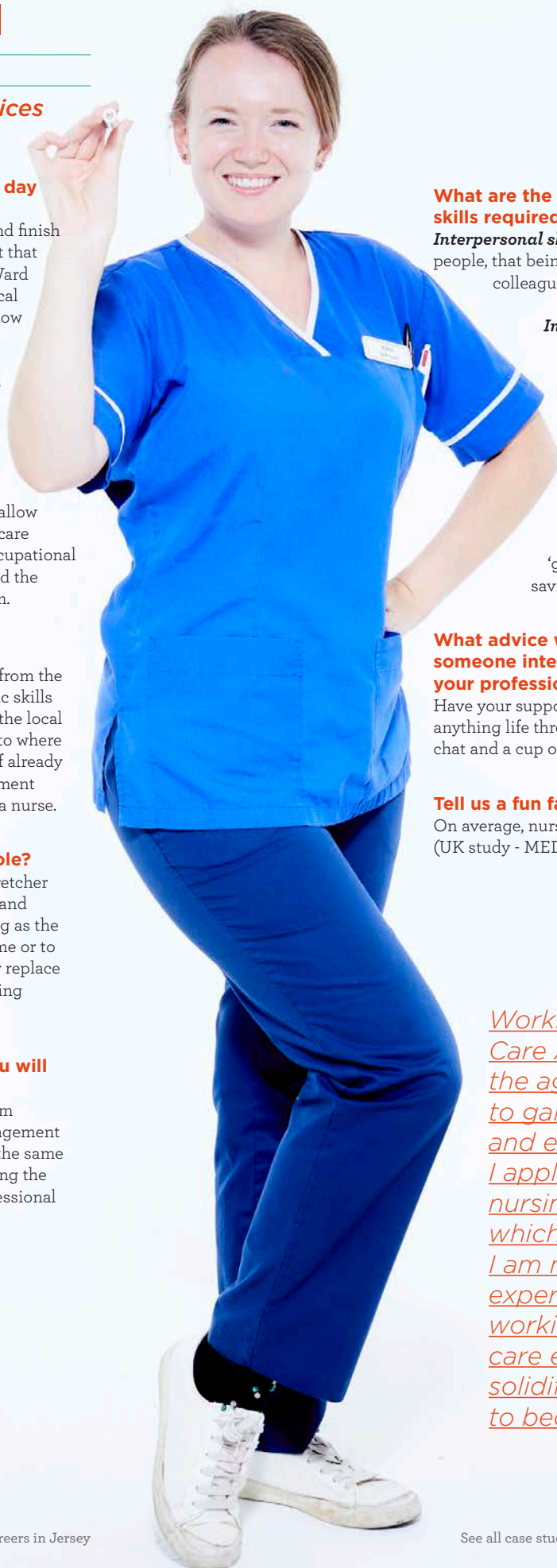
What advice would you give someone interested in a career in your profession?

Have your support. You can get through anything life throws at you with a good chat and a cup of tea.

Tell us a fun fact

On average, nurses walk four miles a day! (UK study - MEDSURG, 2006)

Working as a Health Care Assistant from the age of 17 I was able to gain the basic skills and experience before I applied to the local nursing programme which led me to where I am now. Having the experience of already working in the health care environment solidified why I wanted to become a nurse.



Traci O'Dea

POET

Scotland Street Press

What does a typical working day involve for you?

I'm currently working on feminist translations of Baudelaire's *Les Fleurs du Mal*, and I do this in addition to my full-time job. I carry a copy of the book with me, along with a pocket French-English dictionary. Instead of doing crosswords, Sudoku or Wordle, I translate poems. It feels like I'm playing a game.

How did you get your job?

During Covid, I had a lot of extra time to dedicate to writing poems and finding a publisher. I had written a few translations of Baudelaire in the past, and I've always wanted to translate the whole book, so when I told my publisher about doing feminist versions of Baudelaire, she was thrilled with the idea.

What motivates you in this role?

I'm motivated by my deadline (publication date 2023) and my love for the words.

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

I could certainly use more French practice. I would also like to practise some styles of longer formal poetry that I haven't tried before — a crown of sonnets or double exposures.

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

The three most important skills required for my role are **mastery of the English language**, **comfort with French and its rhythms**, and the **ability to trust myself**.

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

Reading, writing and translating poetry have saved my sanity. The chatter in my brain goes quiet when I am writing or reciting poetry. And if there is something difficult going on in my life, I can usually write it down to get it out of my head and onto the page.

