

# 2021

# GRADUATE & CAREERS

## GUIDE

*EMPOWERING  
FUTURE  
LEADERS*

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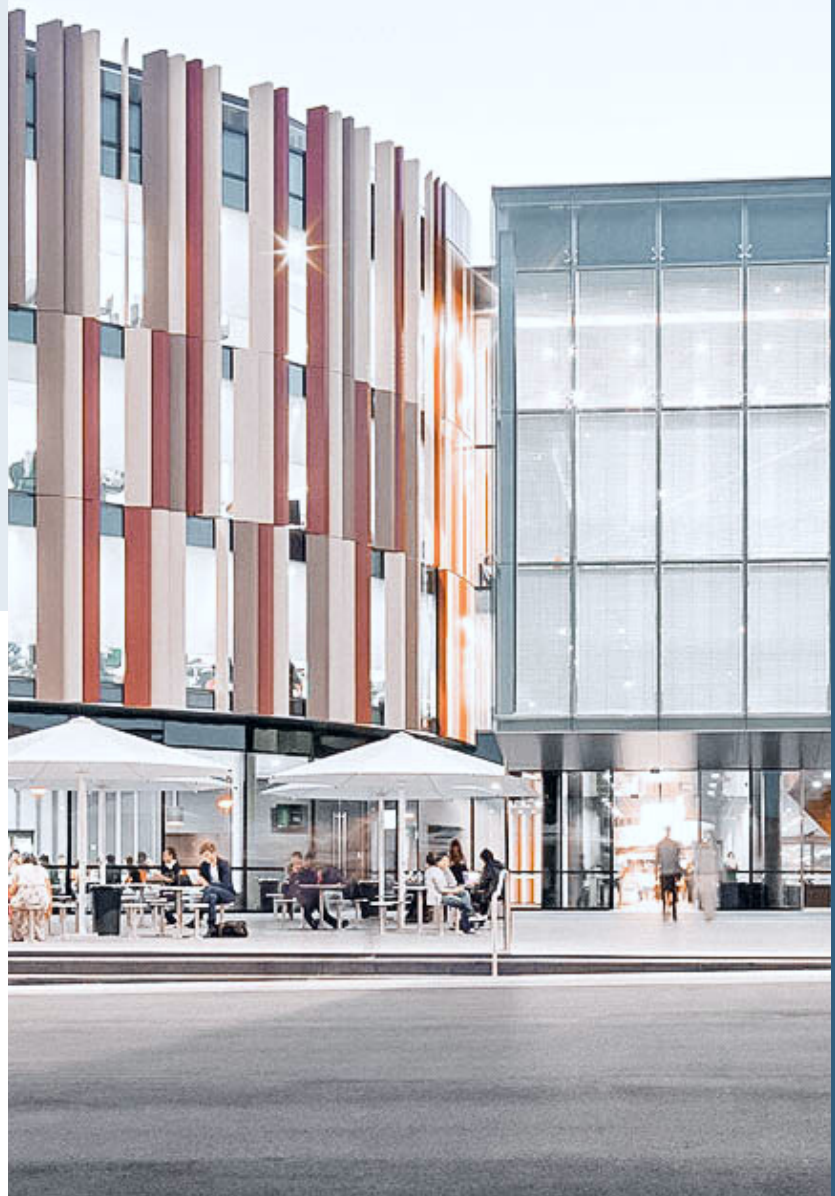


**WOMEN ENTERING  
BUSINESS**

Student organisation of



**MACQUARIE**  
University  
SYDNEY · AUSTRALIA



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We acknowledge the traditional custodians of the Macquarie University land, the Wattamattagal clan of the Darug nation, whose cultures and customs have nurtured, and continue to nurture this land since the Dreamtime. We pay our respects to Elders past, present and future.

# PRESIDENT'S *Address*



On behalf of Women Entering Business (WEB), I am extremely proud to present our 2021 Graduate and Careers Guide to you. I express my sincere appreciation to everyone in the WEB Executive Committee team who have worked tirelessly to bring this publication to life. The final result is one of true dedication and high-quality with a plethora of resources, opportunities and guidance that will undoubtedly inspire and empower everyone who reads it.

WEB exists to enrich the experience of all students at Macquarie University. At its core, WEB provides a range of initiatives and events that build your professional networks, skills and confidence as you discover your career path. However, WEB is more than just a student society providing career-enhancing opportunities. We are a community where you can meet like-minded students and develop long-lasting friendships. We are a platform that is passionate about gender equality and breaking the glass ceiling. We are an initiative that seeks to implement change for the better and shift outdated perceptions of women's role in society and in business. We are a network where women and men support women in achieving their ambitious career goals.

WEB's mission is to ultimately empower the next generation of future leaders. We are extremely proud to have some of the leading firms in Australia supporting us and I thank you for your continuous support of our members and society.

I hope students take advantage of the invaluable resources inside this guide. I hope you believe in your capabilities and keep a positive mindset when juggling multiple priorities in addition to applying for internship and graduate roles. I acknowledge the impact the COVID-19 pandemic has had on the stress and anxiety students encounter, so I encourage you to reach out to friends and family during this time.

I hope you enjoy reading this career guide and feel motivated to reach your goals no matter how big or small.

I wish you the best of luck in your career journey.



**Olivia Tabbernal**  
**PRESIDENT**

Women Entering Business

# A note from **THE EDITORS**



The Publications team at Women Entering Business (WEB) warmly welcomes you to read our **2021 Graduate & Careers Guide**. We encourage you to explore the many invaluable insights across a range of business sectors, with guidance to help you navigate the countless opportunities your university degree offers you. No matter which stage you are at in your professional journey as a student, we are excited to support you in broadening your horizons and discovering where your ambitions lie.

Our goal is to offer you curated advice and an enhanced understanding of what success can mean to you personally. We share testimonials from past and current students who are finding success through means of leadership, student excellence, and entrepreneurship.

We are pleased to bring to you exclusive interviews with high-achieving graduates from a range of leading organisations. Furthermore, we thank each of our sponsors for their involvement in this publication, the support they provide to WEB, and the opportunities they bring for our valued member base.

We wish you all the best in your future endeavours and trust you will enjoy this edition of our Guide.

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**THE  
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# TOP 3 APPLICATION TIPS AND RESOURCES

With the support of a targeted strategy in your job application process, you can take your job search to the next level. Technology has begun to play a pivotal role in all aspects of our lives, particularly in the recruitment process for young professionals. Below are three key tips to bring you one step closer to landing your dream role.

## Create a Clear Branding Statement

1. It's important to develop a clear statement that articulates what you do, not just a "job title". The question that should centre its development is; "What do you do?", focusing on the present, not the past. If you haven't answered that question effectively, the application process will be more challenging to navigate. Macquarie University resources such as [CareerWISE via iLearn](#) and [MyMQ Career Zone](#) are great places to begin.

## Perfecting your Resume

2. The purpose of a resume is to market yourself as the best candidate. When doing this, use technology to your advantage. There are many useful formats and tools available to assist young professionals with creating compelling resumes and finding an effective interview style. The free ones available to Macquarie University students include tailored feedback for resumes via [CV360](#), practising tailored interview questions on [Interview 360](#), and using [Portfolium](#) to develop an ePortfolio.

## Refine your Search Tactics

3. Applying for every job that seems relevant to what you are interested in, without a strategy or goal in mind, is something to refrain from. Begin by forming relationships with mentors and creating meaningful connections by seeking help.

A place to start is speaking with a [Macquarie University Careers Advisor](#). There are free appointments available to current students and graduates up to 12 months after completing their studies through the Macquarie University Careers and Employment Service. From there, they can link you to roles and opportunities that align with your ideal career trajectory within the [MQSE Talent Pool](#).

Another key tip is to check out [CareerHub](#) and filter your search based on certain criteria. You can add keywords relevant to your preferred industry, role title and job type.

By following a defined and planned out strategy to apply for roles, you become one step closer to identifying and embarking on a career path that you love. Start today by mapping out what you aim to achieve and finding the people, tools, and strategy to reach your goal using these steps.



# General Interview Advice & Preparation

Based on our experiences and gathering advice from experts, we have curated a list of advice to prepare you for your next interview.

**Determine skills in the job description that are crucial or that you excel in.**

During the interview, emphasise these phrases and terms as it shows employers your attention to detail and that you provide the skills they are looking for.

**Bring a copy of your resume and cover letter to your interview.**

Whether you're doing it in-person or online, we recommend having a copy ready to refer to and demonstrate that you are prepared. Interviewers often have them ready but may lose them or have an incorrect copy. If the interview is online make sure you know where your copies are so you can send them to the interviewer if needed.

**Prepare your answers.**

Research common interview questions in your field and practise your responses to them. For the best results, practise by answering out loud or with a friend. It's best to have dot points of ideas, rather than a rehearsed script. This ensures your responses sound natural and allows you to vary your responses, especially if the question they ask is a little different to what you practised.

**Research the company beforehand.**

Even if it's a company you think you are familiar with, take some time to inform yourself of the company's background. Not only will this show an interest in the company, but it will also allow you to ask thought-out questions that will impress the recruiter.

**Think of questions to ask the recruiter.**

They give the interviewer an insight into the type of person you are and whether your skills, abilities and personality will fit well with the company and team. However, interviews are beneficial to both interviewers and interviewees. It's a good opportunity for the interviewee to scope out the company, the work environment and your possible supervisors. Use your questions to decide whether this is a company you would feel comfortable working for.

**Take a breath before answering.**

It's alright to not launch into an answer as soon as a question is asked. Giving yourself even five seconds to take a breath and collect your thoughts will allow for a more thoughtful answer.

# YOUR VIRTUAL PRESENCE MATTERS:

## *The New Norm when it comes to Interviews*

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COVID-19 has resulted in companies needing to find remote ways to conduct their recruitment processes. Interviews on Zoom are now commonplace, and the reliance on candidates to submit pre-recorded answers has grown. Despite COVID-19 easing, the convenience and ease of digitalising recruitment for both recruiters and interviewers are likely to stay.

