

# Direction

The official annual careers publication for Skills Jersey





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# Direction #11

CAREERS IN JERSEY 2024

The official annual careers publication for Skills Jersey



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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, Mentors, and the Skills Development Team, 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.



Working closely with schools, parents, employers, the government, and wider community to research, create, promote, and deliver a portfolio of skills development schemes and initiatives that meet the needs of the Island – now and in the future.



Mentoring service supporting young people within schools or transitioning out of school, people undertaking an apprenticeship and people who are upskilling with a programme of CPD or undertaking an accredited training course.

**Contact Skills Jersey for advice and support on 01534 449440**

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



The Skills Development Team. Ellie, Natalie, Hannah, Marisa, Jeremy, Gary, Rosie, Sally, Angela

# The Skills Development Team

Working closely with schools, parents, employers, the government, and wider community we research, create, promote and deliver a portfolio of skills development schemes and initiatives that meet the needs of the Island – now and in the future.

## Marketing and Events

We coordinate a series of annual events that are key in the academic calendar, inclusive of the Higher Education Fair and the Skills Show that align with the needs of the island, in collaboration with industry. These events are designed to offer islanders of all ages the chance to have meaningful encounters with relevant stakeholders, assisting them in navigating their options at various stages of life.

Complementing each event, we work with local publishers, Factory, on the two distinctive publications: 'Reach' - a comprehensive guide to Higher Education, and 'Direction' - a captivating magazine that showcase the diverse career journeys of local individuals. Annually, we organise career fairs within schools and conduct industry workshops and events at the library. Stay updated on our activities and upcoming events by following us on social media @SkillsJersey and visiting our Skills Show website at [www.jerseyskillsshow.com](http://www.jerseyskillsshow.com).

## Research

Our Skills Intelligence Officers support Senior Officers within Government including CYPES and the Economy along with expert industry groups to appropriately respond to current and future skills gaps and trends, including through developing our current and future workforce, to create a dynamic commercial landscape that will ensure a thriving economy and island community.

This is achieved through providing advice and suggestions for moving forward informed by labour market information and wide-ranging and up to date research from related experts and professional bodies, across international jurisdictions.



## Employer Engagement

Our Skills Development Leads provide links between all areas of the economy from schools, businesses, and the Government to develop the knowledge, aspirations and employability skills of young people and all Islanders.

This includes meeting with all industry sectors in the Island to find out what skills they may be looking for in a potential employee and if there are areas where skills may be in short supply.

We can support industries to develop relevant skills pathway opportunities, including: apprenticeships, training courses, work experience, and insight days from various providers to bridge those gaps.

The aim is to make sure that islanders have the knowledge and skills that are required to make Jersey a thriving place to live and work.

## Work Experience & similar initiatives

Over 1,000 Year 10 students take part in Trident each year which is a valuable two-week work experience introduction to the world of work. Students choose from approximately 500 placement opportunities which is offered by over 350 local employers. This initiative aims to provide students with firsthand experiences of various working environments, instil a strong work ethic, and foster the development of essential life and employability skills.

Short two-day school holiday camps for students in Years 7 to 11 are facilitated by our team, along with training providers including Highlands College within a variety of industries including hospitality, hair and beauty, entrepreneurship, engineering, agriculture and many more which provides students with a fun and engaging way to learn new skills and gain an insight into the industry.

Insight days are offered to students between Year 9 to Year 12 which focuses on in depth insight into a specific vocational area where students gain valuable knowledge from a variety of professionals within their field. These include, but are not limited to, Medicine, Healthcare, Teaching, Hospitality and Construction.



The Careers Guidance Team; Kate, Carin, Emma, Lucy A, Steph, Sarah, Lucy J

## The Careers Guidance Team

Our Careers Guidance team at Skills Jersey offer free, confidential and impartial advice to people of all ages including school pupils, students aged 16 and over and adult's resident in Jersey. Meet the team!




**Are you:**

- looking for a career change
- starting your career
- in education or leaving education
- looking to gain qualifications
- returning to work or retiring
- or simply wanting to chat about your career ideas











#### The Careers Guidance team can help you to...

-  focus on what's important
-  identify your strengths
-  identify your interests
-  identify your options
-  plan job hunting strategies
-  work out your next steps

#### They can also help you...

-  starting your job search
-  structuring your CV
-  advice on application forms
-  interview preparation
-  information on training courses
-  providing careers matching programmes



Mentors L-R; Kylie, Sindy, Diana, Lee, Louise, Danial, Leah, Ollie, Lauren, Pete, Chris, Roisin, Rob, Amy, Rachel

# The Skills Mentoring Team

The team of Skills Mentors is a dedicated and qualified team, whose role is to individually support young people within schools or transitioning out of school, people undertaking an apprenticeship and people who are upskilling with a programme of CPD (continuous professional development) or undertaking an accredited training course.

The area of work that the mentors undertake with school age children includes connecting the education system with industry and the world of work. Skills mentors support young people in the important school years 9, 10 and 11; these are crucial milestones in a young person's life, where they are making choices about their futures and mentors work with them to engage in a range of different activities relating their learning to the world of work. Skills mentors can work with young people to provide work insights (visiting workplaces across a variety of industries), individual coaching and mentoring sessions to provide guidance on workplace expectations and behaviours.

## Who are we.....

The team of Skills Mentors is a dedicated and qualified team passionate about supporting people. They have come from a wide range of backgrounds and offer an abundance of experience to those they support.





## What do we do....

Individuals can access a qualified mentor who's role is to work with them on goals, career progression, personal development and aspirations. This is tailored to the individual and is a partnership designed to enhance personal effectiveness, well-being, sense of purpose and has been shown to increase productivity. The service is voluntary and impartial and we can work with people towards a planned goal, advising on the most effective way to achieve this, or providing study planning advice, time management, communication skills – the ways in which a mentor can help are as varied as the range of people we work with. Our mentors will work with you to develop a clear plan towards achieving your goals.

### Key elements include;

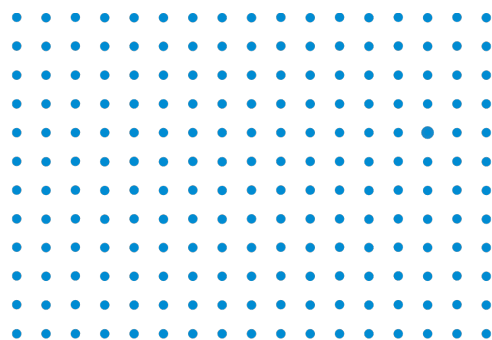
- Exploring your interests and aspirations
- Support with balancing study and employment
- Identifying your strengths
- Setting new goals
- Arranging work insights to help find your interests for possible career paths.
- Identifying, managing and overcoming challenges, to enable progress into the world of work
- Exploring and discovering pathways and options for your future career
- Support with employer relationships – eg how best to broach the subject of gaining promotion

## How do we do it....

- 1:1 coaching/mentoring appointments, planned around you and with your success as the goal
- Work insight visits to explore career interests and gain a fuller view of different work environments
- Cooperation with employers and other professionals to enable positive relationships
- Activities and workshops targeted to individual clients' needs
- Signposting to other services and opportunities

## How to get in touch....

Anybody can refer themselves or a young or eligible person to our service. The steps to making a referral can be found on the Skills Jersey webpage on Gov.je.



Introducing Danny, whose journey with Trident has been nothing short of inspiring. He embarked on his journey 15 years ago, initially participating in the Trident program with Sports Bug. Since then, he has not only contributed significantly to the company but has risen to the pinnacle, now proudly owning it! Danny's impactful journey extends further as he collaborates closely with Skills Jersey, emerging as one of our most sought-after Trident placements for students today. Meet Estelle and Theo who recently joined Danny at Sports Bug for their trident placement.



# Danny Cutland

OWNER/COACH

## Sports Bug

### What does a typical day look like for you?

A typical day for me often revolves around responding to parent and school enquiries and organising our coaches' schedules. A recent passion of mine has been to engage with schools and not only focus on Physical Education but to concentrate on how children can learn other subjects like maths through sport/activities. This really benefits children who may find learning in a classroom environment more difficult than others. When I am not in meetings or behind the computer, I enjoy coaching as often as I can as this is where my passion originated from. There is nothing more rewarding than this for me.

### How did you get your job? / What training, degree, education do you need?

I have always had a keen interest for sport, if I'm not doing it, I'm watching it, therefore as you can imagine I was always desperate to get into the sports industry. As a result of this, I started at Sports Bug when I was 14 as an assistant, this is also where I completed my trident. I pursued on-the-job training, acquiring coaching badges across various sports and obtaining essential qualifications in child safeguarding. The experience I gained during these years was invaluable and lead me to where I am now. For anyone looking to get in this field I would advise to try and

gain experience through a coaching role and from there you would know which areas to focus and gain expertise.

### What are the most important skills needed for your role/job?

When considering my role as owner there are crucial skills such as communication, organisation and leadership that are essential for me to fulfil the role. However, when considering the role of coach, I would say the ability to communicate with children in an engaging manner as well as being able to adapt to the unpredictability of sessions. It is vital to ensure that the children are enjoying themselves and getting the most out of our sessions, this can take a lot of thinking on your feet!

### What is the best part of your job? / What motivates you in this role?

The most rewarding part of my job is the joy and energy the kids bring daily, which is always reflected in big smiles and lots of enthusiasm. Additionally, witnessing children's growth, especially in activities like football, where beginners evolve into skilled players prepared for local clubs, brings immense satisfaction and makes us proud of the work we do.



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

For those aspiring to pursue a career in my profession or a similar role, I would advise to get all the experience you can. This can simply be through volunteering or working as an assistant. Jersey has lots of sports clubs and establishments that I'm sure would appreciate an extra pair of hands! Additionally, alongside this attaining a level 1 coaching badge in a specific sport is a valuable first step to becoming a qualified coach.



## Theo Pullman

TRIDENT PARTICIPANT

### Sports Bug

#### When making your six choices for your Trident work experience, why did you select Sports Bug as one of your choices?

I selected Sports Bug as one of my choices because I have always wanted to do something to do with sports. I thought that sports coaching may be something that I could want to pursue in my later life and wanted to see what it was like. I also went to many sports bug sessions as a child (ages 5-7) and thoroughly enjoyed them. Sports bug also sparked my interest in cricket, which was where I first tried playing it. Now I represent Jersey Cricket U19s, and the Men's squad in the recent European Cricket Championship.

#### What did you enjoy the most about your placement at Sports Bug?

I enjoyed the active side of Sports Bug, as I was always standing up, walking around, or even joining in with the activities.

#### Since returning to school, how have you been applying the transferable skills you developed during your placement into your day-to-day life?

I have applied the resilience aspect of Sports Bug to my day-to-day life, and the fact that some things must be done and I have got to work through the problem or find a solution to it. The understanding of how to encourage and interact with younger children also have developed due to Sports bug.

#### Has the placement helped you in making any post-16/post-18 decisions?

The placement has solidified my decision to pursue a career related to sports. Either in sports coaching or other areas. I have also started coaching for Jersey Cricket, and Old Victorians CC because of this placement. It helped me build the basics of coaching to younger people and setting up activities and creating a fun session

#### What advice would you give to students who are making their Trident choices or due to start their Trident work experience?

I would say that you should get stuck into your Trident placement, even if it may not be your first choice. There are many life skills you can learn from every job on offer, some may not be obvious to see by the job description, but all can help you gain knowledge and experience in a place of work. If your interests are to do with sports- like mine are- then Sports Bug is a perfect way to get your foot in the door and help you understand more about working life.

### What is on your bucket list and why?

This is a tough one, when considering my bucket list, I would say my bucket list trip would be going to the Superclásico in Argentina to see Boca Juniors play against River Plate. Aswell as enjoying the amazing culture, food and scenery South America has to offer.



## Estelle Le Monnier

TRIDENT PARTICIPANT

### Sports Bug

#### When making your six choices for your Trident work experience, why did you select Sports Bug as one of your choices?

Opting for Sports Bug in my Trident choices was a natural fit, aligning with my love for sports like Netball and Hockey and my enrolment in GCSE Sports Studies at Hautlieu. Balancing my preferences, I chose placements in primary schools or nurseries alongside Sports Bug, merging the two realms seamlessly.

#### What did you enjoy the most about your placement at Sports Bug?

At Sports Bug, engaging with the younger kids was surprisingly fulfilling. It felt great to share my genuine enthusiasm for sports and teach them some skills. The satisfaction of witnessing their genuine joy during our physical activities was pretty rewarding. It's a cool reminder of how impactful it can be to foster a love for sports in the younger crowd. Connecting with them not only added value to their experiences but also contributed to my own sense of fulfilment, knowing I could make a positive impact by sharing interests and knowledge.

#### Since returning to school, how have you been applying the transferable skills you developed during your placement into your day-to-day learning?

During my stint at Sports Bug, I put effort into improving my communication and teamwork. This focus helped me feel more confident, especially when meeting new people. After Trident, in my after-school activities, these skills influenced how I interact with my team during training sessions and matches. It's not just about Trident; it's about using those skills to connect better with my team in different situations.

#### Has the placement helped you in making any post-16/post-18 decisions?

While my post-school plans are still in the works, the placement has provided clarity about my passion for sports. Although I haven't nailed down a specific career path, I'm leaning towards something in the sports domain. To align with this interest, I've decided to pursue Sports Studies as one of my A-level subjects.

#### What advice would you give to students who are making their Trident choices or due to start their Trident work experience?

Opt for an experience aligned with your interests; it enhances overall enjoyment. My advice for those navigating Trident choices is straightforward: pick something you genuinely find interesting. Trust me, the enjoyment factor plays a significant role. When your choice resonates with your passions, the entire Trident work experience transforms into a more meaningful and enjoyable journey, making the learning process both engaging and worthwhile.

# Harry Millard-Beer

TRIDENT STUDENT

## PF+A Architecture

### Where was your Trident work experience placement and what made you pick here?

My Trident work experience was originally with PF+A Architecture and I choose this firm as I saw them as being a practice of young talented architects with fresh ideas that I could learn from.

### How did the experience shape your perspective on architecture?

The experience presented me with a grounded understanding of the full perspective of architecture from the software and programmes used to going out on building site visits with the architects.

### In what ways do you think this experience will contribute to your future in the field of architecture?

This experience opened up further avenues for me to explore with other firms of architects such as Axis Mason and Godel Architects. This allowed me to compare and contrast how different firms conduct their work. It has also opened up a network of connections that otherwise I wouldn't have.

### What are your hopes and dreams in terms of how your education at university will form your future in architecture?

I hope that my education at university enables me to fully develop and fulfil my own ideas and aspirations into architecture enabling my understanding and appreciation for the practice to grow.

### What skills or lessons do you think you've gained that will be invaluable in your future academic and professional endeavours?

I think that I have improved on important life skills such as organisation, time management and in addition being able to communicate concisely to get my ideas and vision across coherently.

### Upon completing your Trident experience and two other local work placements, you then went on to apply for a week at RSH+P in London, which is in the top two architecture practices in the world for a work placement part of their junior apprentice scheme. Tell us a little more about your experience?

My time at RSH+P in London was exceptional as it gave me an insight into how a large world renowned firm of architects conduct themselves. Additionally being able to use software such as Rhino, which I hadn't used before, was helpful. I was asked to make a model which I had to present along with a PowerPoint presentation to a room full of people from the firm at the end of my week there.

### What advice would you give to students who are making their Trident choices or due to start their Trident work experience?

I would advise students to choose a company or practice that you don't fully understand but that you are interested in possibly pursuing. You will discover how a particular practice operates and might be surprised by what is involved and also by what opportunities it might lead to in the future.



# Kumiko Orlandini

DOG DAY CARE OWNER/DOG WALKER

Kokos Canines

## What does a typical day look like for you?

My team collect a group of lovely dogs each morning and then meet at the day care. We then take the dogs out on walks. If we are not walking, we are supervising them at day care whilst they play, rest, and interact with each other. We work on a rotational system so whoever has supervised the dogs at day care then swaps to take a group on a walk. Towards the ends of our days, we have lots of cuddles with the dogs. We are one big family!

## How did you get your job? / What training, degree, education do you need?

I studied the City & Guilds, Level 3 Extended Diploma in animal care. It was a two year, full time course. I am also a Level 3 qualified pet first aid teacher and dog trainer!

## What are the most important skills needed for your role/job?

A loving and patient attitude because every dog is different, and some may have come from difficult backgrounds.

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

I am always looking for new skills and qualifications to learn. The world of animals is always changing so it is important for me to keep my knowledge and skills up to date.

## What is the best part of your job? / What motivates you in this role?

Seeing how much I contribute to each dog's happiness by providing them with love, support, and socialisation with other dogs. When I see a nervous dog come out of their shell, it is one of the most rewarding parts of my job!

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

Always gain qualifications so you can be as responsible and knowledgeable for the animals in your care! Not every day is easy, but it is hugely rewarding to work with animals.

## What would you tell your younger self? Who inspires you and why? What is on your bucket list and why? Fun fact

I would tell my younger self to consistently pursue my passion. With the right determination, you can accomplish anything. My dedication to nature and animals led me to invest in qualifications and hard work, and I'm grateful for where I am now.



# Harrison Farrar

SENIOR FUND ACCOUNTANT

## TMF Group

### What does a typical day look like for you?

My average day involves working with a portfolio of complex alternative investment fund structures, as well as other unique structures. My primary responsibility includes managing the day-to-day accounting and reporting requirements, along with handling occasional ad-hoc reporting requests.

### How did you get your job? / What training, degree, education do you need?

After coming back from traveling in 2018 with a predominantly admin background, I was looking for a change and a new challenge. TMF Group provided me with that opportunity to explore a new career path and further my studies with ACCA. Before going traveling I already had several years of experience in finance with an ICSA certificate and the initial ACCA exams complete.

### What are the most important skills needed for your role/job?

Strong attention to detail and eagerness to find out all the facts and information. Of course, communication with colleagues is vital too.

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

The fund industry is an ever growing and demanding industry, with many drivers of change, whether that be from regulation and governance to digital technologies. With that in mind, a future skill would be to harness technology and to continuously develop professional knowledge to provide value to the client.

### What is the best part of your job? / What motivates you in this role?

I find the work really interesting, and it challenges me. There are a broad range of tasks, which require critical thinking to address obstacles and come up with a solution.

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

ACCA certainly seemed like a marathon, not a race. Especially when juggling it with a full-time job. If working and studying, it is important to find an employer who will support you on this journey. I feel lucky to have had support from TMF group and have a great team around to support me.

### What is on your bucket list and why?

To run a marathon. Seems like a great challenge to aspire to.



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# Tom McAviney

ARCHITECT

Director of 9X5 Architects

## What does a typical day look like for you?

I begin my day by cycling with my 4yr old son to his school and then along the railway walk to my workspace at DJX (St.Brelade). In the morning I try and get all my admin, meetings and emails done. This leaves the afternoon free for design work. This can be sketching, hand drawing, card modelling, CAD design, or technical drawing. I then pick up my son and do something fun, like go to the skatepark.

## How did you get your job? / What training, degree, education do you need?

I am a qualified architect. The training for this typically involves 3 years at university, 1 year work placement, a further 2 years of full time study followed by a final placement and professional exams. People often focus on the fact it is 7 years in total but most of my friends in other professions are still doing various exams years into the career so don't let that put you off.

## What are the most important skills needed for your role/job?

Creativity, curiosity, communication, and the ability to listen to other people's ideas, opinions, and suggestions to then incorporate them into your own work.

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

There's always lots of skills that you could learn at every stage of your career. Graphic representation skills in particular on tablets and VR headsets are becoming a lot more user friendly and accessible. There is also a wealth of free knowledge online with YouTube channels providing detailed tutorials.

## What is the best part of your job? / What motivates you in this role?

Working with clients who have a similar life outlook or purpose and want to create positive change through design. For example, I am currently working with a local charity who want to convert a church into a skatepark, a charity in Liberia (Africa) who want to build a Surfing Eco-tourism centre and private clients who want to improve the design and energy efficiency of their homes.