Tell us a fun fact

An amphibrach is a grouping of three syllables where the rhythm is unstressed-stressed-unstressed, like the name Delilah.

Reading, writing and translating poetry have saved my sanity. The chatter in my brain goes quiet when I am writing or reciting poetry. And if there is something difficult going on in my life, I can usually write it down to get it out of my head and onto the page.



Molly Ryan

PARALEGAL

Ogier

What does a typical working day involve for you?

A typical working day for me is usually from home due to Ogier's flexibility in our ways of working. No two days are the same in the Corporate team; I could be working on a borrower-side financing transaction in the morning, and migrating a company from Jersey to the British Virgin Islands in the afternoon. Typically, my day involves being a day-to-day point of contact for our clients and providing specific Jersey legal advice.

How did you get your job?

When I moved to Jersey, I entered a speculative application to Ogier on a whim. I received a call from the HR department that same week asking if I was available for interviews with the Corporate team and the Local Legal Services team. After two interviews with the Corporate team, I realised I was better suited to a career in Corporate law.

What motivates you in this role?

I believe women in the legal profession, especially the corporate sector, are underrepresented. I work with some incredibly smart and career-driven women and I would like to be the same one day and inspire those who come after.

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

Ogier prides itself on its focus on personal development. We are regularly provided with training targeted at our level of experience, allowing us to mature in our roles. As I progress in my career at Ogier, I will continue to develop my skills of talking clearly and succinctly to a group of people, together with my supervisory skills.

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

Organisation – sometimes transactions have specific deadline days, you have to be able to diarise and keep up to date with the fast-moving pace of transactions.

Inquisitive – you can never know too much! No question is a ridiculous question.

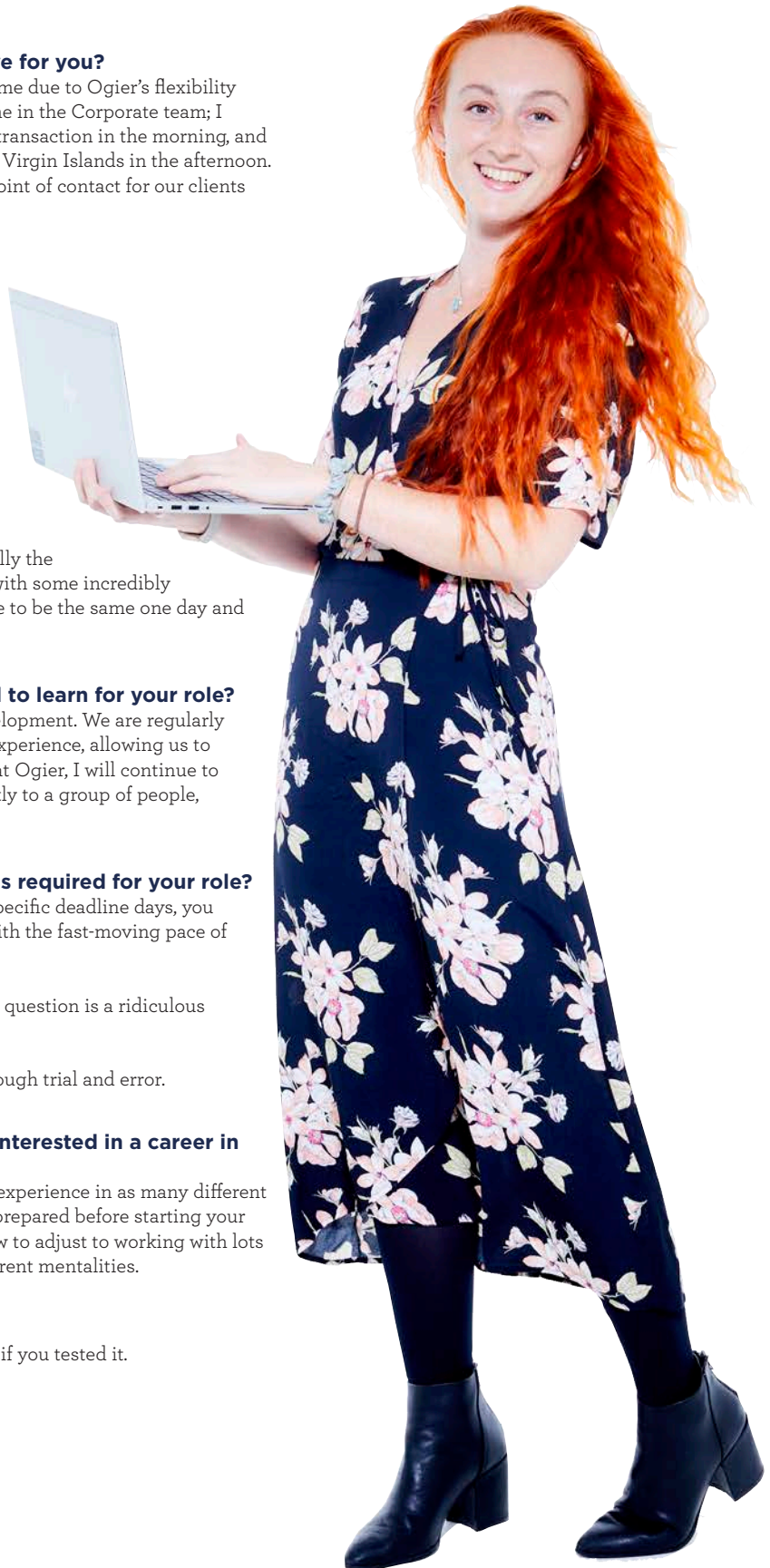
Patience – experience comes with time and through trial and error.