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### *Pre-recorded and Virtual Interviews*

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#### What you should expect

Each pre-recorded question will typically give you a time allowance between 1 to 3 minutes to film your answer, so it's important you structure your answer to fit this length. Your response should be detailed yet succinct, and include examples and clear explanations. If you find yourself running out of time whilst filming, consider what parts of your answer seem redundant or not relevant to the question.

#### Our advice

Eye contact, even in a virtual interview, is important to convey confidence. It also shows you aren't simply reading off notes to help you answer questions, which is a red flag for assessors.

Your confidence and ability to provide strong responses can be improved through practice. Whilst some virtual interviews will ask role specific questions, you will most likely also be asked behavioural questions.



## Over the Phone Interview

### What you should expect

A phone interview is just like any other interview and should be taken just as seriously as an in-person interview. Be prepared with what you are going to say and have all the necessary materials easily accessible in front of you. Unlike an in-person or online interview, you don't have to worry about your body language or attire. However, you still need to be wary of how your voice sounds because without the visual element, interviewers will be mentally taking note of how you sound, even if it's subconsciously. This means don't read pre-prepared answers, otherwise you won't be able to sound natural.

If you need notes, make sure they are dot points that make sense to you and allow you to expand upon them. Interviewers want to understand your personality and often times, the purpose of these calls is to determine if you are being truthful about your qualifications.

### Keep in mind these three things

- Find a place with a good phone connection and minimal background noise. Avoid outdoor areas as it's hard to control noises such as wind and chatter from other people.
- Clear your surroundings of distractions, which may mean silencing other devices or removing them from the room.
- Don't schedule anything right before the interview. This may cause you to miss the interview or put you in a place that is not suitable or out of your control. Make sure you have adequate time to relax and set up your space before the interview.

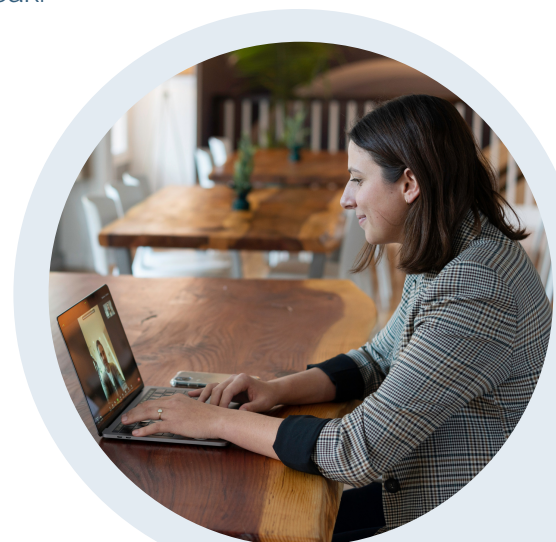
## Online Live Interview

### What you should expect

An online live interview is designed to be similar to the traditional in-person interview experience. A few of the popular video conferencing tools used by large organisations include Zoom and Microsoft Teams. Similar to any interview scenario, eye contact and approachable body language is important to show genuine engagement with your interviewers.

### Give yourself the best chance by avoiding these mistakes

- Not familiarising yourself with the communication platform being used for the interview and not checking the link or details to join the call beforehand. Our tip: do a trial run with your camera, lighting and microphone so you can feel confident.
- Forgetting to anticipate technical problems. It's ideal to have your phone hotspot ready to go.
- Being late. Remember, punctuality is still important in the online world.
- Failing to create a personable experience. You can strive to do this by smiling, being well dressed, and being polite in the way you speak.



# The STAR Technique

## What is it?

The STAR technique offers a blueprint to answering behavioural questions. These questions ask for examples from your past experiences to allow employers to predict your future behaviour. They often begin with:

- 'Tell me about a time when...'
- 'Give me an example of...'
- 'What do you do when...'

### Finding a suitable example.

Before the interview, research or think back to your own experience for possible behavioural questions they may ask. It's best if you think of around three examples that could be used for multiple behavioural questions.

**S**

**Situation** - Set out your situation using only relevant and necessary details. Try to limit your description to a couple of sentences and focus on being clear.

**T**

**Task** - This part is often confused with Action. You only want to highlight what your involvement or responsibility was in the situation, not what you did. This part should only take a sentence. Also, try to include any KPI's or quantifiable goals or objectives you were given, this will tie to the results at the end.

**A**

**Action** - In this part it's best to avoid vagueness or glossed-over answers. Try to give specifics for each step you took and how it helped achieve your goals. Giving roughly a sentence to each step.

**R**

**Result** - This is the most important part of the answer. It should include why what you did mattered, or how it had an impact on your previous company. It's best to quantify your results and compare them to the objectives and goals that you mentioned in Task.

# Assessment CENTRES



The assessment centre phase of your recruitment process is an opportunity to showcase your teamwork and interpersonal skills. Recruiters are seeking to gain an insight into who you are. They are wanting to learn more about the qualities and skills you displayed in your resume, psychometric tests, and other prior screening processes.

Whilst every organisation will carry out their assessment centres differently, here is an outline of what you can expect.

Firstly, you will be joined by other candidates; this may be a larger group of 40 people or a smaller cohort of about 10 people. To help you settle into the day's events, many companies will talk through a presentation which will outline when and what will take place.

You will then break off into group activities. This may include a case study or a business simulation. You will be assessed on how well you can communicate and work in a team. Your problem-solving skills and ability to generate new ideas is also taken into consideration. It's ideal if you have a fundamental understanding of the industry in which you are applying for as it may be applicable in your case study.

Depending on the organisation you are applying for, you may then move onto a solo interview, which can be conducted either by recruiters or partners.

**Final tip:** Observing how your recruiters, company partners and other representatives engage with each other throughout the event is a great way for you to understand the company culture and know if it is the right fit for you.

# Adjusting to a new Workplace Culture

Workplace cultures can be as rich, nuanced, and varied as the culture of any nation, this is because a company's culture consists of shared ideologies and beliefs. Navigating a new environment can be difficult, especially if your previous workplace was very different. On the bright side, there are a few things you can do to make your transition easier.

## Embrace the Change

Whether you're changing jobs or entering the corporate world for the first time, the change in environment can be daunting. You're not going to be able to shed your last company's culture overnight, so give yourself time to adapt to your new culture.

Try to avoid thinking that your new workplace is the same as your old one based on surface-level observations you made during the interview or first day. Just like how two countries with the same official language don't have the same culture, no two workplaces are the same.

## Ask Questions

By asking a variety of questions, you can understand communication forms, success measures, and conflict resolution methods. Speaking to a range of people — such as your supervisor, equals, or subordinates — can give you a better idea of the company's practices.

### Questions to Ask

- 1 How is success defined here?
- 2 What is the preferred form of communication between colleagues?



3

Do people interact with all levels of the organisation and management?

4

How are conflicts resolved?

5

How are birthdays celebrated? Keep in mind that how work is conducted is not the only component of workplace culture. Interactions with colleagues and relationship-building exercises, such as celebrating birthdays are part of it as well.

## Note

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You can use these questions in an interview as well to get a sense of the workplace and whether it is for you.

## Watch, Listen & Participate

To learn about the more intricate parts of your new job's culture, you need to immerse yourself into the work culture by listening, participating and paying special attention to how they communicate between themselves and how they approach each other. Do they use formal or informal methods of communication? Do they use jargon? How do they verbally reward success and hard work?

Take time to listen to stories of people who currently or have previously worked for the company; what are they being praised or criticised for?



This will give you a sense of what the company and your colleagues value in terms of work ethic, results, and initiative.

As a piece of advice from us, you should expect to make mistakes when you join a new workplace. Whether that is in the form of miscommunication or a lack of understanding of the culture. Take on feedback, adjust your behaviour accordingly and understand that your colleagues will always be patient with you.

Don't forget to be kind to yourself when starting a new job because it may take several weeks before you truly feel comfortable in your new workplace.

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**HOW TO  
KICKSTART  
YOUR CAREER  
AS A UNI  
STUDENT**

WOMEN ENTERING BUSINESS

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# FINDING THE RIGHT JOB: A GUIDE FOR INTERNATIONAL STUDENTS

Finding work opportunities can be difficult for international students because of their visa status, language proficiency, and cultural differences. However, certain soft skills which all international students possess can make them stand out amidst the crowd of applicants. Here are some tricks and tips which you can use to enhance your job search and find motivation to continue applying for positions.

## Opportunity Hunting

Many companies specify residency requirements in their selection criteria, so to find jobs accepting applications from international students, use the Google Advanced search tool and add specific keywords, such as 'international student', as well as desired industry or type of role you are interested in. Turn on alerts for future opportunities and the same keywords can be used for other websites, such as Seek, Indeed, or GradAustralia. [MQ CareerHub](#) is also a great resource to look into as opportunities for international students are posted regularly.

## Make your Resume Shine

Many international students believe that employers are only looking for candidates with work experience in Australia. However, skills from roles undertaken elsewhere can be transferred to the job you're applying for. Therefore, make sure you include relevant work experiences, even if it is from your home country. Additionally, during your job hunt, we recommend spending your free time volunteering to show your drive to always take on new opportunities, and minimise any gaps between jobs on your resume.

## Be Confident during Interviews

International students are often intimidated by interviews because they are not confident in their English-speaking skills. However, you can use this to your advantage to highlight your knowledge of another language. Additionally, ensure you are familiar with the type of questions you may be asked and the response the employer is expecting. Sometimes cultural differences can cause miscommunication during interviews, so it's a good idea to practice with someone who has lived in Australia for a while or research about common differences across cultures.