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

Gain as much work experience as you can in as wide a range of practices and locations as possible. Visit and explore as many cities as you can. Working on site is equally important as you gain an understanding of how things are built, and by who. Whilst at university I worked on several building sites in Jersey and with local trades such as kitchen fitters.

## Who inspires you and why?

This is a constantly evolving mix but generally anyone in any field with passion and energy who get projects up and running.

Individuals like Samuel Mockbee of Rural Studio, Architectural studios like Article 25 & Caukin Studio who are building education/healthcare projects in poor countries and finally my old design tutor Paola Sassi who was dedicated to Sustainable design long before it was mainstream!





# Carolyn Rose Ramsay

ARTISTIC DIRECTOR

## Ballet d'Jèrri

### What does a typical day look like for you?

We are a startup, and a very small team, so it is all hands-on deck all the time. I am sometimes in the studio leading rehearsals or training, often in meetings or at my desk in the office, and sometimes running around with our stage manager dealing with all the logistics surrounding events and performances. It is hard work but at least we never get bored!

### How did you get your job? / What training, degree, education do you need?

I was a professional dancer, which of course means I had many years of intense training in my youth. After retiring (it is a short career!) I worked in aviation for a while managing privately owned aircraft. I helped to start a jet management company at Stansted Airport, so that gave me a bit of experience with starting a new business. When I moved to Jersey, I thought there was a bit of a gap in professional dance on the island—there are lots of places to take dance lessons but very little in terms of professional dance performances for audiences to enjoy—so we decided to start Ballet d'Jèrri.

### What are the most important skills needed for your role/job?

There are skills required on the artistic side, the dance background of course and having been exposed to the work of many different choreographers and different styles of dance so that I can programme performances that will (hopefully) be not just enjoyable but also thought-provoking and perhaps even sometimes challenging for our audiences. But I think overall the most important skill is the same in any sector: Tenacity. If you believe in what you're doing, you just must keep at it.

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

We are a registered charity, and we are aiming to keep our work accessible to everyone and break down the elitist connotations that dance companies have had in the past. So, I will need to work on fundraising skills!

### What is the best part of your job? / What motivates you in this role?

The best part of my job is the connections between people. Dancers are great at building communities; I think because we tend to be non-verbal communicators. I love the camaraderie that develops, both within the company and with our colleagues around the world. It is nice to see that spread to our audiences as well, both through performances and in the work, we do in schools and in the community. And I love watching our dancers! We have a talented team, and it is such a privilege that part of my job is watching them rehearse and grow as artists.

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

Every day is a new day. You might get a standing ovation one night and fall on stage in front of a thousand people the next. Either way you need to come in the next morning and do your training as a fresh start. It takes a lot of humility and vulnerability to keep recognising your weaknesses, and a lot of optimism to believe that you can overcome them!

### What would you tell your younger self?

I would remind myself that each person's journey is unique. No matter how much you admire someone, just trying to be them will never allow you to fulfil your whole potential. Before you can contribute something of real value you will have to find your own voice.



# Katherine Wood

GALLERY AND EVENTS MANAGER

ArtHouse Jersey

## What does a typical day look like for you?

It's the classic "no two days are the same"! It varies during exhibition installations with painting, cleaning and preparing the gallery space, to liaising with our team, artists and suppliers. Whilst our exhibitions are running, I manage our stewards and support with any technical daily set ups. Talking to our visitors is rewarding and informative, so I try to make time for that every day, as well as leading tours for visiting groups. We also host talks, performances and workshops, so I work with external providers as well as my colleagues to ensure that they all run smoothly.

## How did you get your job? / What training, degree, education do you need?

I have always had a passion for the creative arts, but the university course I chose didn't work for me, and like many young Jersey people I came back to the island and worked in a variety of roles within the Finance industry. In late 2020 I took a career break and in that time stewarded for an ArtHouse Jersey exhibition, through which I felt my confidence and enthusiasm reignited. I took on ad hoc work with the organisation and in early 2021 I started as an Assistant Producer, where I could draw on the organisational and planning experience I had from previous roles. ArtHouse Jersey then opened the exhibition space at Capital House in April 2022, which felt like the perfect next step for me.

## What are the most important skills needed for your role/job?

Adaptability, curiosity and people skills. I work with a broad range of people day to day, so being able to adapt and be personable in those situations is vital.

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

There are still so many things for me to learn. I'm lucky to work with a very talented team, with such knowledge to learn and draw from. There aren't many on island training opportunities, but I'm keen to explore any remote learning courses or other organisations I can visit and partner with to expand my skills.

## What is the best part of your job? / What motivates you in this role?

To see an exhibition go from concept to opening is incredible. How everyone involved in that process develops and evolves to create something to share with the public is very special. Once that is opened up to visitors, I get to see their interactions with artworks and have conversations. Hearing how they are moved, inspired and informed by our shows, makes all of the hard work worthwhile.

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

Get involved. Be it visiting a gallery, exhibition or performance space regularly or through volunteering. When you attend events, talk to a member of the team. The arts and cultural environment in Jersey is changing, and hopefully it will get to a point where Jersey's creative young people don't all have to leave to find enriching opportunities.

## Who inspires you and why?

My brother. He took on our family business with our dad when he was only 21 and he has worked tirelessly to make it a success, alongside a great team. His passion, dedication and knowledge continues to inspire and amaze me.



# O C O R I A N

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# Oliver De Sousa

AUDIT ASSOCIATE MANAGER

## KPMG in the Crown Dependencies

### What does a typical day look like for you?

A typical day starts with a catch-up with my team in the morning, discussing work allocation for the day/week and ensuring that everyone on the team understands their responsibility. The rest of my day is usually spent conversing with clients, coaching assistants and our offshore staff as well as completing my own working papers. My breaks throughout the day are often spent on the pool table in the atrium – a great way to relieve some stress during busy periods!

### How did you get your job? / What training, degree, education do you need?

There are two routes you can take to joining the firm – as a school leaver after completing your A levels or as a graduate after completing your degree.

I undertook a placement at KPMG for two weeks in the summer before I sat my A levels at Victoria College which first introduced me to the firm. I then applied as a school leaver in the 2019 trainee intake a couple of months later and had signed my training contract before sitting my exams.

### What are the most important skills needed for your role/job?

In my experience, showing a willingness to learn and being proactive in your approach to learning whilst demonstrating a strong work ethic will carry you a long way.

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

Having recently been promoted to the Manager group, the key focuses for me now are developing my soft skills and managing projects effectively. One of the most rewarding aspects of the job has been coaching assistants and seeing their progression over the course of their training contracts. I'm keen to continue improving this skill from a managerial perspective.

### What is the best part of your job? / What motivates you in this role?

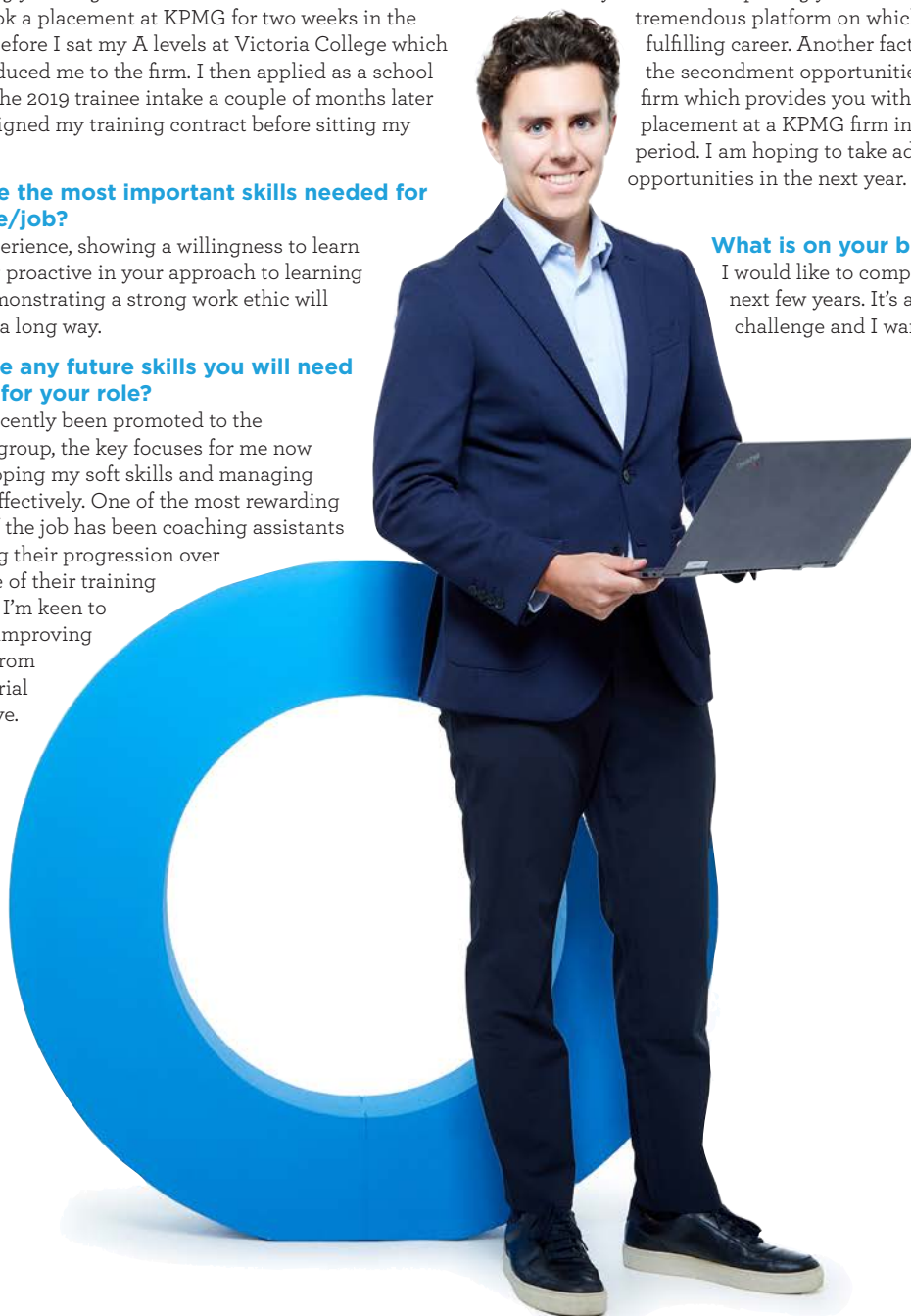
I would have to say the best part of my job is working with some incredible people. Our firm is very diverse and full of different cultures and as cliché as it sounds, the people really do make the firm. There's a vast array of events on the sports and social calendar which have allowed me to socialise with colleagues from all departments, whether it be through a game of football, bowling or a speed quiz!

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

Do it! The opportunities for professional growth and development are endless. To gain a professional qualification in three years after completing your A levels provides you with a tremendous platform on which to build a successful and fulfilling career. Another factor that appealed to me was the secondment opportunities that are on offer with the firm which provides you with the chance to complete a placement at a KPMG firm in another country for a set period. I am hoping to take advantage of one of these opportunities in the next year.

### What is on your bucket list and why?

I would like to complete an Iron Man in the next few years. It's a huge physical and mental challenge and I want to test myself.



# Olivia Williams

EXTERNAL AUDIT SENIOR ASSOCIATE

## PwC Channel Islands

### What does a typical day look like for you?

A typical day involves anything from examining financial records, assessing whether internal controls are operating effectively, or verifying compliance with laws and regulations. I conduct interviews, analyse data, coach associates, and prepare or review workbooks with details of our testing and findings. Attention to detail is essential to everything I do to ensure I am performing to a high standard together with being professionally sceptical.

### How did you get your job? / What training, degree, education do you need?

I studied Biology, Chemistry, and Maths at A-level. I planned to attend University but changed my mind when presented with the professional development and training programmes at PwC. I applied through the website with my CV and completed a quick and simple online assessment. After this, I had an interview with HR and a week later a second with a Senior Manager in Audit. You will need a minimum of 112 UCAS points and, if you are applying as a graduate, be on track for a 2:1. The subject of your qualifications are not important, it is recognised that diversity is a strength.

### What are the most important skills needed for your role/job

**Analytical:** Interpreting and understanding a problem to solve it.

**Communication:** Ability to adapt to conversations of a varying nature.

**Organisation:** Responsibility and organisation are the foundations which attribute individuals and their teams to success.

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

Remaining informed on industry changes is crucial. Future skills I continue to develop are awareness of emerging technologies as well as understanding of legal, accounting, and auditing requirements. Additionally, soft skills like adaptability will be valuable as the audit profession develops. Additionally, the ability to manage both projects and client relationships, simultaneously, will become a core attribute.

### What is the best part of your job? / What motivates you in this role?

Collaborating with ambitious people who challenge themselves daily to become better. Building quality relationships at all levels leads to a wealth of knowledge which motivates me to perform and contribute to the best of my ability. I thrive on being able to understand business processes which is amplified by exposure to an array of industries. Beyond my audit role, I am motivated by participating in a variety of initiatives such as leading the internship programme, tutoring new joiners, or volunteering for Hive Hackers, a PwC digital education initiative for students.

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

Internship positions are the best way to find out what a career involves – PwC runs a 5-week immersive internship during the summer which has proven success at illustrating to potential candidates what life at PwC entails. Development of soft skills through work experience will allow you to provide personal examples of how you have developed and demonstrated these skills. Any other skills which make you stand out are an advantage: Are you multilingual? Can you code? How good are you at using Excel?

### What would you tell your younger self?

What you put in, is what you get out. Be bold and believe in yourself!



# Erica Zschaber

REGISTERED MANAGER OF LV HOME CARE / SENIOR HEALTH CARER ASSISTANT

## LV Care Group

### What does a typical day look like for you?

My day typically starts with a handover from the night staff. I then go around the unit providing wake-up calls to clients, accompanied with their favourite morning coffee or tea. Where needed, I help those who may have difficulties getting out of bed, and assist with moving safely around the home, their daily living activities, and personal care. I supervise the team of carers by providing them with guidance and support, ensuring adequate PPE, and retrieving necessary documents. Additionally, I carry out spot checks on Home Carers. There are also duties such as scheduling GP appointments, following up on medication requests, managing district nurse interventions, and handling any needs pertaining to the well-being of clients, families, and staff.

### How did you get your job? / What training, degree, education do you need?

Initially, I graduated in Psychology in Brazil. This degree helped provide a good foundation so that when I moved to Jersey and started this job, even though I had no experience, I was able to really embrace my duties as a carer. I have since attained my Care Level 2 Diploma (Level 2 RQF) and Level 3 RQF and now I'm starting my Level 5 Diploma in Leadership and Management of Adult Care.

### What are the most important skills needed for your role/job?

Knowledge of all procedures and basic training. Treating people in a sensitive, respectful, and empathetic manner, and doing so with patience. Most importantly, you must be passionate, and have a desire to help people live better lives.

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

As I am starting a new position of Manager of Home Care, in addition to my Adult Care Diploma, I will need to develop specific skills relating to the new management role, such as leadership and management, and effective organisation and time-management. It will also be helpful to grow my ability to effectively manage and prioritise workloads, both for myself and for the team.

### What is the best part of your job? / What motivates you in this role?

The best part of my job is when I am in contact with the clients, and I feel that I am doing my best to make their lives better. What motivates me is the desire and love I have for helping people. Personal growth, learning new skills, and overcoming challenges are things I find especially rewarding. It feels good finding solutions to new problems.

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

I would tell them to come as it is a rewarding career, looking after someone that will give you nothing but gratitude. There is more to kind of job than simply how much you earn per hour; it is about passion towards another human being that needs you. Whether it's for daily tasks as washing and eating, or they just need you to chat or even comfort them.

### Tell us a fun fact...

My family always wanted to know the origin of our surname, and just when I moved to Jersey, they found out that the spelling was wrong, and that's why nobody could ever find out any information before.



# Samuel James & Molly Morin

CO-OWNERS

## Mollies Cupcakes

### What does a typical day look like for you?

We start baking very early in the morning & get all emails and enquiries responded to before heading out delivering from 10am. Once deliveries are finished, we have a quick break before using the afternoon to complete any admin tasks, keep up to date with scheduling orders, monitoring our website, and working on new ideas! On busier days we will use the afternoons to prepare ingredients and boxes, so they are ready for us to start all over again in the morning.

### How did you get your job? / What training, degree, education do you need?

We founded Mollies aged 18 just as we stepped into the corporate world full time. Despite having no prior business experience, we often like to say yes and figure it out afterwards. On the job experience is super important to all entrepreneurs, it was the best way for us to learn. You'd be surprised at how much valuable knowledge can be found on Google, YouTube, books and articles, not just from formal training and education.

### What are the most important skills needed for your role/job?

Attention to detail is important to maintain our high standard of product & service. Great time management with the ability to prioritise efficiently is also key as we work to a strict timescale every morning.

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

Resilience and dedication! Running a fast growth business is hard and requires creative thinking to stay both ahead of the curve and relevant in today's rapidly evolving world. Adopting new technologies and reinventing the company + yourself to better serve the future, so being open minded is a crucial skill to learn.

### What is the best part of your job? / What motivates you in this role?

Making (baking) people happy with the products we offer really is rewarding! We've worked hard to build up a loyal customer base and it's amazing to see the same people purchase from us time and time again. Plus, we are massive foodies, so being surrounded by deliciousness every day is certainly not something to complain about!

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

To just do it! If you have ideas that you truly believe in, then make a start. Build a product, service or team and try your best - it can take time to build great things so be strong-willed and don't give up. Accept criticism and doubt as it will be thrown around but never be deterred! Don't be afraid to pursue new ideas along the way - failure serves as a great way to learn.

### Tell us a fun fact...

Outside of work we love action sports including snowboarding, skiing and surfing (perhaps the energy comes from all of the sugar we're surrounded by daily!)



# Max Wiltshire

CO-FOUNDER & EXECUTIVE DIRECTOR

## Healing Waves

### What does a typical day look like for you?

My days varies from being on the ground leading and delivering sessions for our Athletes, to organising and attending fundraising opportunities. Both myself and Dom oversee the whole running of the charity which includes scheduling sessions, supervisions for the staff team, meetings and presentations with stakeholders, organising training opportunities, payroll and a large number of growing charitable duties. I typically work from the Surf Therapy Centre which is arguably the nicest office in Jersey...potentially the world. There are the odd occasions where working from home is required but time around our amazing team means most days start with coffee and end with a hug.

### How did you get your job? / What training, degree, education do you need?

I started as a founder and volunteer with years of care experience at a ground and managerial level, slowly building my experience and growing with the charity. When the Healing Waves secured funding for part-time positions, I ensured the day-to-day running was maintained and progressed knowledge and skills from there. Thanks to some amazing private funders full-time positions became a reality in the summer of 2022, just in time for the opening of our Surf Therapy Centre! I can safely say that in six years, HW has gone from strength-to-strength winning awards and global recognition within the Surf Therapy field.

### What are the most important skills needed for your role/job?

To lead with empathy and understanding, self-awareness and confidence in your existing abilities. Experience has aided unique thinking to develop a strategic direction and a meaningful service vastly different from other charities and care providers. Ultimately, HW is a service based on the principle of action and it is very much about delivering and reflecting upon how we can improve and impact more.

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

There is a potential I may look at undertaking some fundraising qualifications to further understanding and better diversify and increase our income streams. My main aim is to safeguard our future here in Jersey so Healing Waves remains long after I'm gone. The charity is looking at bringing in a community engagement officer to assist us with this as specialist knowledge as it will be crucial to ensuring our success. However, some extra knowledge and skills would certainly help me within my role, in turn benefitting the charity.

### What is the best part of your job? / What motivates you in this role?

Without a doubt spending time in the water with our Athletes... I wasn't going to say tax returns, was I?! Hearing the feedback first hand from our Athletes and their families is a privilege and an honour. This motivates me to keep pushing, learning and growing to ensure we are remaining a high-quality service that listens and provides what we can to those in need.