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

My first piece of advice is to try to get as much experience in as many different areas of law as possible. You can never be over prepared before starting your career. My second piece of advice is to learn how to adjust to working with lots of different people, of different ages and of different mentalities.

Tell us a fun fact

You can't hum if you hold your nose – hands up if you tested it.



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Angel Elliott

PERSONAL TRAINER & SPORTS MASSEUSE

Blood Fitness

What does a typical working day involve for you?

Morning is the prime time for many busy clients, so I am up early and in the gym by 6am! It is important that I am motivated because they are looking to me for instruction but also inspiration. In the winter we train inside the gym and often outdoors in summer. It is then on to administration, meeting clients for consultations and programme development. I also teach some lunch time circuit classes. As a qualified sports massage therapist, I am also able to sort the muscles that we put through some intense training!

How did you get your job?

Luck and being in the right place at the right time. I was working at a hotel gym as a receptionist and as luck has it, they were looking for a female personal trainer. I did the course, loved it, and here I am!

What motivates you in this role?

It might sound cliché, but it really is seeing my client's lives literally change in front of my eyes. Years of training allows me to tailor programmes that suit the individual and they see quicker and better results. For many it starts a lifelong journey to better health.

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

There is always change and new learnings in the health and fitness industry. You have to keep up to ensure your clients get the best support and advice. Balancing my own training, looking after my clients, and keeping up with cutting edge learnings is a rewarding challenge.

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

Maintaining the passion for the role. Every moment of every day I have to be **motivated** and engaged for my clients. You must **love working with people** and you have to **keep developing your own knowledge** to keep things fresh and interesting for clients.

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

It starts with you. You must love being fit, healthy and motivated. Then get yourself a mentor - someone you respect and can learn from. Not just in fitness training, but also in business. If you're doing well in life and business, you'll stay motivated, and your clients will benefit.

Tell us a fun fact

My brother is also a personal trainer! It runs in the family.



Julia Williams

PRODUCT DIRECTOR

Jersey Pearl

What does a typical working day involve for you?

A good part of everyday is spent looking at pearls and our beautiful jewellery collections. It could be to select pearls for a client or to liaise with our designers and pearl co-operatives to work on a new collection. I spend time in the shops selling, but also have desk time running the budgets and analysing our jewellery collection's performance. I do have to travel with my role which I love; to our own stores around Europe, or around the world. I especially like meeting new people each time I visit suppliers or trade shows.

How did you get your job?

I am lucky that this role developed from working with my family, however I studied diamonds first before pearls. I started my own business first before, bit-by-bit, involving myself with the Jersey Pearl group and now I do both and love every minute.

What motivates you in this role?

I am so lucky to be working with beautiful jewels every day, that is plenty of motivation in itself. But I always like to think that for each piece we sell, another day, someone is going to put on one of our pieces of jewellery, think of happy memories and smile and feel good. That's my motivation.

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

In my role you can never stop learning and trying new things. The process of planning, actioning, and reviewing is always evolving, so those skills are never perfected you just keep developing them.

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

Being organised – launching new collections and achieving deadlines means you have to stick to time. Excel also helps...

Be a great listener – to your colleagues, to customers, to suppliers.

Be positive – in life as well as work, positivity is contagious, things tend to run smoother if you are.