## Know how to define your Work Rights

Often employers are hesitant to hire international students because they think there are a lot of complications with the visa requirements. However, instead of saying you are an international student, you can state that you are open to working part-time or on a casual basis. After this, you can discuss with your employer about work hours that do not exceed your visa requirements. Additionally, you can also let employers know that you are open to working full-time or longer hours during semester break.

## What makes you stand out as an international student?

**Independence:** Most international students live alone and have to navigate the stress and pressure of everyday life by themselves. They are in charge of taking care of every aspect of their life, and this is a great example of independence and having emotional stability, which many employers look for during assessments.

**Cultural competence:** Employers are increasingly looking for this trait while assessing applications. This soft-skill shows an individual's ability to effectively participate in personal and professional intercultural settings. International students already possess this quality as they are acclimatised to a culture completely different to theirs, therefore it is important to let employers know about how your international background sets you apart.

**Resilience:** As an international student, you come across multiple hurdles as you migrate to a new country and move away from family and friends. Especially with the pandemic, international students have had to navigate through a lot of hardships to continue their education while being completely isolated from their families. This shows employers that you have the ability to get back up on your feet no matter what and can overcome any challenges.

**Agile learner:** As you move to a new country, there are numerous things you have to learn, such as train and bus routes or how to apply for a TFN. While the internet serves to help as a guide, international students have to learn many things on their own and in a short span of time. This quality shows employers that you are adaptable and can pick up any new task or challenge the position might throw at you.

As an international student, you will face a lot of disappointment while searching for work opportunities. It's important to remember not to give up. Regardless of whether an employer is accepting applications from international students or not, make sure you still apply. Remember that your visa status does not define you, and that you will successfully land your dream position as long as you believe in yourself and continue to develop your skills.



# LEADERSHIP

*with Lien Nguyen*

Lien Nguyen is the Co-Vice President of WEB and is studying a Bachelor of Commerce majoring in Marketing and a Bachelor of Arts majoring in Psychology at Macquarie University. Her vast range of experience in social media marketing and customer service has paved the way for her to be recognised as one of the Top 100 Future Leaders for 2021.



## **How did you get involved with AFR Top 100 Future Leaders of 2021?**

The AFR Top 100 Future Leaders is a competition in collaboration between GradConnection and the Australian Financial Review. Whilst on the GradConnection website searching for internships, I came across this competition, and what really stood out to me was how they mentioned that it is a chance for students to accelerate their career opportunities. If selected, you were given direct access to Australia's top employers and be featured in the Australian Financial Review. I felt like I had nothing to lose by applying so I told myself to go for it.

## **What valuable things have you learned from the cohort of 2021 future leaders?**

Following the interview, psychometric tests and assessment centre process, successful applicants attended a dinner ceremony. I attended alone which was a little uncomfortable at first, but everyone at the event was really fantastic to speak to. I was able to meet people from various universities, at different stages of their university career, and studying a range of courses, such as engineering, law, and entrepreneurship.

In our life, we all come across people who are incredibly talented and smart, but that shouldn't be seen as competition. Instead, learn from other people's journeys and support each other. I realised that being in a room full of talented people at the dinner ceremony means I am also just as capable and smart. What I learned that night was to accept things from a different perspective and have confidence in yourself that you deserve to be where you are. I truly felt a sense of empowerment across the room that night, which is why I think that the next generation of leaders will be more innovative, flexible and collaborative. Younger people have a much more uplifting leadership style and I'm very excited to see this unfold over the next 10 to 20 years as our generation moves into more senior executive roles.

*I value giving power to the team to develop their own ideas, giving support and feedback, and growing each team member's confidence so they can achieve their potential.*



### **What opportunities has WEB provided you to practice and develop your leadership skills?**

I began my journey at WEB as a Marketing Director where I was given many opportunities to showcase my enthusiasm and drive. I led numerous campaigns and was given a platform to share new ideas for original content, such as the Influential Women Series, which, to this day, is a successful series on WEB's social media. I took a lot of initiative and always asked for feedback as I really wanted to impress my team and the WEB executives at the time.

By the end of my first semester at WEB, I had enough growth and enthusiasm to successfully attain the Co-Vice President position. This leadership role gave me space to develop my leadership style and make it my own. I value giving power to the team to develop their own ideas, giving support and feedback, and growing each team member's confidence so they can achieve their potential.

### **What does a good leader look like to you?**

A good leader is someone who trusts the team to complete the task at hand and will be there to provide feedback and advice when needed. Furthermore, they need to provide all of the necessary resources in order for a team to achieve its goals. For example, my first order as Vice President was to purchase a Canva Pro Subscription, which has allowed the Marketing Department at WEB to create such amazing content for our social media.





### What are some things students can do to gain more confidence and become better leaders?

As simple as it might sound, I would say, become a leader. It is such a unique role in itself because the only way to learn is by doing. You understand how to look out for others and in doing so, you develop mutual trust and respect with your team. Trust and respect are key building blocks for growing your team's confidence and in turn, your own confidence.

It's important to put your hand up for opportunities, even if you feel uncomfortable. What I have learnt in the past two years is, you are the one creating your limits. When you take on new challenges, that will give you the drive to keep going. Seek that success.



### Why do you believe leadership is an important attribute for young people to possess as they step into the professional world?

I think having the qualities of a good leader allows you to understand what responsibility really means. As a leader, overseeing what needs to be done has shown me that I have the power to make a change and develop new ideas. An innovative mindset can foster confidence to challenge ideas and develop problem solving skills which will ultimately keep you relevant in the competitive professional world.



*It is important to put your hand up for opportunities, even if you feel uncomfortable.*

# Upskilling

Upskilling is an important part of your current and future career. It enables you to stay on top of new programs or software to further develop your skills. This will allow you to branch out into new positions or niche areas in your industry, and open new doors for you.

Upskilling can make you a stronger candidate for jobs as it can fill in any missing knowledge or skills employers are asking for. The more job relevant skills (both soft and hard skills) you have the more valuable you are to your employer.

## *Ways you can Upskill:*

### **Attend WEB events**

WEB holds events year long. We work with our sponsors to provide you with information packed events that will help you elevate your career opportunities by providing key industry insights and tips on how to be employed by our sponsor companies.

### **Go to MQU Careers Hub**

The Macquarie Uni Career Hub events and services are great for providing practical skills to help you get a job. There are services that can help you with your resume writing and Interview practice. Some great events that you should attend are LinkedIn Tips and Interview advice.

### **Global Leadership Program (GLP)**

The GLP is a program available to undergraduate students at MQU. It aims to develop your leadership, entrepreneurial and cross-cultural skills and knowledge.

## Internships

While it can be frustrating to look at internships that offer amazing opportunities to learn and grow in your field, finding out that they will underpay you can be disheartening. However, if you don't have any previous experience or internships, it's better to do some unpaid work for long-term gain.

If you prove yourself valuable in your internship, you could be offered a junior position in that company when your internship is finished.

## Volunteering

Volunteering is a good way to build your soft and hard skills. Volunteering in positions that are related to your field are a good way to build your hard skills in that industry. These positions are often comparable to internships, but you can feel better about not getting paid because they are not-for profit organisations. If you volunteer in a position that doesn't have anything to do with your future career, it can also be helpful as it may help build soft skills such as communication, leadership, teamwork, inter-personal skills, time management and assertiveness.

## Technical Courses

Technical courses are great for filling in your knowledge or skill base in your industry. For example, job descriptions may include required and desirable knowledge of familiarity using a program, software or having a specific skill that is too niche to learn through your tertiary education. To make yourself a stronger candidate for these jobs you may fill in any gaps on your resume or knowledge base with a technical course.

## Take up opportunities through your work

Often your workplace may offer courses, seminars or other similar opportunities to learn new skills and knowledge relevant to your job, or maybe even beyond. These opportunities are often heavily subsidised or free because your workplace will cover it. Taking up this courses will also show to your employers you are eager to learn and flourish in the position you have. You also become more valuable to your employers and you're less likely to get fired by them as they have financially invested in your professional development and they want to reap the benefits instead other employers or even competitors.



# Confidence

## with Prabhleen Purewal

Prabhleen Purewal is the Co-Vice President of WEB and is studying a Bachelor of Commerce majoring in Human Resources at Macquarie University. She is an ambitious and collaborative individual who has sought out a wide range of opportunities at university, including the Global Leadership Program and Lucy Mentoring Program. In this interview, Prabhleen talks to us about her journey of building confidence and finding her potential through everything that Macquarie University has to offer.

### **What has driven you to seek out the most that university has to offer and were you ever hesitant?**

I wasn't always this confident or down for any opportunity, I think the first time I sought out an opportunity was during my second year. Up until then, it was a big step for me to come to classes or lectures alone.

At the beginning of my first semester in my second year, which was 2018, I decided to become a Unit Representative. There weren't many people interested in this particular unit, which is why Nina Bernius—the program coordinator—was still reaching out in week two. I began to build my confidence and communication skills through this role, and it was the start of my journey into exploring university opportunities. Nina would tell me about opportunities on campus and I slowly started going to these events and representing Macquarie University. I broke through my initial hesitancy with university by pushing myself to take small steps to pursue new opportunities.

### **How did the Global Leadership Program (GLP) broaden your perspective of life around you?**

When I first joined GLP at the beginning of my second year, I wasn't too active. I joined with a few friends and thought it would be a cool way to add to my university experience, outside of study. However, they became busy with other commitments and our schedules rarely aligned to attend sessions together. So I started attending the workshops alone and that was another step towards me becoming a bit more confident. I would go to sessions about different topics, speak to a wide range of people and most importantly hear their lived experiences, all in a safe space.

I have had a lot of self-growth from the GLP as it changed the way I perceive people; it changed any stereotypical judgements that I subconsciously made.



## Would you recommend the Lucy Mentoring Program for other female undergraduates and what was a highlight of this experience?