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

Treat all stakeholders and staff with empathy, compassion, gratitude and humility. These attributed create the strongest leaders and are credit to our success. Total transparency and honesty have helped our relations tenfold – do this. Stay humble and be patient, success takes serious time and consistency. Learn true patience, trust the process and stay true to your vision. Stay open to advice and build strong relationships with everyone, you never know who will be there to help you in the future.

### Tell us a fun fact...

I can blow bubbles off my tongue.



# Dom Booth

DIRECTOR OF SERVICES

## Healing Waves

### What does a typical day look like for you?

Days vary but tend to revolve around the tide! Firstly, I always check online to see what the surf/weather is doing, followed by a quick check of emails, prioritising them accordingly. If everything aligns, will try getting a cheeky surf in before work as it helps set my day! Arriving at the centre, get prepped for the day. The HW team are all awesome, we all crack into gear ensuring everything's ready, so Athletes arrive in a safe and fun environment. We tend to run three sessions a day, times dictated by tides. As much as I would love to be based in the sea all day, every day, I am finding myself in front of a laptop more often lately as quite a lot more planning behind the scenes is needed.

### How did you get your job? / What training, degree, education do you need?

Leaving school, I did a business studies course at Highlands (thinking a career in finance was the way to go!), three months wearing shirts and trousers later I realised it wasn't for me!

I then travelled a fair bit through my late teens and twenties, discovered I wanted a job with some worth and meaning. I have worked in care now for approaching 20

years (mad!). I met Max and Sean (fellow co-founder) at work, we recognised that the sea should be more inclusive, ideas & visions began.... then soon turned into a reality! Some luck, a fair bit of hard work and lots of generosity from the community along the way.

Healing Waves started in 2017 organically, using old, borrowed equipment, running sessions out of mine and Max's vans, predominantly supporting people we already knew (through our work). We all Volunteered for the first three years, myself and Max were practically doing two full time jobs (working until stupid o'clock!). At this point it was clear to us that what we were doing was a full-time job. Once the HW Centre was approved, we knew and recognised that it was important to have the doors open as much as possible, which was made possible, when during the build, we were fortunate enough to gain private funding for myself and Max's full-time positions, still have to pinch myself! I'm always learning ...The ocean educates me daily! (bit cheesy but true).

### What are the most important skills needed for your role/job .

Perseverance, patience, passion, determination, empathy, an open mind and problem solving are all super important skills that assist in gaining trust from anyone who accesses HW. Always looking for positive outcomes (whatever they may be).

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

I've been told that I need to learn to say 'no' more, that's always been tricky for me, especially in the role that we do. I also struggle with delegation. Think I'm learning both slowly as my hair gets greyer but often still fail. Public speaking is another one, was always that kid with a tomato face standing in front of class! As the charity has grown it's being asked of us more. I dread it, often swerve it but understand the importance of promoting what we do to raise the awareness around inclusion and accessibility.

### What is the best part of your job? / What motivates you in this role?

That's tricky! everything about what we do motivates me, honestly. From behind the scenes, arranging and visualising the dynamics of sessions. To the obvious, sessions in the sea: Seeing the smiles, hearing the feedback and feeling the genuine happiness from Athletes is what it's all about for me. Even mundane parts of the job don't feel mundane, if they ever do, a quick reminder to myself of how lucky I am to be doing something I love at the beach that creates such a special community spirit is what motivates me.

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

If you have a feeling then go with it.... Observe, ask questions, always listen, try not to assume and reflect. We support vulnerable people whose needs all vary so remembering to treat each and every person individually with respect and dignity is super important. Always be honest to yourself and the people you are supporting.

### Who inspires you and why?

I'm inspired by most people that walk through the door, they put trust in what we do, that inspires me to continue doing what we do hopefully way after all my grey hair has fallen out!



# Sarah Tate

NEONATAL SISTER ON JERSEY NEONATAL UNIT (JNU). FORMALLY KNOWN AS SCBU.

## Government of Jersey

### What does a typical day look like for you?

No day is the same, each day brings its own unique challenges. A day shift starts 07:30, with handover from the night team. Babies are allocated to their designated nurse. Babies requiring a more intensive level of care will require continuous observation, regular feeds, medication, and blood tests. It is also important to incorporate some time for skin to skin with parents. We can be called upon at any point to attend deliveries in maternity, and on occasion could be called to A&E. A baby could be born requiring immediate emergency intervention, so we are always prepared for those situations. The shift finishes at 20:30. Coffee helps to keep me going!

### How did you get your job? / What training, degree, education do you need?

I started my journey by attending Highlands College and gained an NVQ in Childcare. I was accepted onto the local Children's Nursing course through University of Chester and gained a degree in Children's Nursing. Following this, I commenced employment on JNU. I quickly learnt that neonatal nursing was the area that I wanted to specialise in. During my employment I qualified in the speciality and became a Neonatal Nurse. After gaining experience I progressed to the position of Sister on the unit.

### What are the most important skills needed for your role/job?

The ability to work well within a team is a must. Critical thinking, strong communication skills, and emotional intelligence are some of the key skills required, to name a few.

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

Being a nurse involves continuous learning and staying updated on advancements in neonatology. Staying updated on evolving medical research is essential in providing the best care. In the future I would like to progress onto an advanced neonatal practitioner, this means advancing my skills in areas such as neonatal resuscitation, widening my knowledge on anatomy and clinical examination.

### What is the best part of your job? / What motivates you in this role?

There are so many special parts of my job. I feel privileged to be a part of some of the most special moments in people's lives. From helping a baby take their first breath, to facilitating parents holding their baby for the very first time, helping them grow and reach milestones until the day they go home is very rewarding.

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

I would recommend spending time in a clinical setting to get a feel of what our job entails. Being a neonatal nurse is a rewarding but demanding job. A common misconception is that we get to cuddle babies all day, we absolutely do get to enjoy cuddles, however this is a fraction of our job. If you have a passion for caring for the smallest and most vulnerable cohort of patients, this could be the job for you!

### Tell us a fun fact...

Famous premature babies: Albert Einstein, Charles Darwin, Isaac Newton, Jean Jacques Russo, Napoleon Bonaparte, Mark Twain, Pablo Picasso, Stevie Wonder, Jehan Goethe, Sir Winston Churchill.



# Amber Coupland

MANAGER

## Best Start Partnership

### What does a typical day look like for you?

I manage the Best Start Partnership, a single body which brings together the voices of children and families with local representatives from the public, private, community and voluntary sectors. We represent the interests of children (0-5) in the development, implementation and evaluation of government strategies and policies. My role is to manage and coordinate the work that we do. I start each day checking and sending emails, this is normally followed by meetings with different partners, organisations, children, and families, to work on shared projects, initiatives, and documentation. In between this, I'm doing the background work that is needed to support our work as a partnership.

### How did you get your job? / What training, degree, education do you need?

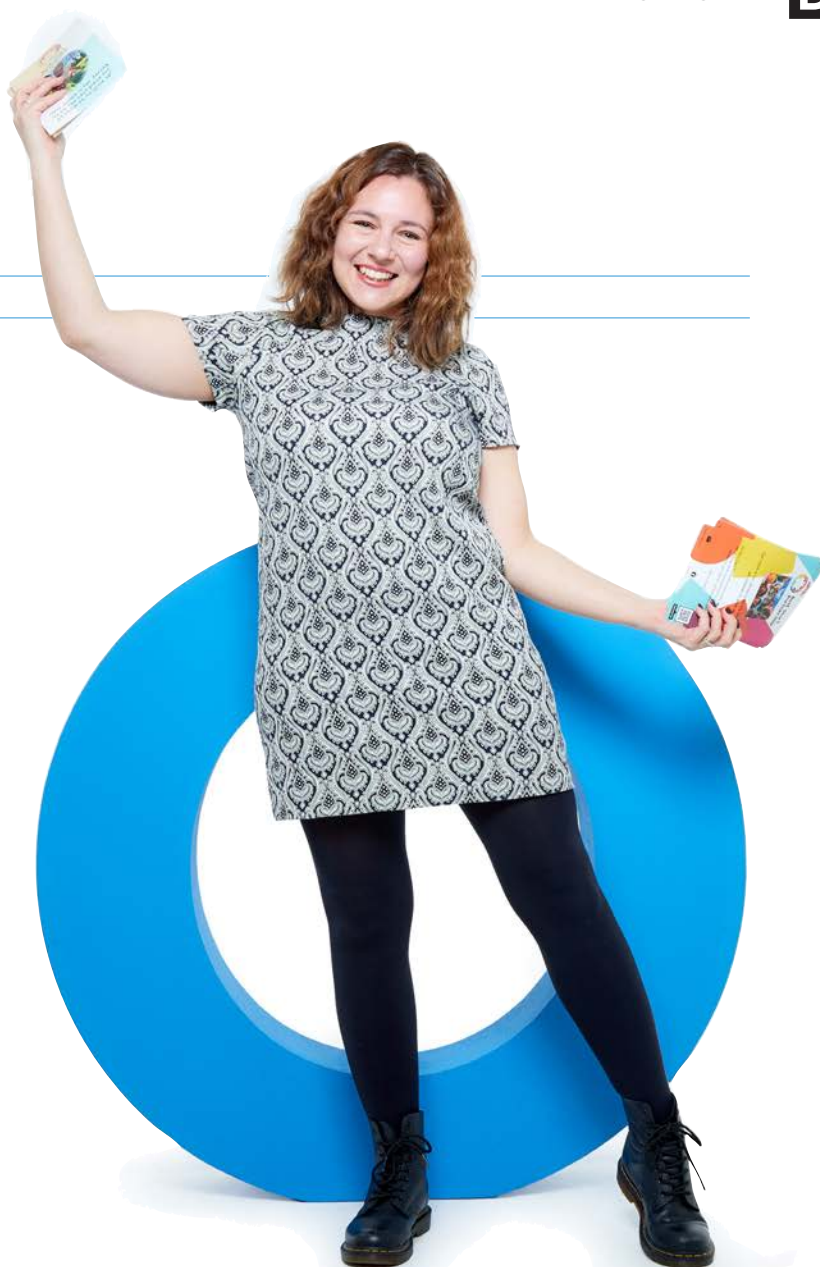
I studied for a Level 3 in Childcare and Education and then a BA in Education, specialising in early years with qualified teacher status. During those 6 years of study, I undertook various early years job roles and when I returned to Jersey, I taught within early years for 11 years. Alongside this, I carried out different roles such as working within the Early Years Advisory Team. When I saw my role advertised, I knew it would be a great opportunity to be part of a partnership that has a wide impact on how Jersey supports children and families in the earliest years.

### What are the most important skills needed for your role/job?

The ability to multitask- with so many partners, there is always lots going on.  
Relationship building.  
Good communication.

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

There is constantly new research, articles and journals being released with up-to-date information about how to best support children and families within the early years. This means that I will always have to be reading, researching, and learning to keep up to date.



### What is the best part of your job? / What motivates you in this role?

Our vision is for Jersey to be the best place for all children to grow up. This motivates my everyday decision making. We know that we can make the biggest difference by focusing our efforts on the earliest years. The best part is knowing that the work that we do as a partnership has a positive impact on Jersey's children and families.

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

Choose early years as your career. There is such a variety of roles that you can go into, and you can transfer your skills to support you in progressing your career at each step. Early years is a great sector to be working within as it's rewarding knowing that you are contributing to shaping the lives of our youngest children but it's also great fun.

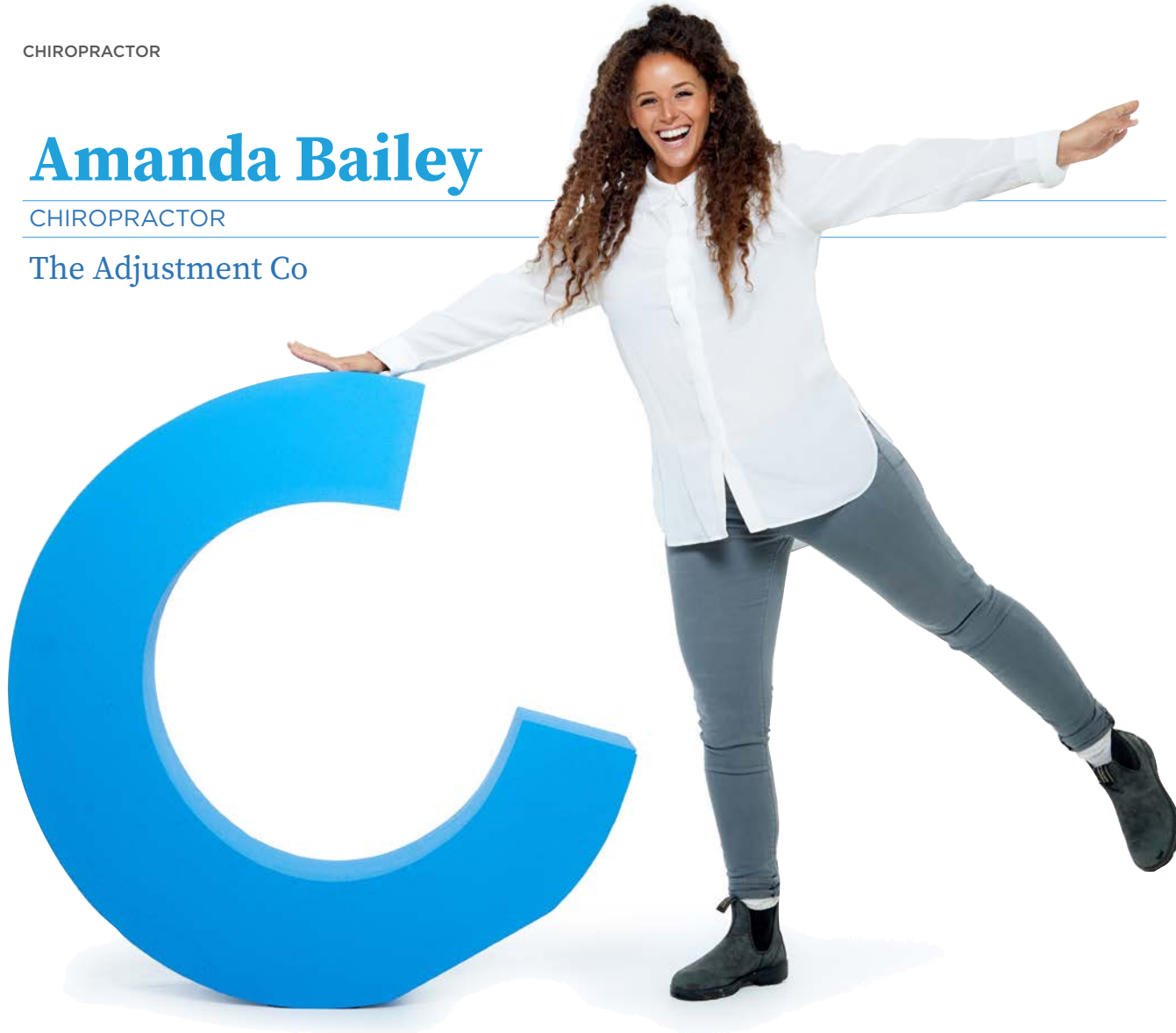
### Tell us a fun fact...

The brain develops most rapidly before birth and during the first years of life. A baby's brain doubles in size in the first year, making 1 million neural connections per second and by age 3 is 80% of its final adult size.

# Amanda Bailey

CHIROPRACTOR

The Adjustment Co



## What does a typical day look like for you?

Chiropractic is a life philosophy it's not just about what you do in clinic, but how you do life in general. Therefore work-life balance is important. My current routine is all about starting slow. Good coffee & breakfast, followed by movement, usually consisting of either; walking, running or weight training. I then cycle in to work and usually work 6-hour shifts. My workday involves seeing a variety of people with various goals/problems therefore every day/person/patient is different which makes it fun and challenging. Results are sometimes immediate and therefore the result/reward is quick which makes my job so satisfying. I cycle home and evenings are generally spent chilled with my husband in the week, weekends are either travelling, dining out, or watching movies.

## How did you get your job? / What training, degree, education do you need?

To qualify as a chiropractor, you need to do Master of Chiropractic degree. This is a five-year degree which is full time in person. The requirements when I was applying were to have 3 A Levels, a biology A Level and another science (this included social science). I then worked in multiple practices before starting my own practice 4 years ago.

## What are the most important skills needed for your role/job?

Chiropractic is so multifaceted; I think to be successful you need these skills.

- Be able to connect with patients and yourself,
- Communicate clearly,
- Manage expectations,

- Know your stuff, acknowledge when you don't,
- Be able to perform the adjustment well,
- Develop relationships,
- Listen to your innate/gut/intuition.

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

There are so many styles, methods and areas of interest which can take years to master. (This can include paediatrics, pregnancy, geriatric, neuro-diverse diagnosis's etc ..) At the moment I am really just focusing on honing the specific art of the adjustment.

## What is the best part of your job? / What motivates you in this role?

One part I really really enjoy is adjusting someone for the first time. Seeing their eyes just become clearer, the dilation of the pupils, the increased blood flow to the face that creates this glow, the shock of how it feels, usually paired with an uncontrollable laughter. I guess the motivation is to deliver an undeniable experience for each patient every time.

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

Go and get adjusted, experience what it feels like to live with a nervous system on fire.

## Tell us a fun fact...

I used to work for the ladies' European golf tour and on my last tournament met Donald trump just before he was elected as president!

# Danni Coates

BUSINESS OWNER/ENTREPRENEUR

DC Dental/Virtual TC/Doclink

## How did you get your job? / What training, degree, education do you need?

I started my career in dentistry back in 2010 as a trainee dental nurse. I completed a national diploma in dental nursing, and this was the start of my journey into becoming a multiple business owner. I didn't want to be limited to dental nursing but also didn't want to follow a conventional route. After qualifying I went on to complete additional qualifications in Radiography and Impression taking and later became a practice manager in one of the biggest clinics in Jersey. From here is where I learnt about how a business is run and knew it was something I wanted to be a part of.

I found a gap in the market where offering payment plans for patients was a must, dentistry is expensive and patients needed someone to chat them through their treatment and the costs involved with that, making it more affordable. DC Dental was founded in 2019 and three years later my second business took off when another gap in the dental industry was found, remotely managing new patient enquiries for dental clinics, and offering virtual consultations. I've since found myself more involved in the digital world of app building for the medical world and I'm excited to see what comes of this. The business world is a whole new journey for me and only the beginning.

## What are the most important skills needed for your role/job?

Whether it's dental nursing or being a business owner, you need to be driven and believe in the industry. Dentistry is a fast-growing industry and there are so many avenues to explore once you get going. Dental nursing itself isn't for everyone, but the reward is phenomenal if caring for people and their health is something you want to explore. Being calm and caring but also being able to handle intense pressure in a fast-paced environment is key to a successful dental nurse.

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

Try something new and embrace the tough days! I was in retail before becoming a dental nurse and had no idea about the industry and most certainly didn't think that almost 14 years later, although with a lot of hard work, I'd be running my own businesses. Exploring those different opportunities can open so many doors for you but you've got to give it a go. Dental nursing is not promoted enough and is an amazing industry to explore, especially as a school leaver. You learn in-house as it is a very hands-on role and the qualifications you can later gain can set you up for a very exciting career.

## What would you tell your younger self?

I would tell my younger self that there are going to be bad days but keep persevering. The difficult days I have experienced have made me question whether this is something I am capable of; imposter syndrome is real and can really knock you back. But surrounding yourself with people that have the same driven energy is the most important. It'll all work out, just keep being inspired and you'll naturally inspire others!