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

Get in touch with someone in our trade, ask questions and find out more. The jewellery world has so many facets and opportunities. You can gain professional qualifications. You can travel the world, make people happy with what you make and sell, and what we work with is beautiful so you can't help be inspired.

Tell us a fun fact

Pearls are known as the Eco-gem. They are a no-waste gem and every element from the shell to the oyster to the pearl can be used.



Emma

RECRUITMENT CONSULTANT

Park

What do I do outside of work?

Outside of work, I am a keen engine head, and I am heavily involved in the motorsport community. I can be found either Chief Marshalling at the Hill Climbs or Sprints, the Jersey Rally, or even mucking in in the pits. I am also on the committees that are part of the motor club, so there are always meetings to go to! I love being involved and leading people who share the same passions as me. If I'm not doing something engine related, I enjoy going for walks and exploring new areas of the island, keeping fit by training and most of all socialising with family and friends.

What do I love about my job?

The people and diversity of the environment! I am a people person, and I can relate to individuals on all levels. I love meeting people and hearing their stories, everyone's got a story to tell! The satisfaction of the role goes without saying, whether you have secured a trainee/school leaver their first role or a senior level candidate into a new company, the buzz you get seeing their happiness and what it truly means to them is indescribable. The dynamic and varied environment we work in is incredible, it sounds cliché, but no two days are the same in recruitment, no two candidates are the same nor are our clients. You need to be ready to react and adapt! The team that I work with is definitely the icing on the cake, although we are very small, everyone is so different minded which allows us to be open and bounce ideas off each other and support one another. In any job the team and environment you work within makes the job.

What does Park do?

To sum up – Park is a one stop shop. From a candidate's perspective we are there for them from the beginning of the recruitment journey right up until they start and beyond! We provide the candidate with advice, guidance on suitable roles, interview training, taking care of negotiations, and arrangements of interviews and start dates. Recruitment can be a daunting and stressful experience for some, so we take this away from them which allows them to go to interviews without the worry of handling the bits in between. We are always available for candidate catch ups once they start their new roles, the relationship doesn't stop because you have started a new role. For clients, we offer solid, sound advice to the changes in the market so they can adapt their approach and package to be more attractive. We also discuss roles in depth with the clients so we can then ensure we fully understand what is expected of our candidates. We find people their happy place!

How can someone up their employability?

Be proactive and ensure your personal image is what you want to reflect to employers. Set up a LinkedIn page and create a network with those whose field you wish to work in. Getting your name out there is key in the recruitment market, you want to ensure you really stand out. Ensure you are proactive with your employment, if you happen to find yourself unemployed, why not consider temp contracts – this shows prospective employers that you're committed to working and avoids gaps in your CV which will need to be explained- you also never know where a temp contract may lead you! When applying for jobs, check your social media pages, more employers now are using social media to screen future employees – you don't want them seeing any embarrassing photos of you now do you? Most of all be yourself, the employers want to see the character you are and what you can bring to their team, employers are passionate in ensuring a good team fit.



TOP 3 TIPS

Research

Ensure you have researched the company you are interviewing with and are confident on the job description. Prepare questions on the ins and outs of the roles. Use tools such as LinkedIn, Google and possibly even your own network. Also, always scout out the location of your interview, this will ensure the interview is less stressful as you won't be getting lost 10 mins before!

Be open minded

Sometimes the roles/sector we would like to look at going into aren't reflective of our experience or qualifications, that doesn't mean you will never get to your end goal. Stay open minded when talking to your recruitment consultant. We may present you with roles that don't align to the role you want; however, we look at the long game and look at how the role we have sent you can boost your CV and make you more attractive further down the line.

Be ready to give examples

Interviews are all about selling yourself and one of those ways is giving examples of your experience, even if you are a school leaver you can pull on experience used when playing in a sports team which demonstrates teamwork, or dedication to reaching a grade within your studies.

TOP 2 CV TIPS

Be clear and punctual

Provide clear bullet points that highlight the duties you have been involved in, CV's need to be clear and to the point. Remember employers don't spend ages looking at CV's they want to be able to skim through it and know you are the person for them.

Make sure that all your details are accurate

Ensure your CV is factual, and you will be confident going into an interview and talk through it, check and double check that all dates and grades are correct, employers WILL check!



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

Supporting a busy risk and compliance project in a global well reputed player!



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SAMARITANS

Listening Volunteer

What does a typical working day involve for you?