I would definitely recommend the Lucy Mentoring Program to other female undergrads. It's amazing the opportunities that university can provide for you, but it's up to you to make something of it. This program was always on my university bucket list and I finally participated in my third year. I had always felt I was not "fit" for being a mentee because I didn't know what I would ask a mentor but it was probably the best thing to happen to me in 2020. My mentor was Sabiha Vorajee, a HR strategy specialist, writer, coach and complete powerhouse based in Scotland.

Sabiha explained the world of energy leadership to me, something I still try to practice today. She provided me with tactics and strategies on how to be more confident in myself, and she taught me how to deal with imposter syndrome. She also helped me view meditation from a new perspective. It really helped that Sabiha was a brown woman and daughter of immigrants like myself, as it gave us an extra level of shared experience and understanding of each other. The biggest highlight for me was self-growth and self-reflection.





## What would you say are the benefits of being involved in a student society like WEB at an executive level, like yourself?

Being part of a student society is one of the best university experiences. I've made so many different connections on campus and have grown my network exponentially, all of which I am so grateful for. I feel I've learned a lot in terms of communication and leadership, and I've developed a lot professionally.

I've been a consistent WEB member since my first O-week and it was the professionalism WEB carries that was the main reason I wanted to be involved. The benefit of being at an executive level is seeing our impact. This is something I value from every opportunity, when I can see I've left an impact on somebody. WEB exceeds the definition of a student society, it's more of a sisterhood to me.

## What encouragement do you have for those wanting to be more involved in university life?

As cliché as it may sound, just dive right in. You can take baby steps where you need to, that is my motto everyday. Try going to university without having a friend with you and start building your confidence that way. I feel like the three semesters I didn't do anything I missed out on so much. Now I feel excited to do something new every semester. Don't underestimate the power of university opportunities and also the power of your potential.



*Don't underestimate the power of university opportunities and also the power of your potential.*



# Volunteering Opportunities

## **Volunteering Opportunities across Macquarie University**

Macquarie University provides a range of opportunities for students to get involved in volunteering. [Visit here to learn more.](#)

### **CareerHub**

This search engine allows you to discover your next volunteering or unpaid role. Career Hub also features paid roles and promotes valuable events you can attend to accelerate your career.

### **Student Society Involvement**

Getting involved in the various student societies affiliated with Macquarie University is a great way to volunteer your time. You can access this Macquarie University [webpage](#) which outlines the clubs and societies on campus.

### **Study Buddy Program**

This academic mentoring program allows you to engage with your peers and to feel supported during your studies by collaborating with like-minded students.

### **International Student Welcome Desk**

Current International students can apply to volunteer to welcome incoming students at the International Student Welcome Desk. All of the opportunities presented in WEB's Careers Guide are inclusive of international students.

## **Macquarie Business School**

### **Lucy Mentoring Program**

Designed for second-year and above female undergraduates in business, They have also opened the program to female Masters and MBA students this year. This program empowers students by pairing them with senior executives to receive mentorship.

### **First STEP Mentoring Program**

Through the "Striving Towards Excellence" Program, first-year undergraduates are connected with Academic and Peer Mentors within the Business School to enhance their overall student experience.

### **Unit Representative**

Becoming a unit representative allows you to provide feedback on behalf of fellow students and help shape the success of Macquarie Business School.



# *In Conversation*

## with Maya Valentin

Maya Valentin is in her final year of an Applied Finance and Law degree at Macquarie University and has a special connection to WEB as a former President. Whilst studying, she has gained extensive professional experience in both legal and banking industries, and has also been proactive in building leadership and entrepreneurial skills.

Based on her recent experience as an Investment Banking Summer Analyst at Bank of America, she shares insights into how young professionals can secure and succeed in roles in their desired industry, even while working from home.



### Networking and the Application Process

A targeted approach to networking will help you source information needed for creating tailored and relevant applications. Maya encourages students to reach out to industry leaders and contact employers of interest, starting by following their news and attending their professional events.

She shares that "I reached out and spoke to a lot of people in the banking industry. This helped prepare me for the interviews and also understand what to expect during the internship once I was offered the role. You can network to learn from other people's experiences and tips on how to excel. This involves seeking an inside view and understand how people assess your work. These are the things that you don't want to find out too late in your internship."



## Seeking Professional Mentors

Another personal asset for those seeking experience in the industry is to find the people that you can model and take learnings from during your ongoing career development process. Maya explains that there are three different types of mentors: “The first mentor is your peer. A person who has been through the same experiences, so you’re seeing their footsteps and can learn from them directly. You can ask those simple questions like work and productivity hacks. Your second person would be the mid-level leader like your manager or team leader. You can gain knowledge of how they moved to that position and what is required. The third mentor would be someone that you just look up to as a leader and as a person. For example, during my internship, the bank’s CEO gave one-on-one time to all the interns, and I learnt about his perspective on hiring and personal development.”

## Tips for Women Entering Finance

Reflecting on her previous experiences and internships, Maya defines a threefold approach for women starting a career in finance: “Begin by finding a way to stand out. I focused a lot on building extracurriculars through competitions and leadership positions. When I was President of WEB, it enabled me to contribute to a cause and give back to the business community. Competing in finance competitions enabled me to understand different areas of finance before I applied. There are many ways to differentiate yourself, such as through a hobby or side-hustle. This also answers the questions of why you would be interesting to work with.”

“My second point is that you should be able to back whatever you say with evidence. If you have strong communication skills, demonstrate this through one of your experiences. So that leads to the third step, which is being able to compel your audience through storytelling. Despite having mainly legal experience, I illustrated how I could bring together different skill sets and experiences to add diversity in thinking.”



We can learn from Maya’s focus on gaining both broad and specific experiences to help leverage your strengths as a candidate. In addition to this, it is important to build meaningful relationships through networking and finding mentors, so that you can create the foundation for ongoing career success and development.

# Entrepreneurship

**with Marybeth Dela Cruz**



Marybeth, a Social Media and PR student at Macquarie, is the co-founder and Creative Director at Paper Pens Co., and the Senior Marketing Director at WEB. Paper Pens Co. are known for their minimalist paper pens that use significantly less plastic than a regular pen. They also came 2nd place in the University of Sydney's Genesis Startup Competition in June 2019. As Creative Director, Marybeth coordinates marketing campaigns, works on the brand image, maintains the website, packs each order, and collaborates with influencers.

She talks to us about what it is like starting a small business while studying at university, her thoughts on small businesses' responsibility to sustainable practices, and what it's like being an entrepreneur.

## Where did your idea for your business come from?

Around 2018 and 2019, the issue of climate change and global warming was headline news - spearheaded by Greta Thunberg. It was everywhere in our classrooms, on social media, and there was a sense of dread towards where climate change was headed and what this meant for us, our future, our environment, and where we live. There also seemed to be a rush to find solutions to resolve this issue. My co-founder realised that there are many climate initiatives out there that have been established to tackle climate change. However, these solutions were often made in hindsight, targeting where the rubbish is, rather than preventing it from being generated in the first place.

Besides all of those issues, the specific idea for Paper Pens came from the question: how many pens have we lost throughout our lifetime? And I can't give you an accurate answer to this question. America alone throws away more than a billion pens each year. My co-founder and I realised that litter and mismanaged waste, like lost discarded plastic pens, contribute to a larger share of global waste. So essentially, we made a business that produces pens with less harmful materials from production, which also serves as a convenient solution for your average consumer and pen user.

## What gave you the push to start your business?

I think it was my motivation to develop my skills, and to create something that is uniquely mine and that has a lasting difference. I major in PR and social media, but never really had real-life experience with it. I just learned the theories behind it. My role as a Creative Director was a really big task creating a brand image, marketing campaigns, and reaching out to influencers to collaborate. It was challenging, but it was an exciting way to apply and test my knowledge.

## How has your business helped you develop soft skills?

Besides applying my uni skills, it has been an opportunity to develop skills like time management. When Paper Pens Co. first started, we entered a University of Sydney startup competition called Sydney Genesis. We entered to receive advice from mentors, publicity for the company, and networking with other people. However, this took place in the middle of the semester where we were at the peak of assessment deadlines and exams. To handle my uni timetable, my workload, the competition, and my part-time job, I was pushed to utilise SMART goals and prioritise tasks. Now, I'm currently working in four different roles besides university and I'm still using all the skills that I developed from starting Paper Pens Co. At the end of the day, I knew that the challenge of creating a business would produce something that would showcase who I am, what I believe in, and what I'm able to accomplish.

## What is something unexpected that happened as a result of your business?

The networks that I've made, especially through the Genesis competition, have allowed me to connect with a lot of successful founders and business experts, and utilise their industry knowledge. These connections have also led to a lot of new and exciting opportunities as well. In particular, the Genesis competition started a podcast interviewing past alumni and their experience in starting their own business.

Not only was I a podcast guest, but they reached out to me knowing my passion for design and marketing to create a brand guide and marketing campaigns to promote the podcast. The different opportunities to develop various other brands and to challenge my skills is something unexpected that has happened as a result of starting Paper Pens Co.



## Knowing what you do now, what is something you would have done differently when starting out?

At the beginning, I was very under-prepared to start an entire business with just myself and my co-founder. I had no industry experience and I failed to undertake extensive research on what is required for a startup to succeed. So, the main thing I would do differently is conduct extensive research into what is expected of a Creative Director and ask mentors for advice on how to create efficient business processes. I think if I did that, I wouldn't have had to go through the amount of stress I did at the very beginning.

## Why do you think it's important for small businesses to keep sustainability in mind?

I think it's important for both small and large businesses to have sustainability at the forefront of decision-making. Brand wise, it can attract customers and investors, as well as increase profitability and brand value. There is also an expectation for all companies to have a positive impact on the environment and contribute to making positive change. So, besides doing their part to minimise waste and pollution for the betterment of society as a whole, it's also beneficial to a business's reputation and sales.