# Robert Moy

DEPUTY PRINCIPAL – BUSINESS SERVICES

## Highlands College

### What does a typical day look like for you?

My typical day is varied and demands adaptability. I might need to manage a disciplinary issue, collaborate with staff to address financial matters, give occupational health and safety advice, or navigate the intricacies of administrative tasks. I also find myself engaging with a range of stakeholders, responding to political questions, and contributing to the strategic direction of the college. Every day presents new opportunities for problem-solving and contributing to the overall success of Highlands College.

### What career path have you had, that has given you the knowledge for your current role?

During my 25 years as a Royal Engineer, I travelled the globe in both peacekeeping and war-fighting environments. These experiences instilled in me resilience, adaptability, and a powerful sense of loyalty: qualities that have proven to be invaluable. After my time with the British Army I settled in Jersey, where I became the Head of Facilities and Projects with the States of Jersey Police. There I played a pivotal role as the client lead for the award-winning construction of the current Police HQ & Custody Suites. I developed a deep understanding of project management, strategic planning, and the effective coordination of resources.

These skills and experiences combined make me uniquely qualified for my role as Deputy Principal of Highlands College where I need to lead a multi-disciplined team with empathy and efficiency.

### What are the most important skills needed for your role/job?

To ensure the smooth operation and continuous improvement of business services within the college, a multifaceted skill set is instrumental: a blend of good leadership, communication, financial acumen, adaptability, and strategic thinking, combined with interpersonal and project management capabilities are essential.

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

The world is changing, and the educational landscape is evolving with it. I have a responsibility to identify and champion future skills, to embrace lifelong learning, and to ensure that the college is appropriately equipped to support our community. Digital literacy, data analytics, and cybersecurity are all areas that have become more significant to my role in recent years. Advocating for a sustainable future is imperative, and so this is a particular area of focus for me.

### What is the best part of your job? / What motivates you in this role?

People. Everything at Highlands College is done with our students and our local community at the core. I am also incredibly fortunate to work alongside some great people. Not only are my colleagues professional and diligent, but they also infuse a sense of camaraderie into our work, making each day both purposeful and enjoyable.

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

Expect the unexpected: resilience and problem solving are key. Cultivate strong leadership and communication skills. Embrace continuous learning to adapt to evolving educational landscapes. Develop a deep understanding of fiscal management and be tech-savvy. Surround yourself with a collaborative team, valuing professionalism and a sense of camaraderie. Most importantly, appreciate the transformative power of education and prioritise a student-centric approach.

### What is on your bucket list and why?

Top of my bucket list is riding the California Highway on a Harley. Embracing the freedom of the open road, it's a reminder to never waste a precious day.



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- Marketing & Events
- Estates Management
- Catering Staff



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**h** Highlands  
College

# Simon Jones

SENIOR EMPLOYMENT CO-ORDINATOR FOR THE 14-21 TEAM

## Jersey Employment Trust

### What does a typical day look like for you?

I am fortunate to have variation in my role, which includes working with students in education, admin in the office, supporting clients in work, being a part of professional meetings and giving presentations to other agencies. My role also means that I can be working at any of our three sites at Oakfield, Kensington Chambers or Acorn as well as out in the community. The core of what I do is to work with the young person in front of me and to support them on their employment journey.

### How did you get your job? / What training, degree, education do you need?

I started with JET 13 years ago as a support worker and have been promoted four times. I gained experience through my previous role working in a special needs setting. To start my career working with young people I volunteered in schools and for the Jersey Youth Service.

### What are the most important skills needed for your role/job?

My biggest skillset would be motivational interviewing, the guiding style of communication, that sits between listening and directing. It is really important to me that I embolden the young people I work with, as they may not have been able to experience control due to a wide range of reasons and to support them towards their goals.

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

As we are a pan-disability service, working in the employment sphere there is always something to learn, I would personally like to further develop a deeper understanding of the range of mental health presentations as it is something we are increasingly seeing in our younger clients.

### What is the best part of your job? / What motivates you in this role?

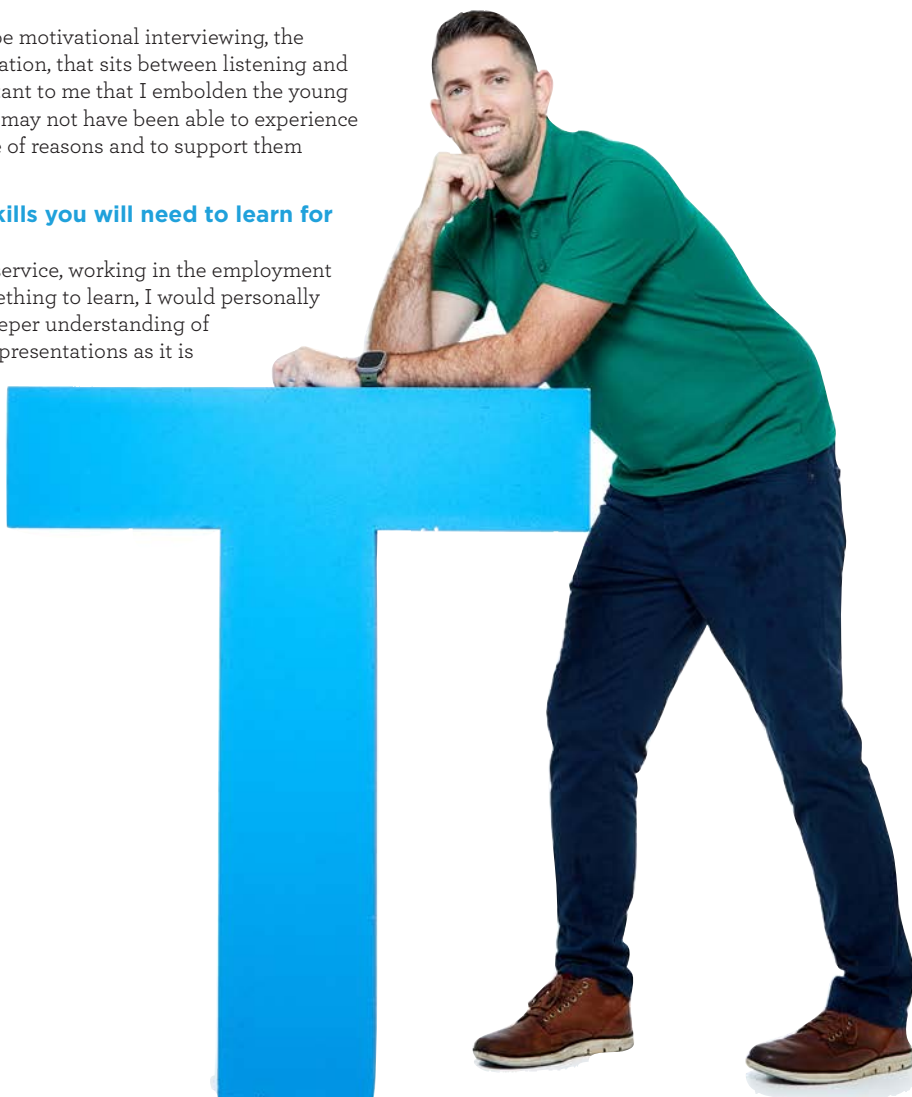
Working with an incredible team across the whole organisation and seeing the immediate progression of the young people I work with. Having worked with JET clients for as long as I have, means I have seen the wider successes for individuals long after they have progressed from my team.

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

Do what you love! Finding your passion is so important to a happy career. Working in the third sector brings such a variety of opportunities and self-development. Within JET there are a wide number of roles that suit all skillsets. I believe helping people achieve their goals brings a wealth of personal enrichment.

### What would you tell your younger self?

I would tell my younger self (and others) that there are always opportunities. Sometimes you just need to put yourself out of your comfort zone to realise that.



# Simon Gasston

MANAGING DIRECTOR

## Delta Events

### What does a typical day look like for you?

There genuinely isn't a typical day in the events industry but most days start with team catch up to ensure everyone has all the information they need for that day's events. It is not unusual for us to have 10 events in one day. Then it will be a mix of client meetings and staff meetings with some time spent onsite at events. A lot of time is also spent planning ahead, be that for forthcoming events or overall business planning

### How did you get your job? / What training, degree, education do you need?

I had a friend at the time who worked in the industry and needed some help over the summer, and so asked if I wanted to come and help him. That was 30 years ago! I loved it from the second I started but had absolutely no experience or training. I didn't even complete my A-Levels at school, so I am living proof that industry experience over education can actually work.

What are the most important skills needed for your role/job?

At a technical level or in a management position, you must be flexible and adaptable. And you must put the graft in. That is an absolute must.

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

At a technician level there is always learning. Technology moves so fast, and we also work across multi disciplines of audio / lighting / video / projection etc. Each discipline has so many facets that we need to keep on top of. You can't stand still and in order to be the best at what we do, we have to have a high-end technical knowledge that is only gained through constant learning. At a management level, I'm always learning from our staff, industry, colleagues and clients. If you think you know it all.... you definitely don't!

### What is the best part of your job? / What motivates you in this role?

I absolutely love my job. I love the people I work with from our staff, our suppliers, and our clients. Working in the events industry, although it's hard work, long hours and can be stressful, it's so much fun. The constant motivator for me is that I always want to get better at what I do personally and what we do as a company. That is really important to me.

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

Give me a call or drop me an email and show some passion. Lack of education or lack of industry knowledge IS NOT a barrier to working in events. If you have passion and are prepared to work hard, we'll teach you the rest and promise you'll have a good time whilst we do it. Sense of humour helps as well!

### What would you tell your younger self?

Don't worry about things you can't control. And make sure you spend your life doing something you enjoy - life's too short.



# Megan Webster

CREATIVE DIRECTOR

## Flair Entertainment

### What does a typical day look like for you?

Luckily for me, every day at Flair Entertainment looks quite different. However, I'm always busiest on an event day. Every event brings fresh challenges and unique experiences, but the majority of my role consists of managing costume logistics, running tech rehearsals, preparing costumes, hair, and makeup for our performers, and then coordinating the running of all entertainment aspects during the event.

### How did you get your job? What training, degree, and education do you need?

Before starting Flair Entertainment, I was teaching drama and musical theatre, which opened my eyes to the breadth of talent on the island. When lockdown approached in 2020, there was instantly a roster of professionally talented performers back on the island, which Jersey hadn't previously had. In 2021, Flair Entertainment was launched. My aim was to bridge the gap between local entertainment and exceptional talent by creating bespoke performances that Jersey hadn't seen before.

### What are the most important skills needed for your role or job?

Adaptability and attention to detail.

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

I hope to be continuously learning throughout my career, but it would be particularly great to further develop my event design knowledge and continue to master digital marketing strategies for larger public events.

### What is the best part of your job? What motivates you in this role?

I always believed that there was unlimited potential for entertainment in Jersey, just waiting to take centre stage. The performers who are a part of Flair Entertainment are at the heart of everything we do. Creating a workplace that continuously inspires creativity and aspiration is the driving force behind our company.

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

Surround yourself with like-minded people who are as passionate about the profession as you.

### Who inspires you, and why?

The performers who are a part of Flair Entertainment inspire me every day. Their passion for performing and the creative energy in the room when you fill it with people who are able to do what they love for work are contagious!



# Matthew Taylor

CHIEF SALT HARVESTER

## Jersey Sea Salt

### What does a typical day look like for you?

Embarking on the sea salt production journey begins with the collection of 10 tonnes of seawater from St. Catherine's breakwater during a spring tide. This raw material undergoes a meticulous six-week evaporation process in our ponds, harnessing the natural power of the sun. The outcome is the creation of premium salt crystals, embodying the essence of purity and quality. Subsequently, my day unfolds into a multifaceted routine involving packing, filtering, infusing, and delivering sea salt across the island. This intricate process not only reflects a commitment to craftsmanship but also ensures the delivery of a superior product that captures the authentic taste of the sea.

### How did you get your job? What training, degree, or education do you need?

Possessing a master's degree in fine art, my professional journey has led me to venture into entirely unrelated fields. However, the common thread is the unwavering drive and passion that fuel my pursuits. While my academic background may seem divergent from my business endeavours, the tenacity to pursue what I'm passionate about has proven to be the driving force behind my varied experiences and successes in unrelated fields. This blend of education and determination underscores the belief that genuine passion is a fundamental catalyst for achieving excellence across diverse domains.

### What are the most important skills needed for your role or job?

Producing sea salt crystals requires patience, likened to watching paint dry. It's a waiting game, but the eventual outcome is worth the anticipation, yielding high-quality salt crystals.

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

Staying abreast of technological advancements is crucial, especially in areas like marketing, social media, accounting, and communications. The increasing influence of AI in the business landscape suggests an intriguing future, and it's worth keeping a close eye on these developments. At Jersey Sea Salt, we are dedicated to expanding our range of flavours through ongoing experimentation with various infusions, striving to deliver the finest product. This commitment necessitates a continual learning process, particularly in mastering the delicate balance of flavours.

### What is the best part of your job? What motivates you in this role?

Using an age-old method to produce a brand new culinary product unique to Jersey, available at various local spots like Scoop, Holme Grown, Dunnells, and La Mare, among others, Witnessing local eateries incorporate our sea salt into their dishes not only delights us but also serves as a delightful reason to explore their offerings!

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

In any business or passion, self-motivation, meticulous attention to detail, and a sincere passion for one's product are paramount. These qualities form the foundation for success, driving excellence and a genuine commitment to delivering a product of unparalleled quality.

### Tell us a fun fact...

The First Emperor of China came to power through his control of the salt market.



# Summer Boulter

PROJECT MANAGER/ ALARM ENGINEER

## C.I Fire & Security

### What does a typical day look like for you?

There is no 'typical' day with me, my role comes with many different angles dependent on the projects we are running, you could find me up a Cherry picker, in a cupboard, on my laptop programming, in my car on way to visit a site for work required or my phone in hand speaking to either, engineers, suppliers or clients. None of my workdays are ever the same and managing a team of six on ever changing projects mean there is also never a slow day.

### How did you get your job? / What training, degree, education do you need?

I wanted to do something different as sitting at a desk was not for me and I like to be challenged and consistently learning and evolving. Due to the job being specialised a lot of it is learning on the job whilst drawing off the experience you have. The training never stops as electronics evolve yearly and a constant requirement to keep up with regulatory standards. I think if I named all the courses, I did towards this job I would over run the word count.

### What are the most important skills needed for your role/job?

Being organised and able to communicate with a multitude of different personalities as well as skill and knowledge levels. Being able to adapt to changes that occur on jobs or even the wants and needs of clients.

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

My role requires constant training especially if we decide to use a new product line as we offer a range of products which provide different functionalities depending on what is needed. I think as in most industries, becoming more IT literate and stepping into coding and AI will have an impact on what I learn next. As systems become smarter, we as installers must keep up.

### What is the best part of your job? / What motivates you in this role?

I would say the diversity and the unknown of every day, every project presents something different to the last, it keeps me on my toes and I learn something new about myself all the time, I would say the team I work with motivates me and challenges me to be a better version of myself and learn new skills everyday so that I can ensure they are also happy and thriving.

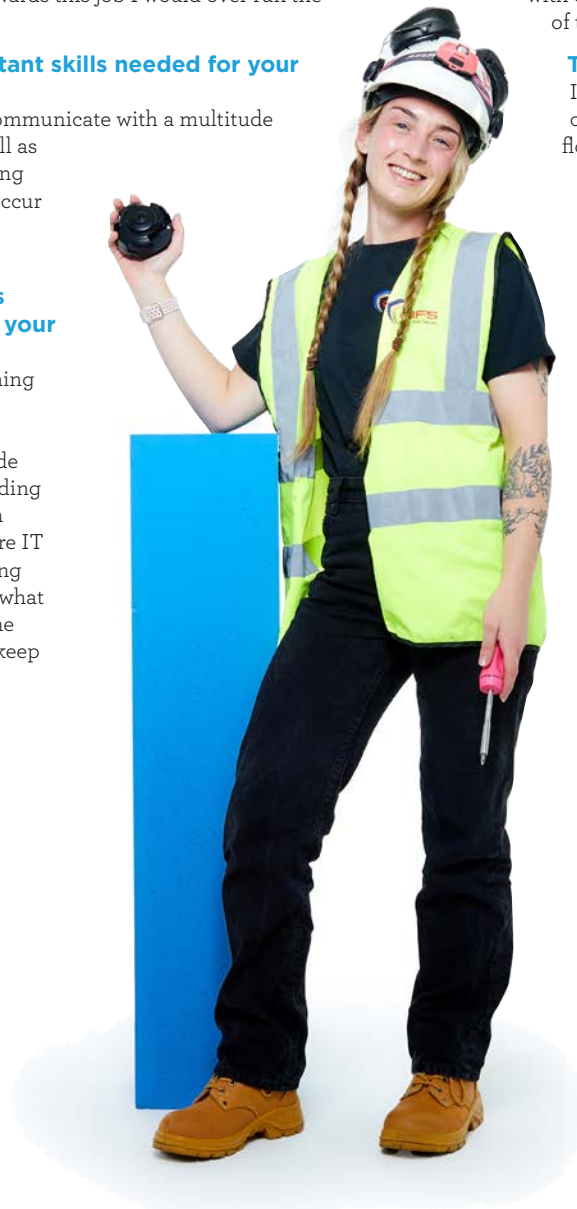
### What advice would you give someone interested in a career in your profession?

Absolutely go for it as there needs to be more within the trade. Our industry offers a vast range of opportunities to grow my skill base that not many other industries can offer, from being dusty and dirty pulling in cables through a building site, to sitting drinking a coffee whilst to you program a 100 camera CCTV system on your laptop and everything in between.

Overcoming challenges and forming relationships with clients can often be the most rewarding part of the job.

### Tell us a fun fact...

I have done a solo parachute jump and two of the worlds highest bungy jumps and flown a plane.



# Eddie Afonso

AIRPORT RESCUE AND FIREFIGHTER

## Ports of Jersey

### What does a typical day look like for you?

On a long day, 12-hour shift, we start at 5:40 am our first task is to do daily inspection of both our fire kit and breathing apparatus and our fire appliances (Fire engine). We then go out and do runway/taxiways and stands inspections on the airfield, after this we ready to go. Depending on your position for the day you can be in one of the two response appliances.

Domestic appliance: As part of your daily role, you will respond to first aid call outs, fire alarm activations, small aircraft incidents and will do runway inspections throughout the day.

Bird Control: You take turns to drive around the airfield making sure that birds don't aggregate around or on the runway.

Both crews will do daily checks of equipment, use the gym, do some self-study, and go out on training exercises.

On our evening shifts we usually have lectures to be up to date with the CAA regulations.

### How did you get your job? / What training, degree, education do you need?

I finished school many years ago with the equivalent of A levels, I also obtained a Level 3 NVQ's in Health and Social Care/ Special needs support worker and did a level 3 SVQ as a Prison Officer. I come across my job on GOV.je, it was something that interested me, the role variety, the challenges that it poses and opportunities to progress my career. As I started reading what was needed for the role, I noticed that I had built during my career a varied number of skills that were transferable for the role of Airport Rescue and Firefighting. Upon being successful in getting the job, I have done 3 weeks in house training to learn the basic skills. I then completed my emergency fire appliance driving, wildlife management, first aid and breathing apparatus to name a few. I just returned from Newcastle International Firefighting school where I completed my training as an Airport Firefighter.

### What are the most important skills needed for your role/job?

Be physical fit, able to think on your feet, be committed to safety, be able to work as part of a team, flexible, discipline and be confident



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

We are always learning and improving. As part of our role, we have several lectures and exercises that we need to complete monthly to keep up to date with tactic and techniques of rescue and firefighting. On a personal level as I have ambition to progress on my career I will need to continue to study. The next step will be enrolling on the leading firefighter course and get a few instructorship roles.

### What is the best part of your job? / What motivates you in this role?

I enjoy fire training and rescue. We have a fire rig, shaped like an aircraft and we can simulate different fires situations, smoke environment and rescues of passengers, we also have extensive first aid training.

Due to my shifts, I get a very good balance of family/work life. You could say what motivates me in this role is the not knowing! Be ready for anything and pray that nothing happens!

