

# Finance Career Lab: Interview Tips - Young Professionals Edition

## About

It's been a couple of years now since you've graduated and you're thinking about that next move following your first role. But things are different now, you're now being considered as a young professional and wondering how the interview dynamics will change.

The reality is, they have changed.

It's not so much about how quickly you can figure out the angle between the hands on a clock but more about what direction are you taking your career in and do you understand the industry landscape you're operating in and looking to go in.

This guide isn't a bible of interview questions, but rather a primer to stimulate thought process around experienced hire interviews and what are some of the areas you should be thinking of when walking in to your next process.

Created and compiled by Investment Professionals with extensive Investment Management and Advisory experience structuring investment solutions for institutional clients at some of the largest global organisations.

### “Give me a run through of your background”

This seems like an incredibly basic question and one most people think is simple enough. Who would know your background better than you, right? However, this is the question which sets the tone for the rest of the conversation. It's the elevator pitch which puts you in the bracket of “This candidate is a serious contender” to “Not too sure about them”.

Know your elevator pitch. Practice your sell and not just what you deliver but how you deliver it. This is your chance to explain why you do what you do, why you made the choices you've made and what value you bring to your current and future roles.

### “Why are you looking to move?”

Don't confuse this with “Why do you want to work for ABC company?”. This question is all about motivation and understanding your own career trajectory. Make a clear case for what is motivating you to change roles, both pull and push factors.

It's also an opportunity for the interviewer to assess professionalism. Do not ever be tempted to talk negatively about your current/previous employer. You're in control of the narrative, so make sure you deliver this with thought and care.

## “What interests you about the role?”

You would have had this question at graduate level too. But you're no longer a graduate. This requires a different level of answer. That answer needs to show you understand the dynamics of the team you're looking to move in to and where that sits within not only the business but also the wider industry. It needs to show you're not just theoretically interested in applying but that you have a good grasp of the skills that would be needed in the role and how it applies to what you have both directly and indirectly covered.

Not only that but what environments do you enjoy working in. Do you prefer larger corporates with infrastructure and support to assist with your day to day? Or lean teams where you may be an investment function but have to get your hands dirty across various workstreams? Global teams or localised teams? Junior support eventually or are you happy being the junior in the team, even if you have a good number of years experience under your belt?

## “Do you have any questions for me?”

Yes, you absolutely do. Experienced hire interviews are a two-way street. The vacancy is there because there is a business need. You need to ask questions to make sure you understand exactly the role, working dynamic and future of the team is looking like. What's the support for this business from upper management? Why is there a vacancy, is this because someone has left or is the business growing? What is the team structure? What does success look like for this candidate? All crucial for you to understand before deciding on your side of the fence if you want to continue with a process or not.

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