## What have you enjoyed most about starting your business/being an entrepreneur?

It is 100% the freedom to be creative and to make my own decisions without going through different layers of authority in a traditional organisation. It is challenging not having guidance on something that can have a massive impact on the company. I know if I had made a wrong branding decision, Paper Pens Co. wouldn't be as successful as it is now. The creative freedom and the freedom to choose whatever I want is rewarding when projects are successful.



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# CURRENT INDUSTRY TRENDS

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# Current Industry Trends: *Digital Marketing*

## **Mobile-led Design is Vital**

Mobile use and utility is growing, with social media, news and applications all geared towards phone size and orientation. Appification is also at an all-time high. In 2017, it was reported that 67% of US organisations had apps. This is significant, as in 2013 this number was only 7%. It's now vital that companies jump on this bandwagon as mobiles are quicker, more convenient and more accessible than computers.

## **Social Commerce is Rising**

Social commerce is the 'shop' feature on social media platforms. The 'shop' feature makes a seamless experience when going from discovery to purchase without ever leaving the platform. It has been reported that 30% of online shoppers are likely to make a purchase from a social media platform, including Facebook and Instagram. It makes for quicker, simpler sales as companies don't have to encourage customers to visit their site.

## **Video Marketing is an Asset**

Nowadays, video marketing is not just about YouTube videos, but TikTok and Instagram reels too. All these platforms have been shown to offer big rewards and followership to those who can follow the trends and stay consistent.

## **Live Virtual Events are here to stay**

Online events have become a necessity because of the COVID lockdowns. However, as lockdowns ease, virtual events aren't slowing down. Webinars were well and truly an occurrence before lockdowns and were utilised by small businesses who had smaller budgets and smaller local audiences. Now companies have discovered that virtual events offered a higher return on investment (ROI) with less expensive set up costs, new audiences reached and higher participation. Live events have proved more effective than pre-recorded events, as they keep attendees more engaged with live Q&As and small discussion groups.

## **Inclusivity in a Necessity**

Everyone is over the excessively photoshopped cover girls; the ken-and-barbie-like models and the only-ever-white-people stock photos on websites. The masses are craving some diversity in marketing. They want people of different colour, race, religion, sexuality, gender and size. No one is afraid of wrinkles, freckles, tummies and stretch marks anymore. To stay relevant, people want to see companies to be inclusive in their visuals (including imagery and videos) and in the topics they talk about.



# Current Industry Trends:

# FINTECH

Fintech is primarily centred on the integration of technology into financial services, to improve customer service and user experience. Based on the fact that the financial services sector is the largest contributor to the national economy, Australia has one of the world's most competitive and growing fintech marketplaces. According to key findings from the [2020 KPMG Fintech Landscape Report](#), developments in the industry include an overall increase of 16.5% in the number of fintech companies, particularly within the lending category and the neobank sector. [With over 800 fintech companies domestically, key players include ASX listed Afterpay and Zip Co.](#)

## Employment Prospects in Fintech

The framework for growth and innovation in fintech startups and companies provides a strong base for adaptability to change and the pressures brought by the global pandemic. Their founders echo that fintechs are built as agile organisations from the ground up, so their ability to respond quickly to a crisis is built in.

According to the [EY Fintech Australia Census 2020](#), "Fintechs believe this moment of crisis will drive a step-change in consumer digital adoption and have adapted quickly to grasp new opportunities." It has facilitated a significant increase in consumer digital payments and transactions and the rise of the "buy now pay later" sector, which has expanded at a fast pace, both here and overseas.

Individuals seeking an opportunity to take the next step can look to fintech companies as business models that can withstand challenges. Delving further into this, EY has found that, "the crisis also creates a great opportunity to reshape and advance focus on fintech innovation and expansion as part of the post-COVID rebuild."



## Continued Opportunities for Sector Growth

Australia fintech has been recognised by Findexable as sixth place globally and second highest in the Asia-Pacific for the strength of our fintech ecosystem, in the [2021 Global Fintech Rankings](#). Austrade has identified four key competitive advantages for the sector:

**1** Australia has a stable regulatory environment and adopted policies that encourage innovation while maintaining market stability.

**2** Australia's business and cultural ties with Asia make us an ideal base for regional operations and our geographic proximity supports this. Furthermore, Asia is a thriving hub for startups.

**3** Australian fintech corporations are keen to explore opportunities to expand into international markets. Established Australian financial institutions have formed successful partnerships with foreign and domestic fintechs.

**4** Australia has a highly qualified, diverse talent pool, with broad skill sets and experience.

Fintech is anticipated to experience increased development and opportunities in the coming years, with [estimates from Fintech Australia that the industry has grown from a A\\$250 million industry in 2015 to a \\$4 billion industry in 2021](#). It is an industry to watch and look for career exploration pathways as the business landscape evolves.

# Current Industry Trends: IT and Cybersecurity



The convergence of business and technology is taking place rapidly - technology is now the business of every company. As such, IT and Cybersecurity professionals are dealing with complex, multi-disciplinary issues when it comes to building a cyber-resilient ecosystem. Regardless of the career path you are pursuing, understanding the trends in cybersecurity and how it affects your industry will make you a well-informed professional!

## **Cybercrime is set to grow in 2021 and beyond**

The extraordinary circumstances of COVID-19 have further exasperated the need for experts who can assess and mitigate technological risks. Remote work and the digitalisation of various industries means the range of threats and vulnerabilities facing enterprises is growing.

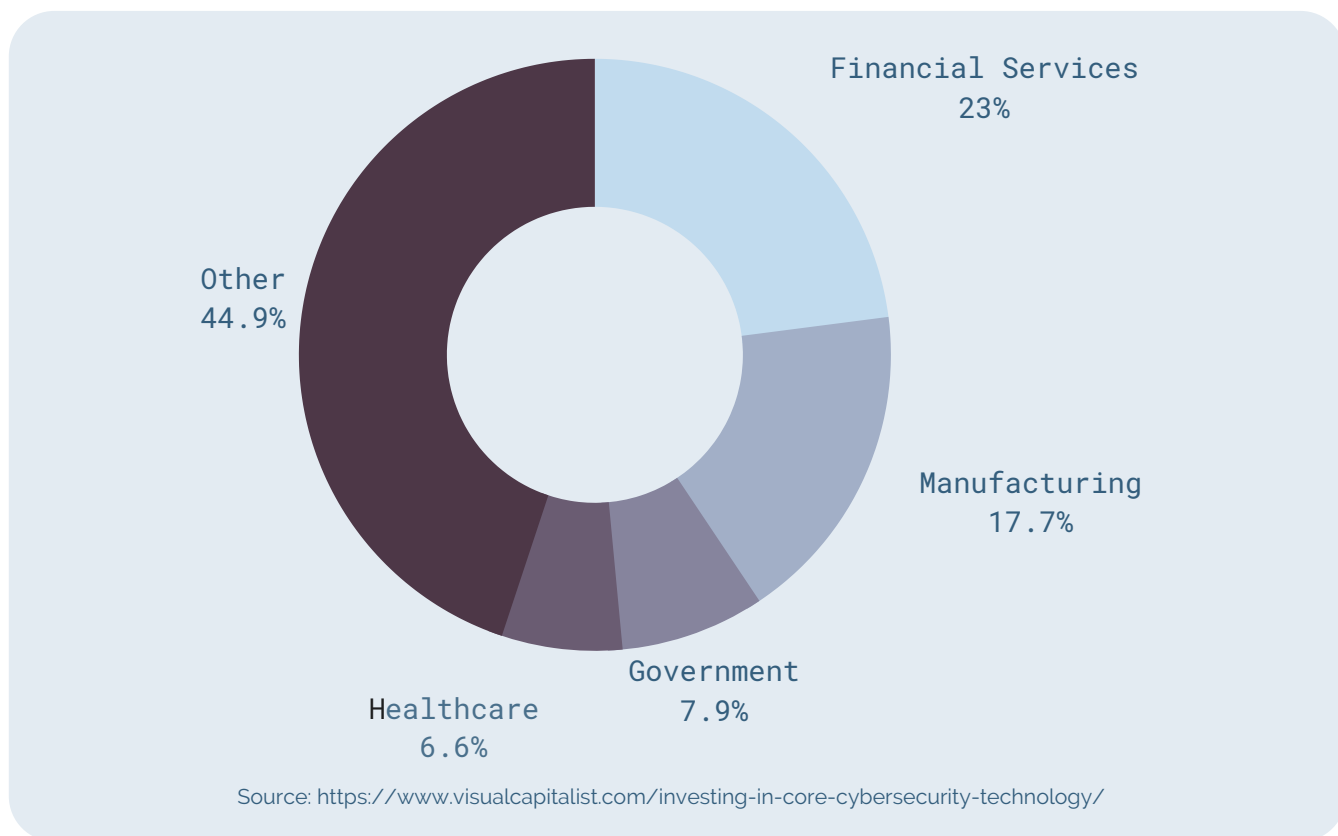
## **Digital Ethics and Privacy**

Privacy of Data is a concern not only for individuals but organisations and governments as well. Furthermore, when Artificial Intelligence comes into the picture, considering issues such as surveillance and AI bias becomes incredibly important. The field Digital Ethics is about enterprises raising the question beyond 'is our company being compliant' toward 'are we doing the right thing by society'. Read more about this trend and the other top strategic trends by [Gartner here](#).

Did you know, sophisticated attackers are using targeted spear phishing campaigns in attacks against businesses involved in the COVID-19 vaccine supply chain?

The increase of cybercrime in our increasingly digital world makes cyber security services more important now than ever before. Data breaches and other various activities can take place within any sector or industry, meaning no organisation is immune.