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

I would say for people to do some research work. Call the station, pop in for an informal chat. If you believe this is for you and you have the qualities needed for the role, apply. Get yourself fit, a big number that stumble on the blip test and if you fail you are out! Start your HGV license, isn't a requirement, but if you hold a license you get to drive our awesome fire appliances. If people don't have any first aid experience do a basic course in first aid/life support and if you have some interest in aviation, you will get access to some cool aircraft and helicopters.

### What would you tell your younger self?

I would tell my younger self to travel more... I would have loved to travel the world, but, I still have time...

# Gabby Mason and Leyton Hunnisett

CO-FOUNDERS, DIRECTOR (GABBY) AND CAPTAIN (LEYTON)

## Jade-S Fisheries Jersey and Driftwood Beach Café and Restaurant

### What does a typical day look like for you?

A typical day in the fishing industry offers a dynamic blend of on-the-boat fishing and land-based responsibilities that highlight the diverse roles within our business. Starting at 5:30 or 6 am, we prioritize boiling crab for our dedicated crab picker, an often overlooked yet well-paid job in fishing. After ensuring the well-being of our catch in the vivier tanks, we either embark on 6-10 hours of boat fishing, be it with pots or rods. Or on land, we delve into essential tasks such as processing the catch and delivering this to local restaurants. We also may find ourselves managing other roles like bookkeeping, accounts, and online marketing—underscoring the varied opportunities within the industry. Additionally, our weekends are bustling with fish van sales, bringing our products directly to customers and enhancing our business's reach and impact. Each day is a unique adventure, showcasing the multifaceted nature of fishing industry careers and how no two days may be the same.

### How did you get your job? / What training, degree, education do you need?

Leyton's journey to becoming a fishing boat captain stemmed from a deep passion for the sea. Although skipping a more formal education, Leyton did pursue and achieve an Ocean Masters 200GT unlimited license, so that he could also work as a Captain in the superyacht industry. However, his passion lay in fishing, so he spent many years as a deck crew, learning from seasoned fishermen in Jersey's fleet, to pave his way. Leyton's commitment led him to purchase his first boat, and he progressed from there. I (Gabby) thrived in academia with background in geology, and then the civil service. I transitioned to the fishing industry driven by my love for the community and the opportunity to build Leyton's business together. I learnt how to fillet fish by asking others or even watching YouTube and my background with IT and literacy skills helped me to take on the required admin roles needed in a business. Dedication, hands-on experience, and the repurposing of transferable skills.



### What are the most important skills needed for your role/job?

Embracing a role as multifaceted as fishing requires an extraordinary breadth of intelligence. Beyond the indispensable skills of composure in high-pressure scenarios, acute situational awareness, and a profound grasp of the sea's intricacies, fishermen excel in a vast array of competencies. They navigate political landscapes to comprehend shifts in the political atmosphere. Meticulous bookkeeping and ongoing education are crucial (sea survival, first aid etc), ensuring they stay abreast of ever-evolving requirements. Understanding the dynamics of tension on lines, boat stability, and the nuanced art of movement and reaction at sea demands both mental acuity and physical fitness. Versatility in electrics, plumbing, and mechanics, fishermen possess a comprehensive understanding of diverse systems—a testament to their breadth of knowledge, often juggling multiple tasks seamlessly. It is a truly dynamic profession.

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

Our belief is that you should never stop training or learning.

### What is the best part of your job? / What motivates you in this role?

The allure lies in its inherent freedom. No two days are alike, and the ever-changing nature of the sea dictates our course. Working harmoniously with nature, rather than trying to control it, is both humbling and motivating. The dynamic environment, unpredictability, and the constant connection with nature make every moment uniquely rewarding.

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

Embarking on a career in fishing is a lifestyle choice, a commitment to being stewards of the ocean. While wealth may not be guaranteed, the rewards are beyond measure. Prepare for both physical and mental tests—persevere. Gain extensive time on the water, understanding the nuances of environments, from tides to lunar cycles. Learn how shores change seasonally, fish migration patterns, and the intricacies of habitats. Acquire knowledge; an informed approach is invaluable. Understand the basics of engines, be a strong swimmer, and pursue this not for wealth, but for the lifestyle—time in and on the water.

### What is on your bucket list and why?

Our shared bucket list is brimming with aspirations, and one dream that stands out is to catch a Jersey tuna together. Imagining the thrill of the catch, the teamwork in processing, and the culmination of showcasing our labour at Driftwood fills us with excitement. It's not just about the act of fishing; it's about creating a narrative of sustainability, connection with nature, and sharing the bounty in a way that's future-focused. Turning a seemingly routine activity into a celebration of life, our dream encapsulates the essence of hope and love for what we do.





## Paco Follon

ASSISTANT MANAGER IN EXECUTIVE  
COMPENSATION SERVICES

### CSC Global

#### What motivates you?

I'm motivated by two things—people and service. My position offers me the opportunity to connect with colleagues and clients which is a constant source of inspiration. And the pursuit of delivering impeccable service, exceeding client expectations, and leaving a lasting positive impact keeps me consistently engaged and motivated in my role.

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

Teamwork, people skills, and time management are key for my role. These skills are critical to encourage collaboration, foster strong relationships, and ensure the effective use of time in our busy working environment.

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

Be proactive in seeking out opportunities; don't wait for them to come to you. Actively engage in projects and initiatives that align with your interests and skills. A proactive attitude will help you stand out and grow professionally. Also, don't hold back on your ideas and never be afraid to ask questions—people tend to like answering them. Be fearless in putting your ideas forward during meetings or discussions. Fresh perspectives could lead to improvements that benefit both clients and colleagues. Finally, take part in office social events and consider initiating your own. Organizing activities shows a commitment to team building and you can meet a lot of great people!

## Grace Donaldson

ADMINISTRATOR IN CORPORATE  
SERVICES

### CSC Global

#### What does your typical working day look like?

As an administrator, a typical working day is dynamic and multifaceted. It often starts by organizing priorities with the assistance of our team. We work together to provide clients with fast, accurate, and detailed service. Adaptability is key because unexpected requests, queries, or challenges can arise throughout the day and call for quick decision making and teamwork.

**How did you find your job?** Through conversations with friends and discussions about career options, I learned of a vacancy in the Corporate Services Team at Intertrust Group (now a CSC company). I have my own business that operates through the summer months and was unsure about the flexibility a large global company would be able to offer me. After a series of engaging interviews at the start of the year, I was offered a temporary contract to ensure that this career was right for me. Following the end of the contract, I was delighted to be offered a permanent contract allowing me that flexibility to continue to run my own business.

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

Being at the start of this new career, I'm learning by absorbing all the knowledge of my more experienced colleagues. I have a lot to learn! CSC provides opportunities to employees to pursue fully funded external professional qualifications. There's also a comprehensive list of in-house training courses that I can take to enhance my knowledge in areas of interest to me as part of my continuous development.



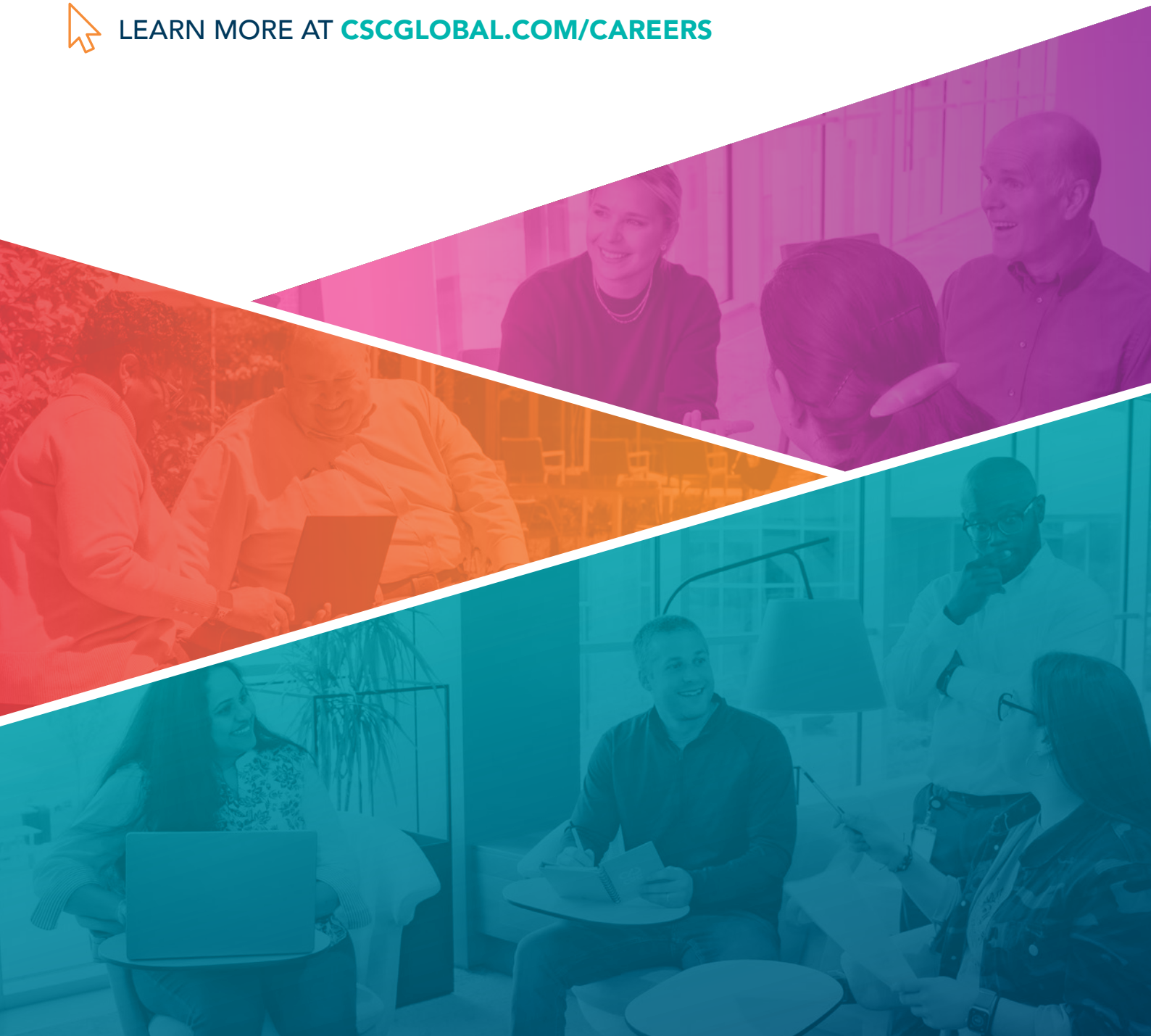


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# Robyn Cornick

SENIOR ACCOUNTANT - STRATEGIC TRANSITIONS

## BNP Paribas

### What does a typical day look like for you?

I work in the Strategic Transitions team which is part of the Fund Services team at BNP Paribas. Our team is responsible for the design, testing and implementation of new developments and changes to our fund accounting and administration platforms to streamline processes across Fund Services. We also provide support to the client-facing teams for a diverse range of fund clients and investment strategies, such as Debt, Mezzanine and Private Equity funds.

### How did you get your job?

While still at school, I took advantage of the opportunities provided to me such as Trident with Skills Jersey, the Life in Finance scheme with Jersey Finance, and a school work experience scheme. I worked in audit, fund services and corporate banking for each scheme, respectively. The work placements helped me to better understand what type of work I enjoyed, and at 18 I decided to apply for my first job in fund services.

### What training, degree, education do you need?

For my role, an accounting or administration qualification such as ACCA or ICSA is ideal. BNP Paribas offers a training and development programme which allows employees to pursue qualifications while working. I became an ACCA Member just over a year ago after having completed 13 exams and 3 years of work experience. Studying towards ACCA was difficult but rewarding, providing me with knowledge across not just accounting principles, but also financial and business management, audit, tax, and even ethics. Knowledge of the funds industry, accounting and administration has also been a great help, as it helps me to better understand the challenges client-facing teams encounter to help them troubleshoot any issues, whether accounting, reporting, or system issues. This knowledge can also be acquired on the job.

### What are the most important skills needed for your job?

**Attention to detail** > we often need to design and test updates to complex and sensitive areas of the systems, such as automated reports intended for investors. These areas can really have an impact on the client relationship and increase the risk of errors if an issue is not caught in good time, so a strong attention to detail is essential.

**Communication skills** > my role requires me to communicate with a wide range of people and teams, both locally and globally to facilitate and expedite upgrades and fixes to our systems.

**Organisational skills** > given the nature of my role meaning that I have a relatively unstructured day, with both long and short term tasks, good organisational skills are vital as too much focus on one task means that other things can fall by the wayside. This can be tough if I am really enjoying something and want to put all my time into it when there is another urgent issue to attend to.

### What would you tell your younger self?

I would tell my younger self not to worry so much about what other people think, since most people are more worried about themselves.

### What is on your bucket list and why?

I have always wanted to see the Northern lights in person. I'm planning a trip to Tromsø in Norway in 2024 to try and make that a reality, as we're about to reach the solar maximum, meaning the northern lights will be at their strongest in 11 years.

### Tell us a fun fact about you?

I am passionate about languages, and I have been learning Norwegian for almost 2 years.



**BNP PARIBAS**



# Dewald Pretorius

SENIOR FINANCE OFFICER

## BNP Paribas

### What does a typical day look like for you?

My typical workday can vary depending on where we are in the reporting cycle. In the Finance team you have monthly tasks, such as preparing the monthly management accounts that are presented to various Executive committees, and completing financial statements as required for the Jersey and Guernsey Branch. However, as a local Finance team we also work with various other teams within the bank – be that Finance teams in other locations, or local teams representing different business lines. This gives me the opportunity for exposure to many other tasks and products, meaning that I am continually learning throughout the year.

### How did you get your job?

I was already working as a Senior Fund Accountant within BNP Paribas Jersey and was made aware of an opportunity within the local Finance team through our internal newsletter and mobility program. There are regular opportunities available within BNP for mobility, and it is a seamless process moving between teams to find the right career, while staying within the same business.

### What training, degree, education do you need?

I am a Qualified Chartered Accountant (CA SA), I studied in South Africa where I completed my bachelors and post bachelor's degree in accounting.

### What are the most important skills needed for your job?

The most important skills in the role would be problem solving, being adaptable, and having good communication and organisational skills.

**Problem solving** > is important to be able to answer the various questions that come our way from different teams within the bank, as well as adapting to changes and upgrades in the technology that we use.

**Communication** > is key as we are a small team and we do have a lot of overlap, so it helps for understanding the whole picture and working with other teams in the bank.

**Organisational** > Internal Finance is a busy department and so organisational skills are key to be able to manage the day-to-day tasks required throughout the reporting cycle.

### What would you tell your younger self?

Be patient and trust the process. It might be tough and hard work, but it is all worth it.

### What is on your bucket list and why?

Watching the Springboks vs England at Twickenham. As a South African rugby is in my blood and watching the 4x world cup champions play England at the home of rugby would be a dream come true.

### Tell us a fun fact about you?

My first ever international flight was when I moved from South Africa to Jersey

## INTERESTED IN A CAREER WITH BNP PARIBAS?

Contact Senior Recruitment Officer, Ryan Tippett on [jersey.hr@je.bnpparibas.com](mailto:jersey.hr@je.bnpparibas.com)

BNP Paribas is the bank for a changing world and a recognised employer of choice. The group first set up in 1979 and has rapidly grown with the development of Jersey and Guernsey as international finance centres. Specialising in institutional asset management, fund, and securities, the Channel Islands are a centre of excellence for the business. As a testimony of our performance and dedication to clients in 2023, BNP Paribas was awarded "World's Best Bank" and "World's Best Bank for Sustainable Finance" alongside 10 regional and country accolades in the Euromoney 2023 annual Awards for Excellence.

**HIGHVERN is one of the leading global independent providers of private wealth, corporate and fund administration services, renowned for setting high standards across client services and corporate governance. Located in six jurisdictions, HIGHVERN continues to grow and evolve whilst remaining inclusive, ambitious, and considerate of all those it interacts with.**

Our greatest asset is our talented team, which we why we invest heavily in wellbeing and professional development, empowering individuals to develop and reach their career aspirations. We are always on the lookout for inspired and inspiring people so please get in touch to find out more.

## Cory-lee Bishop

FUND ADMINISTRATOR

### HIGHVERN

#### What does a typical day look like for you?

The role is incredibly varied from day-to-day which I really enjoy. It can include communicating with clients and third parties, attending meetings in person or online or managing deadlines and action points. It is a fast-paced environment, but it is quite exciting to work to deadlines within your team and to play a role in complex transactions. I am given plenty of opportunity to learn in my role as administrator and to understand the full picture of fund structures.

#### How did you get your job?

I joined HIGHVERN without any finance qualifications but had good transferrable skills from my previous role in the finance industry in the UK. I am a registered and practising Veterinary Nurse, but was drawn to a career in finance to offer more stability and security. You don't need to have completed any higher education just have a willingness to learn and the right attitude. I plan to start my studies with the support of HIGHVERN as these are important to furthering my career.

#### What are the most important skills needed for your role/job?

I think the most important is excellent communication, both verbal and written. It is important that we develop good relationships with everyone we deal with, which is achieved by constant, clear and transparent communications. To work in funds also requires good organisational and communication skills, attention to detail and the ability to multi-task. I also think you need to be a team player. At HIGHVERN we rely a lot on each other and work closely with the other departments of the organisation to ensure a great service.

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

If I want to progress my career in funds there are a few different qualifications available to me (such as ACCA or ICSA), depending on what aspect of my work appeals to me the most. HIGHVERN can offer me guidance and support as to what path to take and provide me with a clear progression plan.

#### What is the best part of your job? / What motivates you in this role?

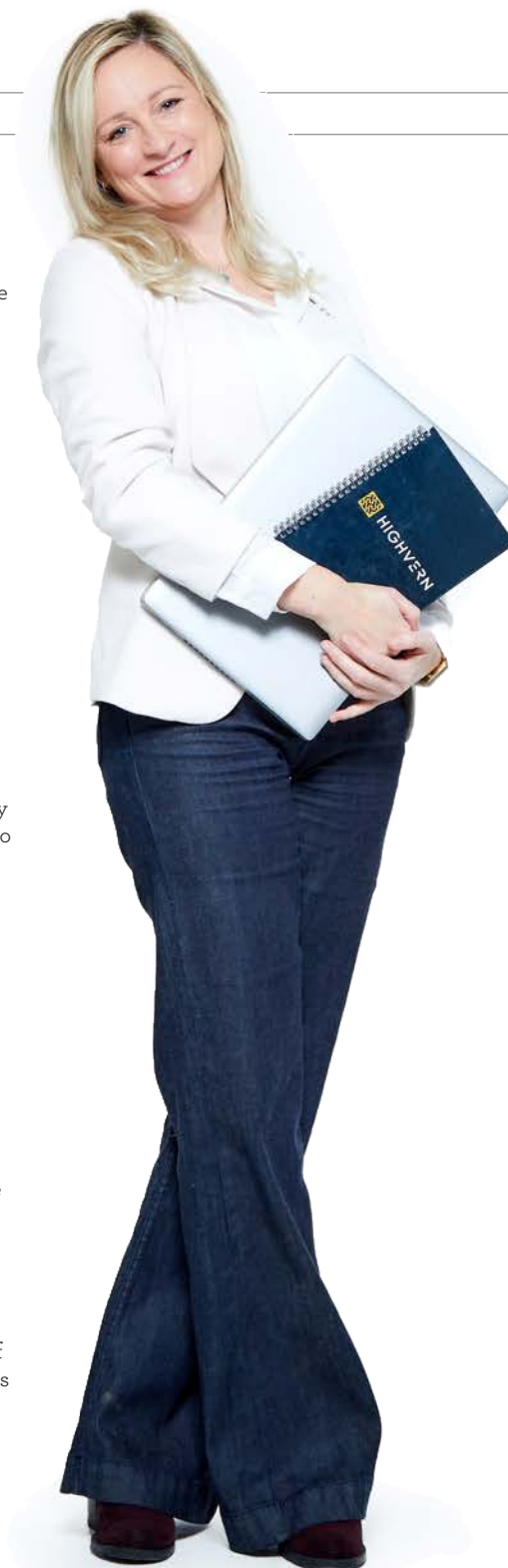
The people and the company's culture are what I enjoy most at HIGHVERN. There are various clubs and committees available to share your interests and hobbies with others or to try out new ones such as Pickleball. The company treats its employees well and I feel valued. My team have always made me feel welcome and have become lovely friends as well as colleagues.