There is no typical Samaritans shift as you never know what calls will come through. Many people think the Jersey branch just deals with calls from people in Jersey, but this is not true – calls come from people all across the UK as we are one of approximately 200 branches nationwide. Shifts are normally between two to four hours and all the volunteers are lovely, so whatever happens during your calls, there is huge support in place for you.

How did you get your job?

I wanted to volunteer for a while in a position that helps and provides support to others. There is a recruitment process followed by some amazing training. You are then paired with a mentor, and you listen to their calls until you feel ready to take your own with their support. I have mentored a few new volunteers and it is great to see them learn and develop.

What motivates you in this role?

Giving space and time to someone to talk about how they are feeling, and having someone listen to them, cannot be underestimated. By often not saying a lot, you allow someone to explore their own feelings and think about their own options. You never know what happens to callers once the phone is put down, so being there for them in that moment they need someone keeps me motivated.

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

Skills are always being developed in this role – you reflect on every call you have and talk through with fellow volunteers to think about what you may do differently next time or what went well. Training always continues too so it is a great supportive environment to continually learn.

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

Empathy, listening and patience.

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

Get in touch with the branch in the first instance – jersey.branchrecruitment@samaritans.org as this will help you gauge if you think it is right for you and learn more about it all. You also need to be able to look after yourself as you can be dealing with quite difficult conversations – it is key to have self-awareness of how you are doing too.

Tell us a fun fact

I have cycled Lands End to John O Groats and London to Sweden when smartphones were nowhere near as good as nowadays – just good old maps all the way!



April Fosse

TRAINEE REGULATION STANDARDS OFFICER (TRADING STANDARDS)

Government of Jersey Regulation Directorate

What does a typical working day involve for you?

In Trading Standards, we advise on several different laws. This means that our job is varied and there is always something going on. We enforce and advise on the Weights and Measures Law, this involves inspecting pubs, bars, restaurants and making sure they are supplying alcohol to consumers correctly. We inspect and verify weighing scales in shops and in warehouses. I am a trainee and have a lot to learn, but ensuring consumer safety, and investigating consumer protection issues or unfair practices are also important parts of my role. I might also go with colleagues into shops and ensure that pricing is clear and legible.

How did you get your job?

At the end of 2021, I found the job on gov.je website. I was looking at the website regularly and it popped up. It looked varied and different and so I knew it would not be a normal office job. I applied through the usual Government job system online.

What motivates you in this role?

There are lots of things to work on. I am happy that I continually learn new things and train in new skills. I enjoy Environment and Consumer Protection as a department because we are very different, but we also need to help each other, as we often deal with the same businesses. We all regulate and investigate different aspects, so can share our knowledge, for example we all complete an investigative practice qualification as part of our development.

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

In May, I will have exams for Units 1,2 and 3 of the CTSI Professional Competency Framework which, on passing the exams and coursework, leads to gaining The Trading Standards Practitioner Diploma (TSPD). I will be learning and revising often, and so will need to get back into study mode. Experience and practice should bring me confidence and competence in the day-to-day role too – my colleagues are here to help me along the way. I can ask as many questions as I like!

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

I think the role suits:

Someone who has great **customer service skills** and the ability to build rapport with traders

Someone who is **analytical and investigative**

Someone who prefers a varied day but can get on with some similar processes

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

You can look on the gov.je apprenticeship website. There are lots of different areas in regulation. We all develop a basis of core skills but have different and specified knowledge in each area. The Trading Standards team have members from retail and wholesale backgrounds, customer service backgrounds, law, and emergency service backgrounds. It is worth getting in touch, no matter what background you have.

Tell us a fun fact

The largest cheese wheel ever produced (in Ohio) weighed 9281kg – It was made of 27 different varieties of cheddar. In the 1990's someone accidentally unplugged the refrigerated kiosk and the cheese expired.



Kieran Lester

MANAGER – PRIVATE EQUITY

Intertrust Group

What motivates you?

What motivates me in my role is career growth, the opportunities to learn, better myself and help the company achieve its goals. Building strong relationships with colleagues and clients is also a key motivating factor for me. I love communicating with people and my chosen career and role allows me to do that each day. Finally, looking after my mental health and being happy also motivates me, ensuring that I enjoy going to work each day and surround myself with positive influences. Intertrust Group allows me to do this by providing a great work-life balance, a supportive team, lots of flexibility, great wellbeing initiatives and are always supportive with my football commitments.

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

There are a number of specific skills required in the industry I work in, but I feel that **leadership, organisation, and interpersonal skills** are key for my role as a Manager.