### What are some of the largest industries targeted by Cybercrime?



### Training and Certification Resources

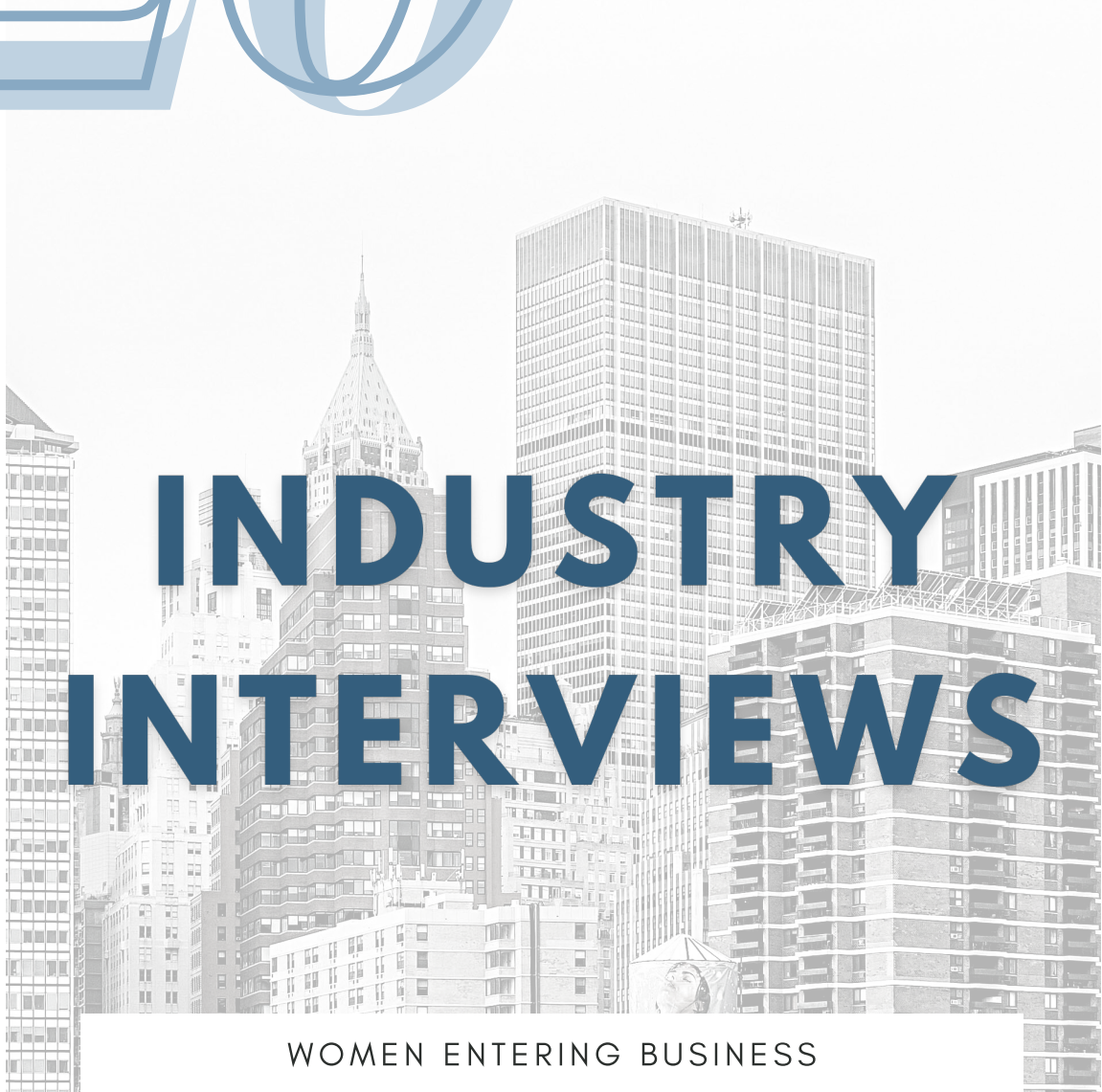
Cybrary has a range of free and paid 'virtual labs' for you to learn real world skills and develop key knowledge in Data Science, DevOps, and Cloud.

Well recognised, ISACA is a global association that provides credentials and training within IT governance. There are a variety of certifications available such as the CISM, which is managerial focused and indicates expertise in information security governance.

The Department of Accounting and Corporate Governance Department and the Department of Security Studies and Criminology at Macquarie University have a range of IT-related units which are **accessible to students from all degrees!**

If you have elective space in your study plan, consider looking through the course handbook for a subject which will equip you in the areas of IT and Cybersecurity!

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# INDUSTRY INTERVIEWS

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# Sophie Kaelin

Sophie Kaelin is a Graduate Consultant at EY in the Advanced Security Centre (ASC). As a 2020 Macquarie University alumni, with a Bachelor's Degree in Information Technology majoring in Cyber Security, Sophie speaks to us providing invaluable advice for university graduates and sharing with readers why EY is the place to be. She also discusses why cyber security is a growing concern and what more we can do to diversify the industry.



## What aspects of your university experience have helped you thrive at EY?

Macquarie University has provided me with a combination of soft and technical skills that I am able to utilise to prosper at EY. My role in the ASC requires me to test various types of technologies for security vulnerabilities, some of which I have been exposed to through my IT degree, and that has been incredibly helpful. I found the PACE units at Macquarie University are great for developing soft skills, which I now use on a day-to-day basis, such as project management, communication, working within a team and even giving presentations.

While studying, one extracurricular that I pursued was tutoring first year level units at Macquarie University. Being able to speak in a room full of 30 students has been a really great confidence booster for me. I've been able to translate this skill into my work, as we often need to give presentations and share ideas in a meeting. I was also lucky enough to have the opportunity to volunteer and speak to students at a recent EY Game Changers event, which is an outreach program for those graduating soon.

## What are three qualities a successful EY graduate needs to possess?

Firstly, time management and organisation are key. You need to be punctual and be able to prioritise tasks and organise yourself to make sure everything is completed by its deadline.

The second quality is communication and conflict resolution. This involves communicating when you are stuck and having the confidence to voice your concerns when something doesn't feel right. When working in a team at EY, it is important to be able to communicate so that you get the best out of every team member.

Thirdly, as a graduate, you should be willing to participate to get the most out of your experience. For me, I am involved in things such as team newsletters, speaking at recruitment days and other social events. Not only is it a cool, new experience, but by getting involved you meet many new people and expand your network.

## **EY's purpose is to build a better working world by dealing with today's toughest challenges. As a Cyber Security Consultant, what are some of the problems and issues you work towards solving?**

The way my team and I at the ASC in EY contribute to building a better working world is that we help protect everyone's data and check that the applications our clients have are safe to use. Our aim is to ensure they are at low risk of being attacked by any malicious parties. Within the ASC, I am part of the red team and our job is to test for security vulnerabilities in applications. From there, we will go back to the client's project team to inform them of the issues which need to be addressed in order to avoid being exploited.

## **How does EY support its employees, particularly through the challenges of remote working and strict lockdowns?**

EY has been fantastic, my colleagues and I agree that all of the senior managers and partners have been really great at enforcing a healthy work-life balance. With the cyber team particularly, they've organised some fun online events, such as painting sessions, cooking classes and social catch-ups.

Our firm also has a well-being platform as well as many programs for things like employee assistance and counselling, which is a great source of support for those who need it. Throughout all of lockdown, we have had a lot of correspondence from our senior leaders who have been very supportive by sending videos and emails to make sure we are doing well.

## **WEB is passionate about providing a platform for like-minded women to support one another and grow. As a successful female in technology and computing, what more do you feel needs to be done to diversify the industry?**

It is a little difficult to get women into courses, but it's also difficult to keep them there. So, in order to diversify the industry, we need to have more women in the field to have a wide range of role models.

This allows people to see someone successful in the industry and feel like they can continue forward and achieve success too. This was important for me as I was able to look to my mentors and network of strong females, especially when I felt disheartened. For example, there were instances when I'd go to a university tutorial and be the only girl in class.

Having a support network is fantastic, and an initiative like Women Entering Business is amazing because it provides the support and connection which can lift people up when they are feeling flat. I think the support from each other will make the biggest difference in diversifying the industry, and encouraging people to stay in the field and keep going is crucial.

# Pat Nipakanont

Pat Nipakanont is an Audit Associate at Grant Thornton Australia. She graduated from Macquarie University in 2020 with a Bachelor of Commerce and Professional Accounting. Pat shares her insights on the application process and her current experience at Grant Thornton. She also discusses how to stand out amidst candidates when applying for competitive positions.



## **What attracted you to apply for the Audit Associate role at Grant Thornton?**

I spoke to my friends and their siblings who were working in similar fields to gain their insights as I was applying for graduate roles. I also looked at company websites to get a feel of what they have achieved and their values. When I looked at the Grant Thornton website, I noticed it talked about inclusivity, a strong support network, mental health day, celebrating International Women's Day, and LGBTQIA+ rights. I thought if a company was willing to put all those things on their website, it meant that they really cared for their employees.

Additionally, Grant Thornton has flexible working conditions, for example, employees who are athletes can work, train, and participate in competitions. Grant Thornton also covers all Chartered Accountant qualification costs and provides unconditional support, which is critical as you go through the process, financially and emotionally.

## **Can you tell us about the application process of securing a role at Grant Thornton?**

I started applying for the Grant Thornton Graduate Program at the beginning of my last year in university. I created an application online and had to complete an online assessment. The interesting part about Grant Thornton's online assessment is that it is called a 'Strengths Assessment' and there is an IQ and EQ component. After you take the test, Grant Thornton emails you a mini booklet containing your results, which is almost like a BuzzFeed quiz but on a more professional level. Afterwards, you are invited to do a recorded interview, in which you answer questions and record yourself.

The next stage is at an Assessment Centre, which is split into a business case study component and an interview with the Managers in Audit. This is the chance where you can speak to them to find out if this role is the right fit for you and if you are the right fit for them. After this step, you're in!