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

You don't need to be good at maths to work in finance, there are many different roles available depending on your skills and preference. You also don't need to have lots of experience as skills can be developed as you learn. I would also say that qualifications are important if you want to be at the top of your game.

#### What would you tell your younger self?

I would tell my younger self that hard work produces results. Even if you don't know what it is you want to do - with dedication and commitment you may be surprised at where you end up.



# Matthew Cousins

SENIOR TRUST ADMINISTRATOR

HIGHVERN

## What does a typical day look like for you?

Being a trust administrator is a rewarding and collaborative role that allows me to manage various aspects of the trust relationships with which I am involved. Some of the tasks that I do daily include addressing any issues or queries that have come through overnight, processing any payments that are due for the day and preparing documents for new investments. I appreciate collaborating with a team of experts and learning from their insights and experiences.

## How did you get your job?

My journey into the world of finance was not a conventional one. I pursued a different degree at university, but it did not offer the same career stability as this one. So, I began as a trainee and worked my way up through the industry, and I am now benefitting from the support and guidance of the team at HIGHVERN.

## What are the most important skills needed for your role/job?

I think that attention to detail and confidence are the most essential skills for this role. These skills may not be easy to acquire, especially when you are new to the industry, but when you seek feedback and communicate openly, these skills can soon become second nature.

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

One of the future skills that I would like is securing qualifications, such as the Institute of Chartered Secretaries and Administrators (ICSA) or the Association of Chartered Certified Accountant (ACCA). These exams would help enhance my knowledge and understanding of the industry, as well as my job role. I am currently studying for ICSA Level 5 with the support of HIGHVERN and I can apply what I have learned to my role.

## What is the best part of your job? / What motivates you in this role?

The best part of my job is that every day is different. Even though the tasks may be the same, the clients and structures that I work with are different, so I always learn new ways of doing things. I collaborate with many individuals which helps me improve my skills along the way. I also enjoy the office culture that we have. There is no such thing as a stupid question, and everyone is ready to help each other with any queries or issues that we face.

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

My advice to someone who is starting out somewhere new is to be yourself and to trust your gut. This can apply to any situation that you may encounter, but when you are new to a place, being authentic is the best tip I can give as it makes the transition process much easier.

## Who inspires you and why?

It might be a cliché response, but my mum is the one who inspires me. Her work ethic and attention to detail are some of the values that I bring with me to the workplace.



**Interested in a career with HIGHVERN?**

**Get in touch by emailing [hr@highvern.com](mailto:hr@highvern.com) or calling 01534 480600.**

# Tahnee Blakemore

EDUCATION OFFICER

## Jersey Heritage

### What does a typical day look like for you?

There isn't really a typical day which is why it is fun! My day can start with a school group at a historic site such as the castle, the Victorian house or even La Hougue Bie. We help school groups get the most from their visit by making it informative and fun. We research different topics, create resources for teachers and exhibitions, and are making our education offerings more accessible. I've attended and presented at conferences, and even helped organise a walk around La Cotte de St Brelade for our Young Archaeologists Club. What other jobs could you go from holding fossils that are millions of years old to dressing adults up as knights (with chainmail and a sword)?

### How did you get your job? / What training, degree, education do you need?

I have a Masters in anthropology and evolutionary anthropology and have also studied Island Conservation and Biodiversity (MSc) through JICAS. I have experience from volunteer and casual roles in museums, as well as informal and formal education experience. I believe you should take any opportunity you get to advance your skills. Having a mixed work experience has been helpful - I have previously worked as an ecologist and in conservation - making me appreciate Jersey's landscapes and wildlife from both a historical and environmental perspective.

### What are the most important skills needed for your role/job?

My role involves engaging with different audiences from reception age to adults. You need to be able to adapt your communication skills to suit who you are talking to. A willingness to learn is needed as every day I learn something new, which is why I love this job! We taught 31 different topics last year - so a good memory for facts can also help.

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

I am currently gaining more experience in archaeology through JICAS and the Société Jersiaise. Virtual Reality (VR) tours and new technology are also being utilised in the heritage sector. Research skills are helpful, although in archaeology there are some things we may never know!

### What is the best part of your job? / What motivates you in this role?

It is fun to pass on this sense of wonder and appreciation for what we have in Jersey, as we are fortunate to live on such a special island with an abundance of history. Hopefully, the more people that know about this the more people will care and protect it for future generations.

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

It's really valuable to get experience through volunteering and seeing which part of the heritage sector suits you the most. It can be quite difficult to get into the heritage sector but there has been investment into it, and preserving our heritage and environmental heritage is more important than ever - so persevere!

### Tell us a fun fact...

My favourite Pirate is Zheng Yi Sao - she commanded a pirate federation, scared the East India Company, and even managed to retire with great wealth and her life! Rare for a pirate.



# Martha MacDonald

FREELANCE WRITER

## Martha MacDonald (Self-Employed)

### What does a typical day look like for you?

No two days as a freelance writer are ever the same. I divide up my time between creative projects for myself with my playwriting and comedy writing work and commercial projects I'm working on for clients which are more in the copywriting and marketing sphere. On a super exciting day, I'm working on my own stuff like writing a column for an upcoming deadline, coming up with ideas for a play or comedy sketch or meeting with my clients. On a less exciting day, I'm sat at my desk on hold to the tax office or sending out invoices – but hey, it all goes towards the life of a freelancer!

### How did you get your job? / What training, degree, education do you need?

Personally, I would say you don't need any formal training to become a writer, you just need to be interested in storytelling and in people. But in terms of my own route into it, as a young person I was really interested in theatre and did quite a lot of performance. From there, I did a literature degree and then spent some time working as a journalist which taught me a lot about being concise and got me into a really good discipline of writing every day.

### What are the most important skills needed for your role/job?

Being in the creative industries requires a lot of resilience. As a freelancer, because the career path isn't structured for you, you have to make your own opportunities and that can get exhausting. There's a lot of rejection and uncertainty, but perseverance pays off... so I'm told!

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

I feel like I'm constantly having to learn more skills through my work. In addition to evolving as a writer, I've had to learn loads of new skills like administration, accounting and time management just to conduct myself as a business. In the future I definitely want to build my financial literacy skills. Also, in order to bring value to my clients, I constantly have to learn new skills within content creation and marketing.

### What is the best part of your job? / What motivates you in this role?

The best part of my job is being able to accomplish goals I've had for myself since I was a kid. If you told me when I was 21 that in five years' time I would have written and directed a one-woman-comedy show and been shortlisted for a comedy award, I never would have believed you!

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

Community is everything. In the age of social media, it's easy to feel competitive with our peers, but I would strongly urge any aspiring writer not to fall into that trap. If you build connections and relationships with other creatives, they will be a vital resource when you're struggling. Surround yourself with people who will mention your name in a room full of opportunities, and who will offer you friendship, understanding and creative input when you need it most.

### Who inspires you and why?

My mum and dad inspire me. They've been side hustling, entrepreneurial, creative freelancers way before it was cool, and they've always made space for me and my dreams.



# Charli Truscott

MARKETING ASSISTANT

## Jersey Finance

### What does a typical day look like for you?

A typical cliché, but no two days are the same. In a day, I can be doing anything from creating a graphic for a social media post, writing a news article, meeting to plan an event or recording a podcast. One area of focus in my role is careers and skills; I love this part of my role as I get to interact with local schools and students to help them understand more about Jersey's finance industry.

### How did you get your job? / What training, degree, education do you need?

I left school after completing my A-Levels and went straight into the finance industry as I felt university wasn't the right fit for me. I joined a trainee rotation scheme where I completed a marketing placement and found the perfect career for me! I started my full-time marketing role at Jersey Finance, and I am currently studying towards a level 4 certificate in digital marketing.

### What are the most important skills needed for your role/job?

Soft skills are essential to be aware of as they weave into everyday working life. Things such as communication skills, time management and teamwork are all soft skills that I use daily not only at work but in my personal life too. Being able to think creatively also helps me in my role; sometimes we have to find new ways to say the same message, whilst keeping it engaging for our audience.

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

I am currently studying towards my level 4 certificate in digital marketing, which involves improving current skills and learning new ones to implement in my role. With the finance industry becoming more digital, I will definitely be learning and improving on many skills in my role, including podcasts and video content.

### What is the best part of your job? / What motivates you in this role?

One of the best parts of my role is being able to interact with local schools and students. I love being able to speak to people, share knowledge and see where we can help them build relationships. The team I work with is also another amazing part of my role. I am lucky to work with a team that supports and motivates me and helps me to be the best I can every day.

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

For anyone interested in a marketing career, I would tell them to be bold and take up every opportunity you can. If I hadn't completed my initial marketing placement, I would not be in my current role today!

### What is on your bucket list and why?

One item on my bucket list is to go on a yoga retreat abroad, ideally in a sunny location. I practice yoga in my spare time, and I am a regular visitor to hot pod yoga. I have always loved the idea of taking some time out to recharge, reconnect and meet new people in the process.



# Iain McCallum

POLICE CONSTABLE

## Jersey Police

### What does a typical day look like for you?

What's great about the Police is that no two days are ever the same. Now and for the last four years, I've worked in response policing. Depending on operational deployment and based on my skill sets, I'm either out on patrol responding directly to non-emergency and emergency calls or otherwise, taking those calls as the first point of contact as a Control Room operator. I work shifts, a mixture of days, lates and nights.

### How did you get your job? / What training, degree, education do you need?

With the idea of joining the Police engrained from my mid-teens, with no requirement to obtain a specific degree or qualification, I developed my CV with community-based experience and work so that my application looked appealing with idea of developing "life experience" at the forefront. My application process consisted of written tests and a full day of assessments, to include interviews, group discussions and thought-provoking exercises. Included in the recruitment stages were fitness tests to ensure we were of good physical health.

### What are the most important skills needed for your role/job?

There are several different skills that are of great importance when holding the role of a Police Officer. High ethical standards, commitment to fairness and equality, strong communication skills and a passion to serve the community are examples of what is expected from someone who is keen to join.

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

As it stands, as with when I joined, I trained for ten weeks in Norfolk alongside four other Jersey recruits and several UK students. When in Norfolk, I gained skills and knowledge on law and policy, officer safety and interviewing, to name a few. We were able to apply this training with frequent practical assessments and knowledge checks. Since the completion of my probation, I've expanded my skills, to include becoming an emergency driver.

### What is the best part of your job? / What motivates you in this role?

I joined because I wanted to help people. You get that sense of fulfilment when you make a difference to someone's life or otherwise, bring somebody to justice for matters, that hold them accountable for their actions.

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

Make sure you've had the chance to experience what life brings and what's out there. If you haven't, go traveling, meet people and learn from others so that you've got a great basis to work off. If you're driven to join the Police, work within the community and develop examples of working with others.

### What is on your Bucket List and why?

I'd love to do a tour of the Amazon Rainforest. I'm intrigued by wildlife and there's no better place for it. It would be out of my comfort zone, but the experience would be unforgettable.



# Gemma Hill

SENIOR QUANTITY SURVEYOR

## Currie & Brown

### What does a typical day look like for you?

The age-old cliché, no two days are the same apply to me! My role involves both Quantity Surveying and Independent Monitoring Surveying, therefore at any point I could be on one of a number of construction sites, at a project meeting or in our office. The first thing I do each day is check my diary to see when and where I need to be!

### How did you get your job? / What training, degree, education do you need?

Initially I undertook an RICS accredited degree in General Practice Surveying at the University of West of England. When Currie & Brown offered me a position as a Quantity Surveyor, I was enrolled 2-year distance learning Post Graduate Diploma in Quantity Surveying through the College of Estate Management. From here I then undertook my Associate RICS qualification and am presently undertaking study towards my Chartership under the Currie & Brown national APC programme.

### What are the most important skills needed for your role/job?

Being in Client facing role excellent communication skills are paramount! My role involves me conversing with a number of industry members on a daily basis including, Clients, Developers, Funders, Design team members and Contractors. Great attention to detail and understanding of construction contracts, construction costings and construction technology are also essential to the day-to-day success of my role.

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

The construction industry evolves at speed with new techniques, the creation of new construction products and amended construction legislation, therefore even when I am Chartered, I will be constantly learning, it is very much a job where I learn something new everyday!

### What is the best part of your job? / What motivates you in this role?

The best part of my job is successful project delivery with significant emphasis on bringing a project to completion on time and on budget! Many of the projects I work on impact the Jersey community, including my involvement in the health sector, namely at Jersey General Hospital. These projects include the current multi-phased refurbishment of Maternity Ward and upgrade Robin Ward. It is great to hear public's positive feedback when the facilities are brought back into use.

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

Talk to your career advisors. Although I took the university route off island this is not the only way to become a Quantity Surveyor, as although a degree is required to become an RICS member, companies such as Currie & Brown offer apprenticeships and training programmes to support young people through their studies, via distance learning or through the Highlands courses offered, as well as provide practical on the job experience.

### Who inspires you and why?

This is a bit cringe, but I would say my Director Brian Rennison, Brian started as a Graduate in the company and is now a national head of the business. Nonetheless, he always finds time to help me achieve my career goals and respond to Clients alike, and still has a smile on his face around 99.9% of the time!



# Gill Martin

SENIOR LECTURER (MENTAL HEALTH)

HCS Education Department



## What does a typical day look like for you?

I am an early starter, so would catch up on emails first thing in the morning. I have teaching obligations on the pre-registration nursing degree. Currently we have a 1st year cohort for adult and mental health, delivered in partnership with Robert Gordon University. We also have a 3rd year cohort with the University of Chester (our partnership with UoC will end in September 2024). I am 1st year Lead and am also responsible for recruitment for pre-reg Mental Health.

## How did you get your job? / What training, degree, education do you need?

I am a Mental Health Nurse and completed my master's in education. I worked part-time as a Practice Education Facilitator (Mental Health) since 2014, supporting students' nurses in practice placements. I was successful in my application for the Senior Lecturer (Mental Health) post in 2021 and currently support adult and mental health pre-reg degree education.

## What are the most important skills needed for your role/job?

To value life experiences, promote best practices and encourage a passion for life-long learning. Being flexible and open to new ideas and new ways of learning. Also, being approachable, enthusiastic and have the ability to communicate effectively. To arouse students' curiosity and stimulate independent learning.

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

I am developing my knowledge and skills in research through my current PhD studies. My eldest daughter has a learning disability and has been my inspiration for my research interest. My research study aims to consider the facilitators and barriers of healthy lifestyle opportunities for adults with learning disabilities living in Jersey.

## What is the best part of your job? / What motivates you in this role?

The best thing about working in the health sector, is the contact with the public and the contribution to the health and well-being of our service users and families. My passion for education has led me to my current role as Senior Lecturer, contributing to the shaping of our future nurses to deliver the best care possible in an ever-changing healthcare setting. It's great to be part of a supportive team where I have felt accepted, valued, and cared for. My students and colleagues have inspired me on numerous platforms - this has given me the confidence to excel, allowing personal growth and professional development. Students bring so much to the learning experience and their enthusiasm for learning motivates me and continuously challenges me.

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

Never give up! It's not about how many times you fail, it's about how you use those life lessons to improve and grow. So, it's never too late to follow your dreams.

## Tell us a fun fact...

I am a passionate Man United supporter (where I practice my motto of my never giving up ) And as a South African, I am immensely proud of our Springboks winning the rugby World Cup for the 4th time.

# Danielle Newton

TRAINEE SOLICITOR

## Ogier

### What does a typical working day involve?

There's nothing 'typical' about each day - which I think is one of the best things about the legal profession. A career in law requires finding solutions to all manner of queries from clients and I look forward to the challenges I may face each day.

### How did you get your job?

My initial role was within Ogier Global as a senior administrator but, after working closely with the legal team on a number of transactions, I made the decision to change career path. With the full support of my director, I interviewed for a paralegal role within the legal funds team and was able to seamlessly transition across to the legal side of the business before starting the training contract. I'm currently working in the Corporate team.

### What motivates you in this role?

My colleagues and the culture they have created here - Ogier is a workplace that not only provides exceptional service to clients but one that encourages and nurtures its people. In my roles within Ogier I have felt valued and respected by colleagues at all levels. Having this support structure in an office environment is refreshing and motivates me to reflect this culture in how I connect with others.

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

Too many to comprehend. Ogier is focused on continued learning and I'm fortunate to be surrounded by colleagues who are incredibly skilled at what they do, who I will be able to rely on for my continued development.

I was supported by Ogier through four years of working and studying full time while I completed the Graduate Diploma in Law and the Legal Practice Course.

Although I am relieved my exams are now over, I am grateful for a career where I am always learning and continuously able to develop and hone my skills as a lawyer.

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

As well as attention to detail and time-management, a career in law also requires a desire to learn. This is not a profession where days pass by slowly; you're required to work out solutions and it is important to not only be up to date on legal requirements and regulations but to also be invested in continuously improving your knowledge to offer the best service to clients.

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

Don't be daunted by the prolonged road to qualifying as a solicitor - the hard work and perseverance through exams culminates in a career that is incredibly rewarding.

### Tell us a fun fact

In Switzerland, you're not allowed to own just one guinea pig, goldfish or parrot. The reason for this is that they're social species, and they are considered victims of abuse if they aren't able to regularly interact with others of their species!



# Shannon Corrigan

SENIOR CORPORATE ADMINISTRATOR

## Ogier Global

### What does a typical working day involve?

Every day is different, as we have a variety of different clients and client needs. However, a typical day usually starts with responding to client and intermediary emails, creating a 'to-do' list for the day and reviewing my calendar to prepare for any meetings or calls I have scheduled. My working days at Ogier Global are also really flexible, as we have a hybrid way - it is entirely up to each individual whether they wish to work remotely or come into the office each day, which is great.

### How did you get your job?

I was recommended the job by mutual connections who had recently joined the firm. They described Ogier's culture, ethos and vision and I immediately knew it was the perfect fit. I was fortunate enough to join in January 2023 and form part of a brand new, expanding Corporate team.

### What motivates you in this role?

Building good relationships with my clients and intermediaries and working hard to meet urgent client needs or transaction deadlines is a very rewarding feeling, especially when receiving their positive feedback.

I also believe having a strong working team environment is also really motivating - we all work really well together to help each other meet targets. We also have a great social committee, which is great for meeting new people from different teams

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

Ogier has a strong focus on personal development for its people. Everyone is regularly provided with targeted training, allowing each of us to expand our knowledge and thrive in our roles. We have a lot of in-house resources too, which is fantastic. As I progress in the business, I look forward to developing my leadership skills, delegating work and being a mentor for junior members of the team

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

**Organisation** - it is a very fast-paced environment, there are many deadline dates or client demands to meet. Being organised is crucial.

**Initiative and enterprise** - this is really important at Ogier. Our people are encouraged and rewarded to creatively make improvements to the way things are done, whether this is creating new processes, generating solutions, or creating new opportunities.

**Communication** - having strong communication skills with colleagues as well as with clients and intermediaries helps with the better understanding of their needs, builds trust, and creates good working relationships.

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

My advice would be to be open and give it a go. It's a very fast paced, exciting environment, with huge opportunities for growth. Ogier Global provides so much support and training programmes to assist with all different levels. Don't be afraid to try something that is completely different or new. Stepping outside of your comfort zone is a great way of achieving your goals.

### Tell us a fun fact

A cloud weighs around a million tonnes.