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

My main piece of advice is to always be open to new opportunities, if there is a specific area of the profession you are interested in then pursue it and if you don't enjoy it then try something new. Find the area you enjoy and go for it. You can never be too young or too old to try something different. I like to always look forward and not back, learn from mistakes and use them to help develop in your career. Lastly, I'd say just be enthusiastic, eager to learn and confident.

Evangeline Troy

ASSISTANT MANAGER – PRIVATE WEALTH

Intertrust Group

What does a typical working day look like?

One of the most interesting parts of Private Wealth is the variation of work. We could be helping a client buy a yacht one week and a football club the next. Typically, our day centers around maintaining the relationships we have built with our clients and providing them with the best service possible.

How did you get your job?

I was completing the final year of my degree and attended a careers fair with the view of connecting with people within the Financial Services industry. I was invited by Intertrust Group to interview for a trainee administrator role in a couple of different service lines, but Private Wealth immediately felt like the best fit, and here we are six years later!

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

The nature of the Financial Services industry requires us to be proactive in keeping up to date with the ever-evolving regulatory environment. This means constantly building on technical skills to ensure that we stay one step ahead of our clients in relation to tax and legislation changes. One of the great things about Intertrust Group is their commitment to continued learning and I am also fortunate to work alongside some very talented individuals so there is never any shortage of development resources or support.

ABOUT INTERTRUST

At Intertrust Group we're committed to ensuring Intertrust is a great place to work, where our employees can thrive and enjoy coming to work each day. We embed our values into everything we do, championing professional development and continued learning in addition to ensuring health and wellbeing remains at the forefront. If you'd like to find out more about the career opportunities at Intertrust Group get in touch today.

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Head of Resourcing,

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Be Intertrust

For more vacancy information get in touch at:
careers.intertrustgroup.com/vacancies



Be Innovative
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Kate de la Mare-Valax

SECRETARY/VOLUNTEER COORDINATOR

BirdSong Garden

What does a typical working day involve for you?

A typical day involves tasks like animal and plant care, fire-making, cooking, admin, welcoming people to be at ease in the garden and cultivating presence throughout.

How did you get your job?

For me it is important and joyful to follow my deepest intuitions and the leadings of my heart calling me to a lifestyle embedded in nature, where I feel content and free. I feel lucky to share these values with my husband, Sébastien, and together we invest 100% in life, rather than seeking a "life/work balance". We find joy in practical, manual work outdoors, we find it empowering, creative and rewarding. Remembering that 'life is not for-getting, but for-giving' helps us stay connected with our aspiration rather than being driven by our conditioning or pushed by other people's ideas of success.

What motivates you in this role?

Wishing to share widely and freely with others - joy, trust in life and sustainability through learning to live as part of nature - is our major motivation for creating a community garden. We found people in resonance with the project and together created a very simple form of association (now 70+ members). We haven't let obstacles or fears discourage us, but learned trust and patience, allowing us to recognise and step into unforeseen openings.

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

Alongside skills of gardening, seed-saving, admin, cooking, I sense the most important skills which I presently need and am constantly seeking to develop are: listening, open-heartedness, and observation. Growing these skills, I find more and more joy and freedom in myself and in other living beings - who in turn bring me experiences where I can learn and evolve.

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

I try to begin with **practising inwardly**: as I learn to notice, listen and hear what is going on in my own thoughts, feelings and emotions, so I become more able to be present to other people and other life forms. As I learn to **be more kind and understanding** with my own difficulties and reactions. I can be more open-hearted in situations where I might otherwise be tempted to reject or control. **Daily meditation/prayer** are a great help to me in developing these skills. Living in the natural world gives me the ideal context for healing and growth.

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

My advice to anyone seeking to live truly, in accordance with their deepest values would be:
Take time to try things, allowing yourself to find your truest motivation...in your body, in your mind, in your soul.
Be bold, make contact with people you find inspiring
Dare to think 'out of the box'.
Follow your heart with courage: others will catch on, becoming allies.
Trust the process, enjoy the journey!

Tell us a fun fact

A grandmother who volunteers at BirdSong Garden takes our 'teenage' unicorn-lamb for walks on a lead in the local lanes.



Have you got time to help inspire?



Can you spare one hour a year?

Your career story could help inspire young people's futures.

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Sign up to volunteer now by registering at **inspiringthefuture.org**

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100

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We're always on the hunt for freelance and emerging creative talent to work with us on our Jersey media titles. Send us some examples of your work, we'd like to see it.

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