## **What are some soft skills that you developed at university which have helped you in your current role?**

One of the most important skills that I have learned at university which I did not like at the time is group work. When you do group work, you do not necessarily get to choose your group members. This teaches you to learn how to adapt and communicate with others, and in Audit, it is the same situation. In teams, it can sometimes become difficult to get your ideas across and work with other people, but university has prepared me for that.

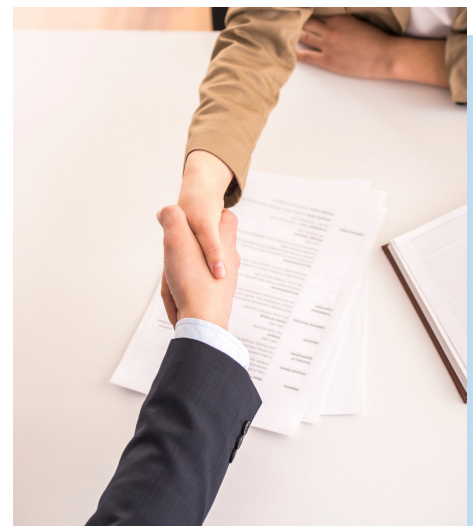
I was also a Peer Assisted Learning (PAL) Leader for the Macquarie Business School, which taught me how to talk to people and make new friends. It showed me how to drive others and help other students learn difficult concepts. In Audit, you have to support others and be supported, you are always sharing your knowledge with others and learning from them in return, which PAL has shown me how to do. One more thing which we do not realise university prepares us for is working under pressure. All those late nights working towards completing assignments has definitely helped me with time management.

## **What advice would you give to other students when creating resumes and cover letters?**

It is very difficult to write a resume and cover letter because you are essentially putting yourself down on a piece of paper. It is critical to remember that your resume and cover letter is about marketing yourself to the company you are applying for. Therefore, it is important to tailor it according to what the company is looking for.

I find it helpful to research the company, look into the job description, and make bullet points to find out what experiences I have that can be relevant to the role. I also recommend including power words, figures, and the positive impact you had made in your previous roles in your resume. I suggest sticking with three points to explain the skills and experiences you have acquired from work or university opportunities.

In terms of the cover letter, it is more of a narrative, therefore you need to highlight what drew you to the role and why you want to work for the company. From your research, you should outline what stands out to you about the company's values and why it resonates with you. You should also make sure to end on a strong and positive note, because recruiters are going through hundreds of applications, and you want yours to stand out. Additionally, make sure both your resume and cover letter are short and relevant. My final advice would be to always apply for a role even if you are unsure and to continue applying even if you have been rejected, you never know what incredible opportunity awaits.



# Gayathri Shankar



Gayathri Shankar is an Investment Banking Analyst at Gresham Partners. She graduated from the University of New South Wales in 2020 with a Bachelor's Degree in Commerce and Law. In this interview, she shares what it is like working in investment banking and her advice for potential candidates. Gayathri also discusses how Gresham cultivates its employees to become leaders and what leadership means to her.



**GRESHAM**

## **Describe your pathway into Gresham, what was the interview process like, and what parts of your application do you feel helped you stand out?**

Similar to many organisations, the interview process comprises of the first round of interviews with junior staff, and the second round of interviews with mostly senior directors. At Gresham, we also have a cocktail event that allows you to meet the team prior to the interview stage which is a good opportunity to learn more about the firm.

In an application, it is key to show why you are interested in the industry and specifically why you have selected the firm you are applying for. I believe the best way to stand out, however, is through your interview where you can express your interest in person or over Zoom by engaging with your interviewers. Someone with a good attitude and willingness to learn will really shine in an interview, and this is what companies are looking for.

## **What parts of your university experience have helped you succeed at Gresham?**

My involvement in university societies such as the University Network for Investing & Trading (UNIT) and interest in coaching sports has taught me how to balance extra-curricular activities alongside my studies. It's important to demonstrate to interviewers that you can maintain a balanced lifestyle. Gresham really values individuals who enjoy things in life outside of work.

## **What advice do you have for potential candidates?**

It's important to understand where your interests lie and which industry or sector is best placed for those interests. I encourage all university students to talk to people who have graduated or are older than them and can share what they do for work. This will also help once you reach the interview stage and are posed with questions about why you have chosen the industry.

## **What is Gresham's culture like and what do you most enjoy about working at Gresham?**

I really love the collaborative culture and the willingness of team members to always be available to help and talk through things. The flat structure at Gresham is quite different from the hierarchical structure at other organisations, which can be daunting, but it means that we are able to talk directly to who we need to, saving any unnecessary steps. Also, our Sydney office has around 30 people in the corporate advisory division which means we are a tight-knit team, and everyone knows each other quite well.

For me, one of the things I enjoy about working at Gresham is how close the juniors are and how open everyone is to help each other learn and grow. I believe having this type of culture is key to an organisation as it allows employees to flourish and also fosters an environment where we can easily ask each other for help. This type of relationship is also maintained throughout all levels of the firm, with senior members of the team are open to working directly with juniors, allowing us to learn from the most experienced members of the industry.

Another aspect of Gresham I appreciate is the long-term relationships we have with our clients. We always put our client's best interest first and by working with them over a longer period of time rather than a one-off deal, we have a deeper understanding of their business and are therefore able to foster a good relationship.

## **As a graduate, what types of projects have you had the opportunity to work on?**

We have the opportunity to work on multiple projects across different industries, allowing us to develop a really great understanding of various sectors. By working with a range of team members and seniors we are able to see the ways people operate and therefore learn new skills. Juniors also are given exposure to live transactions allowing them hit the ground running.

## **WEB's mission is to empower future leaders. How does Gresham cultivate its employees to become leaders and, as a successful female in Investment Banking, what does leadership mean to you?**

Good leadership is being able to set a high standard but also supporting and trusting your team to work together and reach their full potential. Gresham gives its staff, including juniors, exposure to technical work and management of complex deals, allowing them to have ownership and responsibility of key tasks. This culture allows us to develop our own ideas and therefore gain key traits of good leadership.

When I think of who a good leader is, I think of someone who is good at understanding, not only of the work they do but also understanding of people's positions, their needs, and their wants. As a leader, you also need to ensure your team members are constantly growing and performing to the best of their abilities.

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# Investing in the success of our people.

Internship and graduate opportunities at Pinnacle.

Pinnacle is a global multi-affiliate investment management firm based in Sydney, with a mission to deliver investment excellence. As at 30th June 2021, Pinnacle and its affiliated investment firms manage \$89.4 billion\* in Funds Under Management.

\*FUM shown is 100% of the FUM managed by Pinnacle Affiliates. Pinnacle holds significant minority stakes in each of its Affiliates and does not 'own' 100% of the FUM.

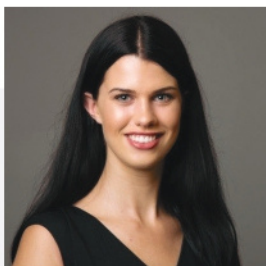
There are few workplaces in the financial services industry as dynamic and diverse as what you'll find at Pinnacle. One day you may be working alongside and supporting leading fund managers, the next assisting clients achieve their investment objectives with cutting-edge data analytics at your fingertips.

Pinnacle's workplace culture is one of collaboration, support and continuous personal development. Most importantly, we believe work-life balance is critical in enabling our people to reach their full potential.

Pinnacle has a strong focus on the development of its staff and facilitates practical development initiatives such as secondments, on the job rotational

assignments and on demand learning programs. Access to each of these is based on merit, learning needs and equality. Each individual within Pinnacle has a personal development plan and meets regularly with their manager to discuss performance and relevant development initiatives that support Pinnacle's commercial goals and the individual's career aspirations.

Pinnacle's diverse team structure consists of groups of highly experienced professionals dedicated to Pinnacle's philosophy, purpose and values. Roles at Pinnacle span various departments including: Finance, Distribution, Investor Relations, Marketing, Risk and Compliance and Analysts.



## Kaitlin Priestley

ESG Analyst



The finance industry provides an abundance of opportunity to work for diverse and exciting companies. At Pinnacle, no day is the same. My role is fast paced and dynamic, and as an ESG Analyst I am assigned to special projects and supported in working directly with the executive team across different departments.



### More information

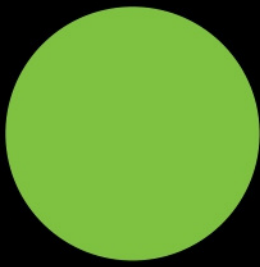
Pinnacle Investment Management takes pride in ensuring graduates undertake real world work experience from day one, while receiving mentoring that can assist them in unlocking their full potential.

For more information on careers at Pinnacle, please email [careers@pinnacleinvestment.com](mailto:careers@pinnacleinvestment.com)

[pinnacleinvestment.com](http://pinnacleinvestment.com)



**Deloitte.**



Your future  
starts with us.

What impact will you make?  
[deloitte.com/au/students-careers](https://deloitte.com/au/students-careers)





GRESHAM

# Gresham Partners

Leading independent Australian-owned advisory and funds management business. We have offices in Sydney, Melbourne and Perth and operate across Corporate Advisory, Funds Management, Property and Capital Solutions



## Corporate Advisory

Independent M&A and corporate advisory business



## Funds Management

Manager of specialist funds via debt, mezzanine and preferred equity investment



## Property

Advisory, financing and structuring solutions to the property and development industry



## Capital Solutions

Independent debt solutions including debt advisory, financial restructuring and structured capital



## Capital Partners

Private Capital partner of choice for founders, entrepreneurs and management teams



## Distribution Partners

Funds placement, capital raising and new manager incubation services to Australian and International funds management businesses

## What does Gresham offer?

Gresham offers internships for penultimate students who are looking to experience what it is like to be a full-time analyst in investment banking

Our internships not only allow you to 'test the waters' but throws you in the 'deep end' where you will get to work in a fast-paced environment, in small deal teams where 'every voice counts'.