# Hannah Robinson

SENIOR ASSOCIATE, COMMERCIAL PROPERTY

## Bedell Cristin

### What does a typical day look like for you?

Every day in Commercial Property brings a blend of routine and surprise. Fuelled by the kickstart of my morning coffee, I start off with a meeting with my trainee, mapping out the day's plan.

As a Senior Associate at Bedell Cristin, I navigate the world of landlords, tenants, developers, and more. Keeping clients in the loop takes priority, before diving into legal drafting and transactional work. Meetings with clients and internal catch-ups help to fill my schedule, but a particular reward comes from supervising my trainee.

Our clients (from major lenders to property developers) keep things interesting, and Bedell Cristin's comprehensive expertise ensures a smooth, multi-disciplinary service. It's a balanced mix of structure and variety in the world of Commercial Property.

### How did you get your job? / What training, degree, education do you need?

I studied Law at university, followed by the Legal Practice Course. I then secured a 2 year training contract at a firm in Manchester and qualified as a solicitor of England and Wales in 2014.

I worked as a solicitor in Manchester for six years before moving to Bedell Cristin, in Jersey, so I have now been practicing Commercial Property for nearly 10 years. Jersey law is different to the UK so after 2 years of study, I was sworn in as a Jersey Advocate in December 2023.

### What are the most important skills needed for your role/job?

A good lawyer has an eye for detail and is motivated by providing a good service to their clients. Most essential, however, are excellent communication skills.

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

Every day is a school day! No two transactions are the same and, as a lawyer, you need to constantly develop your technical skills. It is also increasingly important that, to be a modern lawyer, you grow your management and business development skills. I don't think I will ever stop learning in this job.

### What motivates you in this role?

My role challenges me daily which always keeps me motivated! I love working with my clients and am always greatly satisfied when a transaction concludes successfully.

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

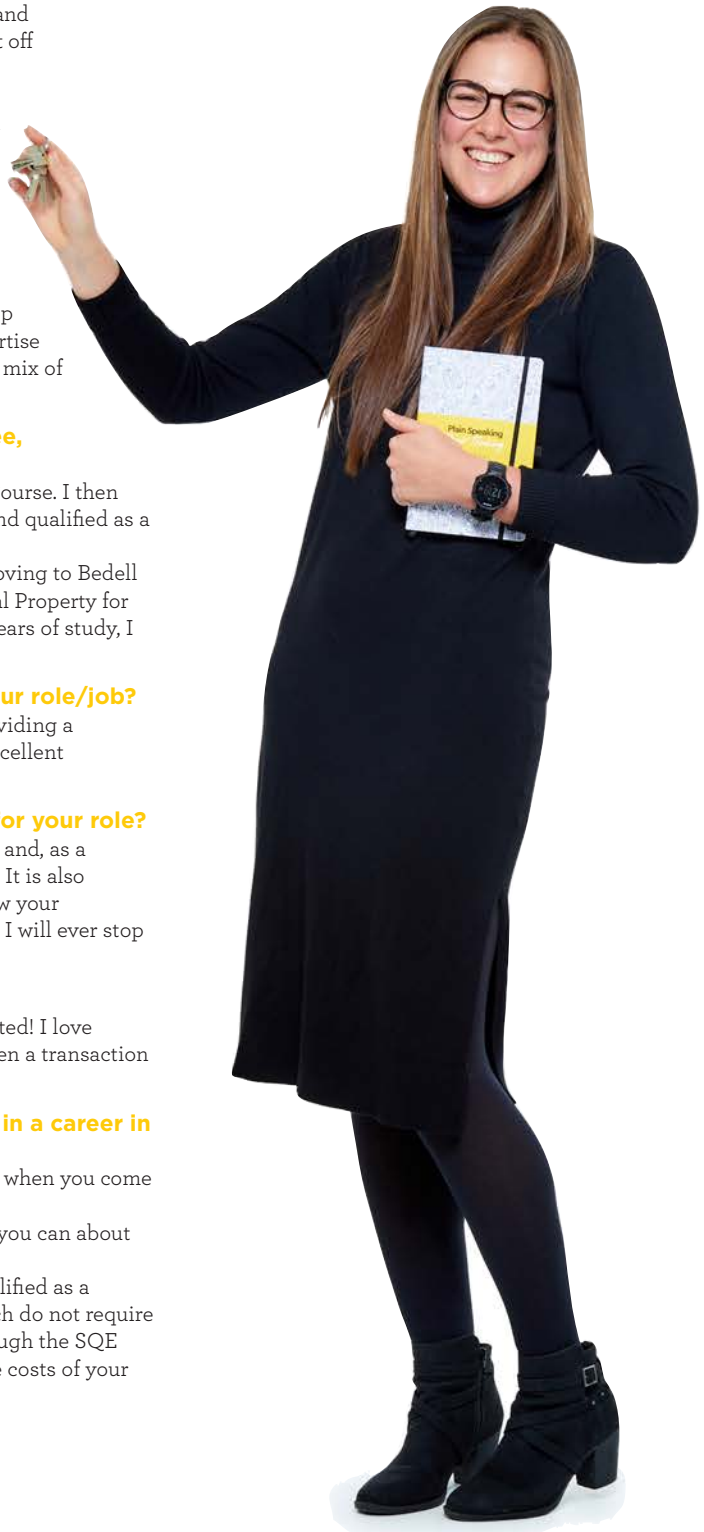
Beg, borrow and steal legal work experience; it is invaluable when you come to apply for roles in the legal profession.

Never turn up to an interview without knowing as much as you can about the firm and role that you are applying for.

Do your research on the different ways you can become qualified as a lawyer. There are a number of different routes, some of which do not require you to have a law degree (for example trainee schemes through the SQE route) and bursary schemes which may sponsor some of the costs of your studies.

### What would you tell your younger self?

Hard work always pays off; trust the process!



# BEDELL CRISTIN

## TRAINEE AND BURSARY SCHEMES

**The Bedell Cristin trainee and bursary initiatives offer local students a valuable chance to learn from some of the best lawyers in the Channel Islands, providing an unforgettable experience.**

The trainee programme provides graduates with the opportunity to learn from some of the best legal minds in the Channel Islands, guiding them towards becoming qualified lawyers, typically through the SQE route.

Over a two-year period, trainees engage in rotations across core legal departments and support areas. This paid programme

not only facilitates professional growth but also opens doors for potential permanent positions at Bedell Cristin upon qualification.

The bursary scheme supports university students with an annual allowance, up to eight weeks of paid work experience during holidays, and a voucher for study materials. Applications for both the schemes open in December each year.

*Below, we delve into life at Bedell Cristin and gain insights from partner and SRA training principal, Guy Westmacott and trainee solicitor, Catarina Basilio.*

### GUY WESTMACOTT PARTNER

#### What does a typical day look like for you?

There's just no typical day, but my time is usually split between promoting our firm to potential clients and referrers (often in London), spending time with our associates and trainees to help their development and client work, which for me is corporate law.

#### How did you get your job?

I studied languages at university followed by a postgraduate diploma in law, an LPC and then a training contract in the UK. Aspiring lawyers can now follow the SQE route to study and qualify while working with Bedell Cristin.

#### What is the best part of your job?

A completed deal with a happy client. And bacon rolls with the team on a Friday morning.

#### What advice would you give someone interested in a career in law?

Start getting familiar with legal tech, which is already revolutionising the industry.

#### What would you tell your younger self?

Grab every opportunity to develop your business and legal experience.



### CATARINA BASILIO TRAINEE SOLICITOR

#### What does a typical day look like for you?

A typical day for me is both dynamic and rewarding. I engage in legal research, draft legal documents, and work closely with senior colleagues to provide comprehensive legal solutions.

#### How did you get your job?

I obtained my position through a combination of education and dedication. I completed my law degree and subsequently a postgraduate legal qualification (LPC) whilst obtaining practical work experience at Bedell Cristin.

#### What is the best part of your job?

The most rewarding aspect of my job is the opportunity to help clients navigate complex legal issues and provide them with practical solutions. Each day presents new challenges, allowing me to develop my skills and legal expertise.

#### What advice would you give someone interested in a career in law?

Focus on your academics, gain practical legal work experience, and build a professional network.

#### What would you tell your younger self?

I would advise my younger self to embrace challenges, seek diverse experiences, and not fear failure. Each setback is an opportunity for growth and learning, so stay resilient and always believe in your potential!



**BEDELL  
CRISTIN**

For more info scan here



OR VISIT **BEDELLCRISTIN.COM**

# Daniel Hayden

TRAINEE SOLICITOR (INVESTMENT FUNDS)

## Mourant Ozannes (Jersey) LLP

### What does a typical day look like for you?

I begin my day by catching up on emails and outlining the tasks that need to be completed for the day ahead. This typically involves drafting various Jersey legal documents, such as board minutes and legal opinions, and reviewing documents governed by foreign law from a Jersey legal perspective. I attend board meetings and liaise with administrators in Jersey to address the needs of our mutual clients' entities. Additionally, we have team meetings every couple of weeks to assess our progress and discuss technical updates affecting the industry.

### How did you get your job? / What training, degree, education do you need?

Following various work experience placements at Mourant during my university holidays as part of the firm's bursary scheme, I was offered the role of paralegal within the investment funds team. I started working upon my graduation from the University of Warwick where I studied law, however Mourant welcome students graduating in a variety of subjects to work as paralegals. Currently, I am in my second year of studying the Jersey Law Course.

### What are the most important skills needed for your role/job?

Attention to detail is important to avoid errors in documents we are drafting and reviewing. Resilience is also helpful as we are often dealing with multiple matters on any given day which can be challenging to manage at times.

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

Notwithstanding that I'm currently studying the Jersey Law Course, I'll need to continue expanding my knowledge of the Jersey law and regulation that relates to investment funds. As I look to become more experienced upon qualifying as a solicitor, my confidence in communicating with our clients and developing business relationships will also improve.

### What is the best part of your job? / What motivates you in this role?

I enjoy the fast-paced transactional nature of the job and the fact that no day is the same. My motivation in the role derives from the wide range of clients we are instructed by and the exciting work projects that they undertake. My colleagues are supportive, and this team ethos leads us to providing the best service possible.

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

Undertaking work experience placements really helps you to decide whether a legal career is for you. In addition, being rotated through multiple practice areas enables you to get a diversified experience and ensure you are best placed within a law firm. The academic experience of graduating in law is not necessarily vital as there are so many transferable skills from other subjects, so I would recommend studying a course that really interests you.

### What would you tell your younger self? Who inspires you and why? What is on your bucket list and why?

#### Fun fact

I would like to take some time off following my exams to go travelling further afield, in particular to South America and Southeast Asia.



**mourant**



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# Climb The Career Ladder With Park

✍ Words: Veronica Da Costa, Recruitment Consultant, Park





## Unsure what the next step is?

After completing my GCSE's, I enrolled for the Level 3 Business and Finance course at Highlands College. As I came up to the end of the 2-year course, I had the opportunity to go to University or start working full-time. After a lot of thought, I made the decision to stay on the island and go into full-time employment.

I joined a large Financial Services firm as a Trainee Fund Administrator, where full training was provided, along with the opportunity to study towards a qualification (equivalent to a degree).

### I've been there and know...

- *how hard it is to decide whether to go into a full-time role or to University.*
- *how daunting it is to apply for Trainee roles if you don't understand the titles.*
- *how nerve-racking attending interviews are.*

Although I didn't get this job with the help of an agency, I wish I had... because I now know, an agency would've given me an insight into what being a Trainee Fund Administrator meant and provided full support from start to finish. It would've helped me know what to expect, rather than 'winging it' at the interviews!

### If you are considering entering the Financial Services world, let's chat!

**Why should you let me help you?** Along with having firsthand experience and knowledge of the various career options you may have, I will be there to support you from day one. I will take the time to get to know you and understand what it is you really want out of your first role and what your long-term plan is. I will walk with you every step of the way, from the moment you get in touch until you begin your new job, and thereafter. I can offer you knowledge about the industry and explain the jargon in job descriptions. I can also help you understand the tricky job titles and explain to you ALL of your career options (Funds, Trust, Compliance, Accountancy, Banking, etc).

**Scared about interviews?** I am here to help you prepare for every interview and tell you what to expect, and how to ace it.

**Anxious to ask for more money?** Let me have the awkward conversations with the Client.

I know the feeling of uncertainty, the fear of the unknown, and the challenge of breaking into a new industry. But here's the thing - I've been there, navigated those waters, and now hold a wealth of knowledge and understanding that can help you.

I'm right there with you climbing the ladder! In 2022, I completed the Foundation Certificate in People Practice, which is a Level 3 HR qualification offered by the Chartered Institute of Personnel and Development. And at the moment, I am balancing a full-time job and studying (yup, doing both!) towards a degree equivalent Recruitment qualification, accredited by the Recruitment & Employment Confederation. It's a bit of a juggling act, and not easy, but it is certainly rewarding. I am grateful for the opportunity as I have always wanted to complete a degree, and if this is something you have always hoped to achieve, you can too (without going to University!).

I take pride in getting to know my candidates and understand their beliefs, values, and aspirations, to ensure I connect you with the right employers that can match and support what you are looking for in your career. Saying this, my ultimate goal as a Recruiter is to see you shine after taking that first Trainee role and offer you support through your very long and successful career.

**Ready to kickstart your career in Financial Services?** We have various roles with a range of different clients who offer a variety of opportunities and career development. Registering with Park **doesn't** cost anything, other than your time and commitment.

**So, let's climb the ladder together, step by step. Get in touch!**

## A career in... (and a brief overview of what it really is):

### Funds

If you love dealing with people and enjoy administration, this could be for you! Are you organised and have strong communication skills?

### Trust

An eye for detail and excellent people skills are a must. You will be responsible for a variety of tasks to protect clients' assets.

### Accounting

Ability to think analytically and solve problems? Do you love working with numbers and have excellent attention to detail? Become a qualified Accountant and be responsible for collating and recording financial information about a business.

### Compliance

The ideal candidate must have an investigative mind, an eye for detail, be analytical, and enjoy problem-solving tasks. Great opportunity to ensure the clients and business are following all the legal regulations and remain compliant with the law and prevent financial crime.

### HR

Do you enjoy working with people? Are you outgoing and have a friendly personality? A role in HR can be described as varied, rewarding, and fast-paced!

### Marketing

Do you have a creative mind and eye for detail? A career in Marketing will see you work on a variety of exciting projects!

**Park**  
career shapers

# Fred Fillieul

PARALEGAL

## Viberts Law Firm

### What did you want to be when you were 8?

A wildlife documentary cameraman.

### Favourite way to relax?

I love to be in the sea and find being in the water very relaxing. While sometimes not so relaxing, I enjoy surfing to wind down. When the sea is flat, I love to run. Having said that, Thai food and rubbish films always hit the spot.

### Best bit of Jersey?

The variety. Whether you get enjoyment from being at the beach, wondering around rural areas or enjoying the town centre. There's something for everyone.

### Favourite restaurant?

Awabi – try the cauliflower and all will become clear.

### Favourite item and why?

My Yeti travel cup. You could forget about the coffee for days and it will still be hot.

### Why are you interested in studying law?

The study of law brings into question aspects of communities, social norms and fundamental rights. While being intellectually challenging, gaining the experience and knowledge to have a tangible impact in people's lives is something I find compelling. I have always had the ability for debating and thought studying law would be a good way to utilise these skills.

### What future skills will you need to learn?

I would like to improve being able to assimilate large pieces of information from various sources very quickly. Seems I can never be fast enough!

### What advice would you give someone interested in law?

Make the most of those opportunities! You never know what or who you might stumble across.

### Tell us a fun fact

Prior to working at Viberts, I worked on a farm picking potatoes and assisting with maintenance.

# VIBERTS

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.

**To find out more about our bursary scheme contact Penny Borny, Head of People and Culture on 01534 632207 or email [penny.borny@viberts.com](mailto:penny.borny@viberts.com)**





# Pat(ricia) Clapham

DIGITAL CONTENT DESIGNER

Government of Jersey, Web Services team

## What does a typical day look like for you?

Drink strong coffee, edit and write content and talk to people across the organisation. We're a small team so we do anything from fixing a typo to dealing with large complex requests. People come to us to put information on the website and we're here to advise on how best to do this. I manage and work on a lot of different projects. These can be brand new designs or reviews of existing areas. There's a lot of science behind what we do, and research is really important. I use my creative skills every day and tend to have a good laugh with the team.

## How did you get your job? / What training, degree, education do you need?

I was working in another department at the time and was tasked with updating our pages on Gov.je. This led me to meet the people publishing everything on the Government's website. I guess they saw what I could do, and everything clicked into place from there. Since starting my role, I received my User Experience certification, went on Content Design training and SEO courses. There's a lot of science and research behind what we do, and the training offer is almost as broad as the World Wide Web. You can study so many different topics.



## What are the most important skills needed for your role/job?

You must have a high level of English literacy, sharp eye for details, ability to think digitally and outside the box. I think having a hunger for making improvements and being interested in a lot of different subjects is essential. You don't always get to choose what you work on so it can help you connect with your clients and engross yourself in their world. Did I mention you should also have great people skills?

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

The digital world is evolving every minute of every day and there are so many topics to explore. My next step would be to specialise in Service Design. This is when you look at a process from beginning to end and make it better. I really enjoy this part because it's like a puzzle. You investigate all the different elements and how they come together. The result can really have a positive impact on users. I would also like to know more about coding, but that's an entire other world!

## What is the best part of your job? / What motivates you in this role?

Making online information and services simple and easy to access. That's what gets me out of bed. Our work impacts the life of Islanders without them noticing most of the time. When they have a smooth interaction online, they can go on quickly with their day and enjoy what's important. I also help colleagues within the organisation be more efficient, so they can also put their time and effort on what matters.

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

My best advice: less is more. If you always try to make things better, are creative, like to write, think digitally and are naturally incline towards solving problems, then a career in digital content management could be for you.

## Tell us a fun fact...

English is my second language and at school I used to think it was useless to learn. If I could, I would tell my younger self: 'Wake up and pay attention! This stuff will come handy one day.'

# Philippa Rose Sharkey

RETAIL SALES DIRECTOR

## The Kitchen Cupboard Health Food Store

### What does a typical day look like for you?

A typical day in the Kitchen Cupboard involves serving our lovely customers their healthy goods, placing orders, stocking the shelves, date checking and rearranging the window display with any new and exciting products. Checking emails to see if any online orders have been placed and speaking to our sales representatives to find out about any new promotions available on certain products.

### How did you get your job? / What training, degree, education do you need?

My mum Managed the franchise Julian Graves for 5 years until she received a phone call one day to say that the company had unfortunately gone into financial administration. With a continuing high demand for the healthy products that the store sold my mum decided to keep the shop and find a new supplier in the UK that could offer us similar healthy products. This is when the Kitchen Cupboard was born. I went to Brighton University to study Business Management and on my return to the Island I took over the business from my mum so that she could retire.

### What are the most important skills needed for your role/job?

Excellent customer service skills are essential for the role as well as product knowledge, being able to give customers advice and health benefits of products is crucial.

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

Keeping up to date with the ever-changing food trends/demands is very important so that we can ensure we are stocking products that our customers are wanting. Keeping on track with new products that enter the market and learning about their health benefits is also very important so that we have the right information to give to our customers.

At the moment I am really just focusing on honing the specific art of the adjustment.

### What is the best part of your job? / What motivates you in this role?

Forming lovely relationships with our customers is the best part of my job because it brings me a lot of satisfaction to see customers return to the store for the same products that they love. Keeping the shop stocked up motivates me as I like to ensure we have the products available for our customers.

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

Know your competition, see what they offer and try to provide something slightly different. Have a good repour with customers and make it clear to them that nothing is too much effort. If they ask for a product that you don't stock, check with your supplier to see if it is something that you can get hold of for them, this will create a good relationship and bring repeat purchases.