**Teamwork**

**Collaborate**

**Enthusiasm**

**Problem Solving**

## What do we look for?

- Penultimate year of study
- Strong academic record
- Highly motivated, enthusiastic with a strong desire to learn new concept
- Strong team players
- Complex problem solvers
- Well-rounded and take an interest in extra-curricular activities
- Are excellent communicators



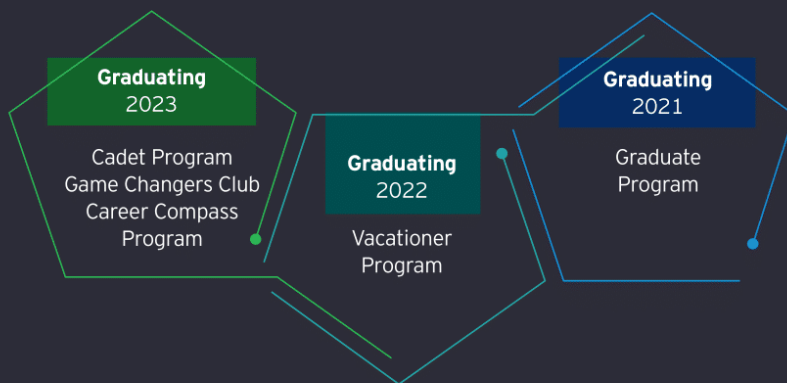
Building a better working world

Could the skills you learn here unlock doors anywhere?



The better the question. The better the answer. The better the world works.

### Student Programs



### Meet Fin Scott

Senior Associate Assurance



### What if your career could have a lasting impact on you, and on the world?

Your ambition is as bold as ours. To solve the world's toughest problems. To ask questions that have never been asked before. To innovate, to grow, to learn, to lead, to belong bringing out the best in yourself and in others.

Here at EY, you'll build the tech skillsets and growth mindsets to become the leader you want to be.

We'll provide the culture, the tech, the teams, the scale, the learning and the relationships for you to personalise your career.

You'll learn and innovate here while asking better questions to seek better answers and building a better working world. Together.

It's yours to build.

### What's it like working in Assurance?

The great thing about working in Assurance is that no one typical day is the same. Working with a breadth of clientele and teams across various industries, each with their own set of opportunities to learn and deadlines to meet, ensures that no day is ever the same.

### What's the culture like at EY?

EY has a great working environment and culture based on helping to ensure we have the appropriate level of support required from a technical, emotional and mental health perspective. There is also a very strong focus on work life balance, particularly with the current environment to ensure there is flexibility on what needs to be achieved whilst managing personal commitments.

### Connect with us

For more information on our application process, life with us, competitions and to get the inside scoop on EY, follow us on:

- facebook.com/EYCareersAustralia
- bit.ly/EYOceaniaCareersYoutube
- ey.com/au/careers
- instagram.com/eyaucareers
- bit.ly/EYLinkedIn\_CareersAUNZ

# FTI Consulting is looking for experts with impact

## People: the key to our success

**When you join FTI Consulting, you work alongside leading experts on headline matters that impact history.**

FTI Consulting is an independent global business advisory firm dedicated to helping organisations manage change, mitigate risk and resolve disputes: financial, legal, operational, political & regulatory, reputational and transactional.

Individually, each practice is a leader in its specific field, staffed with experts recognised for the depth of their knowledge and a track record of making an impact. Collectively, FTI Consulting offers a comprehensive suite of services designed to assist

clients across the business cycle – from proactive risk management to the ability to respond rapidly to unexpected events and dynamic environments.

We are passionate about recruiting, developing and training the best.

Our professionals come from a variety of backgrounds, with diverse capabilities and experience, but they all share our commitment to great work, striving for excellence in everything they do. We are looking for outstanding graduates to join us in a variety of roles. We have a wealth of opportunities for the best people – whatever their degree discipline.

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## Develop your career

**Our employees benefit from continuous learning and the opportunity to develop at every professional level.**

As a new hire, you will receive a comprehensive internal learning and professional development framework to support your goals and help you take initiative in charting your career path.



In-house  
training

External &  
E-learning

Continuing  
Education

Paid study  
leave

## Five segments, one purpose

FTI Consulting is **organised into five segments**, each of which is a global leader in its own right for one simple reason: our commitment to having a tangible, positive impact on how our clients' confront and manage change, risk and disputes.



### Corporate Finance & Restructuring

Our practice works with clients from around the globe to quickly ascertain key issues including potential enforcement and insolvency scenarios, provide a robust financial and strategic view of the business and an assessment of stakeholder options for a commercial, solutions-based approach.



### Economic & Financial Consulting

We help our clients understand today's economic, financial and regulatory opportunities and challenges by providing evidence-based critical insight and analysis of disruptive events and changes to regulatory, legal and market environments.



### Forensic & Litigation Consulting

Our experts are recognised for advising clients in a range of matters from establishing the facts behind business-critical decisions in disputes to advising on allegations relating to fraud, bribery and corruption.



### Strategic Communications

Our experts advise decision-makers on how best to address the opportunities, threats and challenges presented by issues that affect the value, brand and reputation of our clients.



### Technology

Our team advises on solving data-related business challenges, with international expertise in legal and regulatory matters. As data grows in size and complexity, we help organisations better govern, secure, find, analyse and rapidly make sense of information.



We will kick-off recruitment for our 2023 Graduate Program in February 2022. [Register your interest and be the first to find out when applications open!](#)



## ABOUT

We do things differently. Our people have the freedom to drive change and shape their own destinies. Our fresh thinking and agility helps businesses, communities and our people to flourish. Our values of Collaboration, Authenticity, Responsibility and Excellence reflect who we are and what is important to us. Living these values underpin our purpose to CARE about our people, clients and communities and support them to thrive. With more than 50,000 people in over 135 countries, we have the reach to take you where you want to go. We combine service breadth, depth of expertise and industry insight with an approachable “client first” mindset and a broad commercial perspective. We are the advocates for our clients on their growth journey, through the range of advisory services we provide, the diversity, curiosity and expertise of our people, and the way in which we invest and share in their aspirations.

**So, what can you expect?** Here, you'll join a collaborative, agile and dynamic firm that delivers quality services in Audit & Assurance, Tax, Financial Advisory, Private Business Tax & Advisory and Consulting. Wherever you are in your career, we help you to make a real difference every day.

## CAREER OPPORTUNITIES

We offer opportunities for graduates and undergraduates.

**Vacation experience program:** This program is open to penultimate year students who are undertaking either undergraduate or postgraduate studies. You'll have the opportunity to work on real client engagements, get involved in our committees and clubs, receive mentoring and feedback with your assigned coach, attend regular networking events and social activities and participate in projects with a social impact.

**Graduate Opportunities:** As a new graduate, we aim to provide you more than just your 'traditional' graduate program; instead we kick start your career as an Associate and support you to turn theory into practice. You'll receive on-the-job learning, as well as technical and professional skill development through our structured learning programs, by working with our leaders and being involved in client work right from the beginning.

To learn more visit: <http://www.grantthornton.com.au/en/the-grant-thornton-difference/students-and-graduates/>

## DID YOU KNOW?

Did you know that we have a dedicated LGBTI+ employee network? PRISM – our LGBTI+ & Allies Network was launched on Wear it Purple day in 2018 and exists to provide a platform of support for our LGBTI+ employee community and their allies with the aim of creating an inclusive workplace.



<https://www.grantthornton.com.au/careers/>



<https://linkedin.com/company/grant-thornton-Australia/>



<https://www.facebook.com/GrantThorntonAustralia/>



## A FUTURE YOU'LL WANT TO JOIN

There is a buzz at Grant Thornton because we are excited about our future. Our team members have a real eagerness to get involved, make a difference, and drive growth at our firm and among our clients.

We're consistently challenging our people and asking them to challenge themselves. Across our network, there's always a new industry to investigate, a new client group to work with, or even a new service area to learn about. Thanks to our global network, we offer a variety of international postings that can supercharge your career and give you unique experiences.

We want to make sure that Grant Thornton is a place where our people thrive and our clients are delighted. You can be certain that we'll recognise your unique skills and talents and give you the right opportunities to achieve your aspirations and make a difference every day.

## 5 compelling reasons to consider Grant Thornton Australia



### A different way of doing business

We have scale, breadth, depth and quality, but we also do business in a very different way to other global advisory firms.



### A great place to work

We are proud of the culture at Grant Thornton. We only hire smart people who are willing to do things differently to make their mark and help their clients grow.



### Our breadth of expertise

While many firms offer just one or two services, Grant Thornton Australia provides a wide range of audit, tax and advisory services. Beyond technical accounting skills, we bring everything our firm knows about business to our clients' projects.



### A truly growing organisation

With member firms in more than 130 countries, we are where our clients are, whenever they need us. In Australia, we have a particular focus on the fast-growing markets of Asia.



### Proven credentials

We're part of a globally recognised and respected organisation, known for service excellence in supporting listed companies and major private businesses across many industries.

# The future is now



# THANK YOU

*Connect with us!*



MQUWEB



MQU Women  
Entering Business



[www.womenenteringbusiness.org](http://www.womenenteringbusiness.org)



@mqweb



[mquweb.team@gmail.com](mailto:mquweb.team@gmail.com)

Thank you for reading our 2021 Graduate and Careers Guide. We hope you feel empowered by the advice and knowledge you have gained from this booklet.

The Women Entering Business team would like to wish you all the best in your journey towards finding success as a young professional.

## ABOUT US

Established in 2016, Women Entering Business (WEB) was created by five high achieving female students from Macquarie University's Business School to connect with peers and alumni.

Since our inception, we have rapidly increased our membership, with more sign ups and member events occurring every semester. This has resulted to an increased following on social media, and the expansion of our Executive team. We now have a platform to promote valuable opportunities that are of interest to our members.

Our mission is to accentuate the confidence of our members in achieving their career goals through the provision of skills and social and professional networking opportunities.