### Who inspires you and why?

My mum is my biggest inspiration, she has always worked extremely hard for success. Despite any setbacks she may have faced she continues to work through them. She is the reason I have the job I have today, so I owe a lot to her.



# Q&A

SandpiperCI  
Stories



## with Joshua Foster - Recruitment & Benefits Coordinator

### Tell us a bit about yourself, as a recent new starter to SandpiperCI.

I moved to Jersey with my (now) wife back in 2021 as she is French and wanted to live closer to her home of Brittany. After working in Hospitality for around 18 months, I decided to switch careers and was successful in joining the Recruitment team at SandpiperCI.

Previous to working in Hospitality, I decided to pursue a career in outdoor education. This allowed me to save plenty of money to fund my passion for travel. I've been all around the world, with my favourite country being China. The people are very friendly, enthusiastic and didn't shy away from a photo!

### Tell us about your role.

As Recruitment & Benefits Coordinator, my role is to fill the variety of vacancies around the business ranging from roles in Retail and Hospitality to our Shared Services departments including Accounting, Buying and Marketing. Alongside this, I work to promote Sandpiper as an employer of choice through our competitive benefits packages and Learning & Development opportunities. It's quite a rollercoaster ride with no two days ever the same, but I don't regret making the change from

Hospitality to Recruitment and thrive off matching the right candidate to the right role.

### What do you look for in a candidate?

Delivering great customer service is key for the majority of our roles so I'm always looking for people who understand this and can demonstrate the enthusiasm and motivation needed. Experience isn't key and I regularly place candidates who are starting out in their career, returning to the workplace after some time off or switching careers.

### Give us some interview tips.

When interviewing, my key tip is to be honest. Not everyone who starts with us are retail experts but being transparent in your qualifications, abilities and goals will aid us in supporting you with the training and guidance that will help you become a retail superstar!

### Looking for your next role? Joshua would love to hear from you.

**E: [careers@sandpiperci.com](mailto:careers@sandpiperci.com)**  
**T: 01534 508300 (option 3)**



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# Philip Minty

CHAIRPERSON

Skateboard Jersey



## What does a typical day look like for you?

There are some general office duties, of course, but the fun begins when we have a session booked in! Depending on weather, we'd meet the learners at the skatepark, sign in and pad up, then skate! The structure of a session can be freeform, directed or elected; it changes to match the needs of those in the session. Beginners need some guidance to get going, and the more experienced riders may need some help with a particular trick or obstacle.

## How did you get your job? / What training, degree, education do you need?

As part of the campaign to get a new skatepark built, Jersey Sport enabled interested people to qualify as a skateboarding coach. In 2023, Skateboard Jersey used a ConnectMe Government grant to sponsor the training of more coaches, and we now have 14 more people newly qualified on the island. The Get Rolling qualification, administered by SkateboardGB, enables coaches to teach and supervise sessions. We've taken that forward to provide a 'skate school' model, which is still taking shape!

## What are the most important skills needed for your role/job?

A passion for skateboarding, and the ability to instil patience – skateboarding is hard! It can only be mastered with commitment and resilience, but the reward for sticking at it is immense.

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

Skateboarding is not like many other 'sports', and the relevant authorities have decided that increasing levels of coaching are not appropriate. There are further learning programmes, to include more sports psychology and the range of learning and teaching methods, although this is more of an added bonus than a 'need'.

## What is the best part of your job? / What motivates you in this role?

Seeing the joyous moment when the confidence level teeters past the fear level and allows a learner to conquer a new manoeuvre is priceless!

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

Get in touch; we can help to make it happen! We're affiliated with SkateboardGB - the national governing body - and they help us to provide all the steps required.

## What would you tell your younger self?

Follow your heart and smile through the hard parts – the other parts will keep you smiling anyway :)

# Megan Murphy

PRESENTER AND JOURNALIST

## ITV Channel Television

### What does a typical day look like for you?

I present the morning news during Good Morning Britain throughout the week, so I must be in the office at 5am to get ready for our first bulletin at 6 o'clock. In the mornings I check scripts, ensure no breaking stories have happened overnight and update the latest weather forecast. I present three bulletins in the morning, at 6am, 7am and 8am. I also present lunch time news at 1:55pm so usually spend the morning liaising with reporters and choosing which stories I want for the afternoon bulletin.

### How did you get your job? / What training, degree, education do you need?

I went to university to study Radio Production, when I returned to the Island three years later, I worked for Channel 103 and the Jersey Evening Post. When I started at ITV, I joined their Traineeship programme, where I travelled across the UK and had access to specialised training from some of the best in the industry - learning how to write scripts, use the cameras and present on screen.

### What are the most important skills needed for your role/job?

Time keeping is one of the most important skills for my career in TV, you need to hit deadlines to the exact second. It is important to be confident, as we deal with members of the public and people we don't know every day.

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

As the industry develops, it's always important for journalists to make sure that we have our heads around the areas we work in. Ensuring we continue to develop our communication skills is vital as we will continue to work with the public each day. Making sure we keep our digital skills up to date is also very important because as the digital world develops, there are greater opportunities to use new platforms and techniques to reach our audience.

### What is the best part of your job? / What motivates you in this role?

The best part of my job is having the opportunity to let the community know the latest news every morning, so that they can begin their day in the most informed way possible. Having the responsibility of telling people across the Channel Islands the latest breaking stories is a real honour.

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

Work experience is the most valuable opportunity to have when looking to pursue a career in the media industry. Being able to learn on the job and show your skills and passion will be invaluable when it comes to applying for jobs. In order to better understand what areas, you are most interested in, I would apply to learn from as many outlets as possible, soaking up all the advice and experience of real-life journalists.

### Tell us a fun fact...

I attended the Queen's Funeral at Windsor Castle in 2022.



# Ling Liao

TAX ASSOCIATE

## Grant Thornton

### What made you choose to work for Grant Thornton?

I went to an open day at the Grant Thornton office in Glasgow and just loved the atmosphere; everyone was so nice and easy to talk to - you could tell everyone loved working there. After I graduated, I did some more research about the company as a whole and found the Jersey office advertising vacancies. I was especially drawn to the values, inclusivity and how the company focuses on our development.

### What do you do on an average day?

There are a variety of things I do in tax. I prepare and file tax returns for personal and company taxes for both Jersey and the UK, I also communicate with clients, HMRC and Revenue Jersey.

### What advice would you give yourself as a graduate, considering the experience you have now?

Network and get out of your comfort zone. I can honestly say if I didn't push myself to expand my horizons in many areas of my everyday life, I would not have had the confidence to move to Jersey and start a new chapter away from friends and family.



# Ben Le Rougetel

BUSINESS ADVISORY ASSOCIATE

## Grant Thornton

### What made you choose to work for Grant Thornton?

Grant Thornton has a good family feel about it - they take really good care of their employees.

### What professional training have you done?

I am currently undertaking my ACCA qualification.

### What do you do on an average day?

One of the things I like about my area of work is that it varies a lot day-to-day. The bulk of my work consists of preparing end of year financial statements and bookkeeping.

### What advice would you give yourself as a graduate, considering the experience you have now?

I came out of university having pretty much no idea of what I wanted to do. Don't worry about not knowing what you want to do, throw yourself into the deep end of whatever it is that comes up and gain experience whilst doing it, you never know what you may like or dislike until you have tried it.



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# Carys Lelliott-Hayes

TRAINEE ADMINISTRATOR

## Mourant Governance Services (Jersey) Limited

### What does a typical day look like for you?

My team mainly administers corporate stacks incorporated under fund partnerships for targets over various sectors. My typical day is largely dependent on deal status. For new incorporations, I prepare the due diligence pack for compliance onboarding and the ancillary documents required. For transactions, I attend the board meetings as Secretary representative, record it in our system and arrange any resulting JFSC filings or payments via the applicable banking platform. I work closely with other teams (compliance, accounts, finance, legal, operations) both in Jersey and with our Mourant colleagues in Hong Kong and London, intermediaries as well as with the client.

### How did you get your job?

I started my application through a referral from my best friend. I was first interviewed by one of the HR team who made me feel extremely comfortable and gave me an insight into the company and the role. I then had a second interview with two client directors who described the core values and opportunities available at Mourant, which really resonated with me. After receiving the job offer, HR arranged an informal coffee chat with my team to ensure I had some familiar faces before I started.

### What are the most important skills needed for your role/job?

Communication, collaboration and time management. These three key skills enable myself and the team to provide the highest possible level of service to our clients.

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

There is no ceiling on learning, a lot of which I will do through experience in the role and the industry. I am also currently studying towards the second module of the Chartered Governance UK&I Level 4 International Finance qualification having passed the first with merit. Professional qualifications are optional in my role; however, I think it has helped to develop my skills and technical knowledge whilst still effectively managing my time between deadlines.

### What is the best part of your job? / What motivates you in this role?

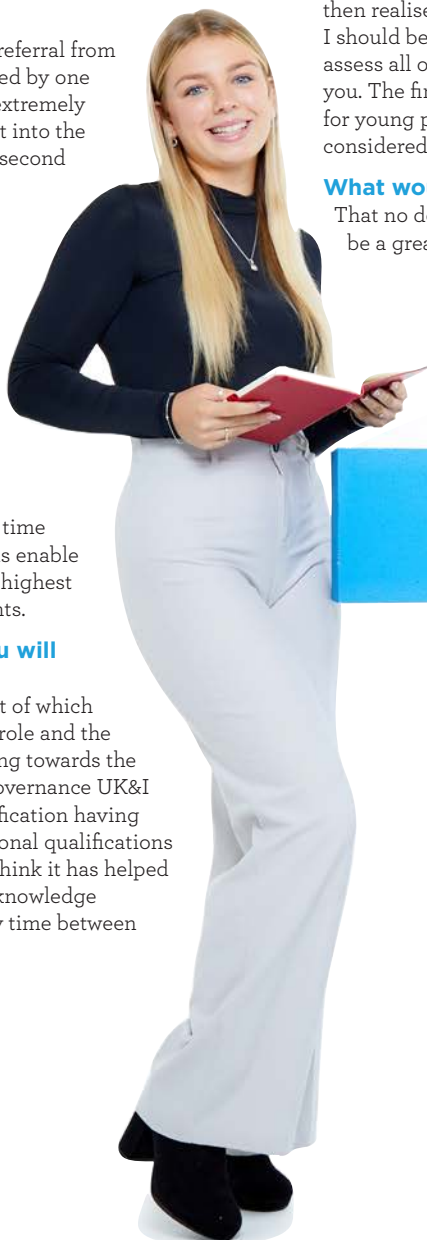
The opportunities to learn from my team and wider colleagues. When I started at Mourant, I had little to no knowledge or experience which was quite daunting. Now seeing where I am today, having developed professional relationships and being more capable in my role, is one of the most motivating factors by far.

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

I always thought a degree was essential to a successful career, so I went on to study a psychology degree after my A-Levels. I then realised this was not what I wanted to do but what I thought I should be doing. So, my advice as a school leaver would be to assess all options and make sure that you do what is right for you. The finance industry offers so many career opportunities for young people in Jersey and I wish it was something I had considered more initially.

### What would you tell your younger self?

That no decision is permanent and although scary, change can be a great thing if it's what is right for you.



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# Emily Sabin & Ruth Guegan

VETERINARY SURGEONS & PRACTICE OWNERS

## All Pets Veterinary Centre

### What does a typical day look like for you?

One of the highlights of our job is that no two days (or nights!) are the same. A typical day will always involve a combination of both routine and emergency consultations alongside surgical and medical cases. This may be soft tissue surgery, dentistry, use of x-ray and ultrasound as well as blood/urine sampling which we then analyse in our lab. We have the privilege of interacting with animals every day, but in doing so we also have the responsibility of communicating with their owners, writing up of clinical notes and devising suitable treatment options.

### How did you get your job? / What training, degree, education do you need?

To become a Veterinary Surgeon, you must obtain a degree recognised by the Royal College of Veterinary Surgeons (RCVS). In the UK there are now 11 universities offering the degree whereas there were only 6 when we studied. The entry criteria usually require high grades in science related subjects alongside various work experiences. There is currently a shortage of vets in the UK and so there are plenty of jobs available once qualified, which takes at least 5 years.

### What are the most important skills needed for your role/job?

Communication and problem solving are essential when faced with patients who can't communicate with you, and all the information needs to come from their owner.

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

The majority of our skillset is learnt after graduation. The RCVS and employers ensure new graduates are supported through a Professional Development Phase (PDP) in the first 12 months, and it is a legal requirement that vets undertake 35 hours of Continued Professional Development (CPD) each year to maintain current knowledge and skillset. There are many opportunities within the veterinary industry to either specialise in a skill or diversify into different areas such as research or pharmaceuticals.

### What is the best part of your job? / What motivates you in this role?

Emily: For me the best part of our job is the relationships you make. I look forward each day to working alongside my teammates, chatting with clients and seeing my patients through their different life stages.

Ruth: I absolutely love working with animals and every day brings challenges and opportunities to learn something new. Seeing the sickest patients get better and sending them home is the best feeling in the world – it's a real privilege to be able to look after people's fur children.

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

Get plenty of work experience and speak to those working in the profession. Our job can be inherently rewarding and exciting, however it can also be both mentally and emotionally challenging. Coupled with long hours this can be difficult for many to cope with, so prior to embarking on the long journey to qualification, make sure the reality of working as a veterinary surgeon meets your expectations.

### What would you tell your younger self? Who inspires you and why? What is on your bucket list and why? Fun fact

Emily 'Who inspires you and why?': Ruth inspires me every day! As a colleague and business partner, she is a constant source of strength and inspiration, and I wouldn't be here without her. Ruth 'Fun fact' - I once had to do the Heimlich on someone who was choking on steak in the Brazilian jungle – I've never been so grateful to have done a First Aid course!



# Sarah Lewis

ANIMAL PHYSIOTHERAPIST

## PAW Positive Animal Wellness

### What does a typical day look like for you?

I start seeing between 3-7 dogs daily depending on whether I am mobile or in my clinic. I will see dogs with various conditions ranging from Osteoarthritis to more complex neurological disorders.

### How did you get your job? / What training, degree, education do you need?

I have a BSc in Equine Science followed by a post graduate diploma in Veterinary Physiotherapy. The profession has come on immensely from when I qualified 11 years ago and there is now a degree in Veterinary Physiotherapy.

### What are the most important skills needed for your role/job?

Patience and compassion as my job also involves building a relationship with the owner as well as the dog. Being able to think outside the box and continually reflect on the dog's progress as every dog is different. Being able to put all the pieces of the puzzle together to get the full picture.

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

In order to be part of the governing bodies RAMP and IRVAP I need to undertake 25 hours CPD every year. Techniques are constantly changing with newer research, so I have to keep up to date.

### What is the best part of your job? / What motivates you in this role?

Being able to see dogs every day and improving their quality of life. Seeing them progress from a quiet, stiff dog into a bouncy full of life dog.

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

Gain some practical experience with a qualified professional to make sure this is something you want to do. You need to also be a people person as well as a dog person as a lot of the time it's about talking to the owner and gaining their trust.

### What is on your bucket list and why?

To run all the marathons in the Major series (Boston, London, Berlin, New York, Chicago and Tokyo) It's hard to get places due to the vast applicants and you need to qualify for Boston to be able to apply.



# Will Berresford

## BUSINESS DEVELOPMENT

### Love Wine

#### What does a typical day look like for you?

Working in a small business you are always hands on. Some days I am sat in the office going cross-eyed looking at spreadsheets, some days I'm reviewing our product range hunting for new products, other days I'm out and about meeting trade customers or hosting wine tastings. You will also see me behind the till from time to time when help is needed.

#### How did you get your job? / What training, degree, education do you need?

I have a varied education, including A Levels, a degree in Landscape Design and even my entry qualifications in Offshore Trust and Company. My job however, came about from a passion of wine and 'maybe' the lifestyle that came with it. My passion took me in the direction of vineyards around the world, where I learnt first hand about what it took to make wine. Along the journey I sat my WSET Advanced exam (distinction) and Segway'd into the industry through friend's introduction.

#### What are the most important skills needed for your role/job

Practical skills can be learnt along the way, however a creative flair, people skills and passion for the product are very important.

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

I could always develop for the better, my organisation skills. One skill you need to keep working on is your ability to taste and smell... two senses that are very important to someone in the trade... not only to ensure you maintain a quality product in the portfolio, but to make sure you enjoy your job as much as possible!

#### What is the best part of your job? / What motivates you in this role?

Developing strong relationships with customers. Offering and delivering a fresh, creative, and exciting approach to the industry. Sourcing and tasting new wine / spirits and beer, never a chore. Finally, visiting a vineyard from time to time wherever possible... wine can take you to some of the most beautiful places in the world.

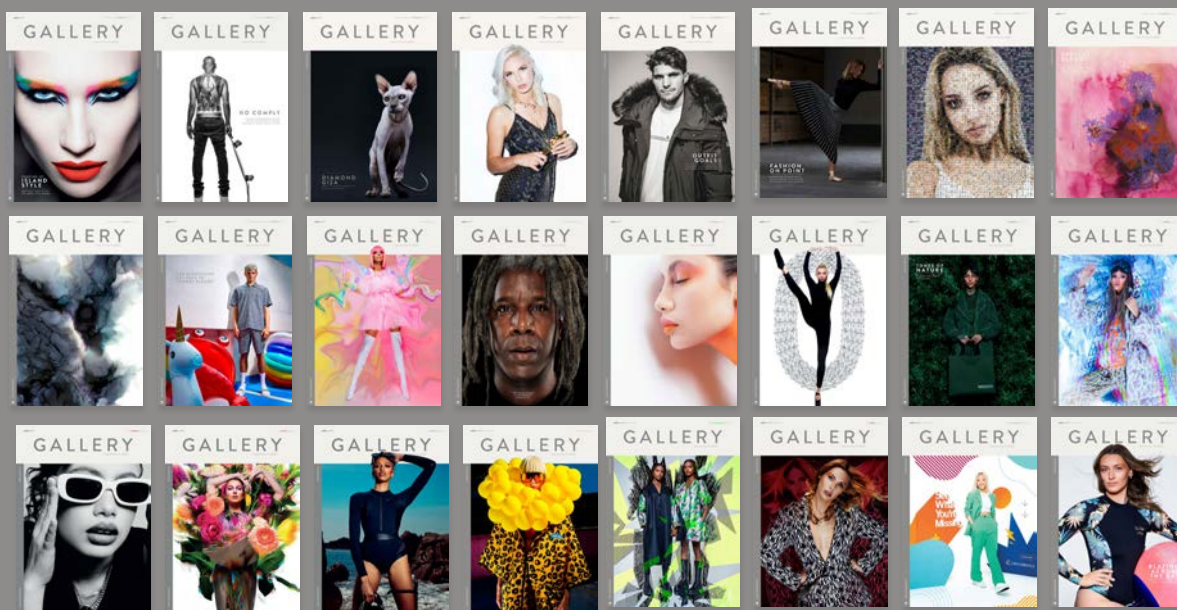
#### What advice would you give someone interested in a career in your profession?

As Maverick recently put it... 'Don't think. Just do!'

#### Who inspires you and why?

Inspiration comes from many places; however, winemakers / growers are an inspirational brunch.





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# GALLERY

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# Feel motivated

We ask the Skills Jersey Team for some words of advice they live by...



*"The secret of change is to focus all of your energy, not on fighting the old, but on building the new."*

Amy



*"If you can't fly, then run, If you can't run, then walk If you can't walk, then crawl, but whatever you do, you have to keep moving forward."*

Martin Luther King

Jeremy



*"Be the person you needed when you were younger"*

Kylie



*"If you have good thoughts, they will shine out of you like sunbeams, and you will always look lovely"*

Lucy J



*"Be the change you want to see in the world"*

Natalie



*"Surround yourself with the ones you love and the things you enjoy"*

Sally

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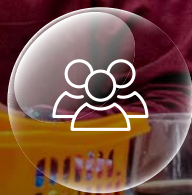
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