

# **University / Industry Experiences from the Banking Sector in Relation to Applying for a Position**

April

Saransk

Stephen Gilroy

# **All Input Sources Use English as Corporate Language**

- **Danske Bank, Denmark**
- **National Irish Bank, Ireland**
- **Hong Kong Shanghai Banking Corp.**
- **National Australia Bank, Australia**
- **Deutsche Bank, Germany**

# **Interview Inputs are personal not company opinions**

**Inputs from interviewing university  
candidates from Lithuania, Latvia,  
Estonia, Finland, Sweden, Norway,  
Denmark, UK and Belgium**

# KEY HRM FUNCTIONS

**Recruitment**

**Compensation**

**Training  
& Development**

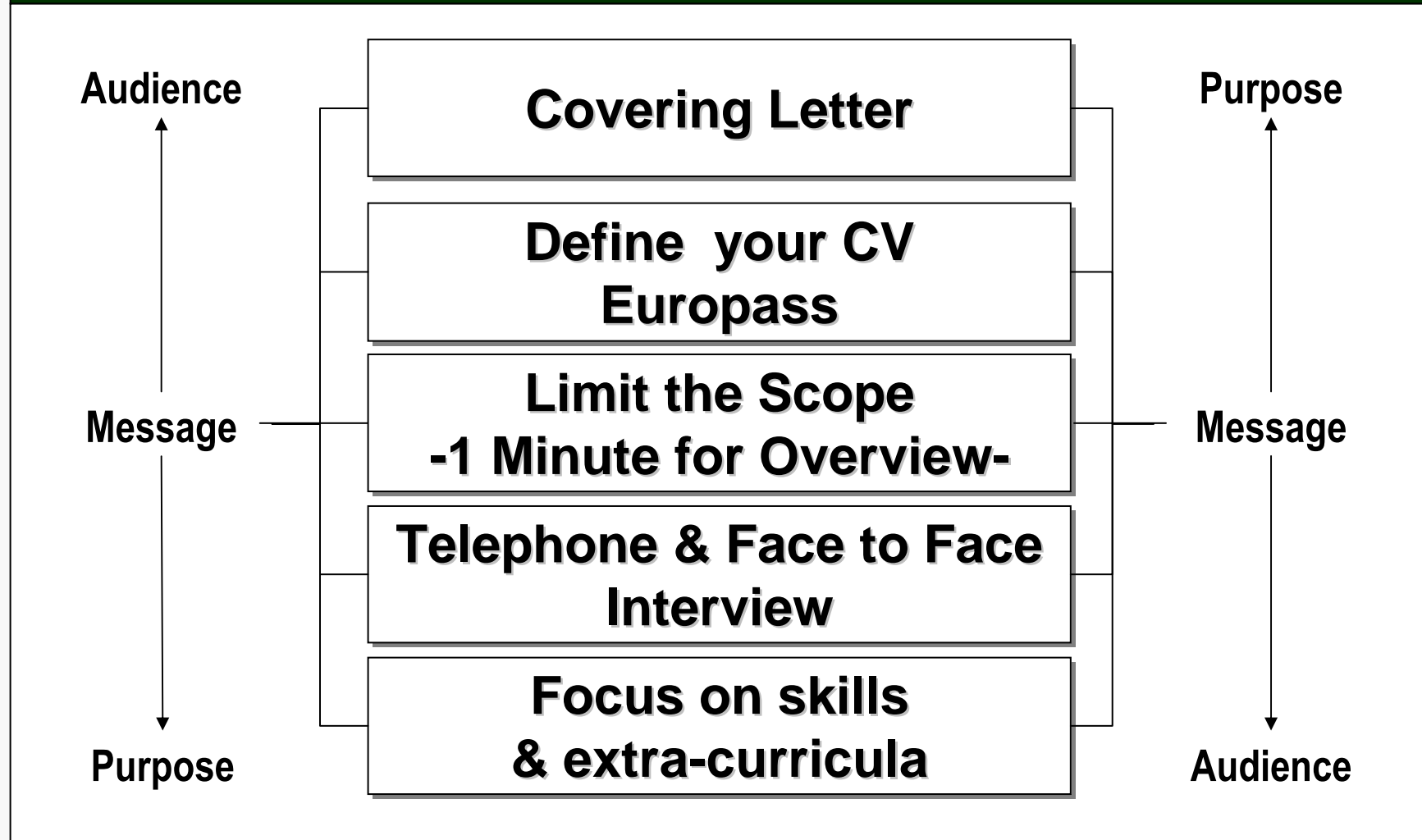
**Industrial  
Relations**

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# Organizing the Message



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# **Covering Letter**

**To Introduce you to the Recruiter, offers a chance to stand out from the other candidates**

# **Define your CV**

**High achiever (exam results, part-time worker, service quality) or creative**

# **Focus on skills in CV**

**Good CV's, stand out because they establish links between it and the job advertised.**

**Have You any *Transferrable Skills***

**Teamwork,**

**goal-orientation, intercultural skills**

**ability to reach deadlines,**

**adapt/facilitate change, etc.**

# **A Word on Qualifications**

- **We understand the BA/MA/PhD system.**
- **Transcripts Course Descriptions.**
- **QFA is a standard in Ireland/UK**



# **PROVE your skills beforehand**

**Candidate - “I’m a  
good team worker.  
I’ve completed X  
number of projects all  
within deadline”**

**Focus on  
extra curricular activities but also try  
to emphasize your  
Character/Personality**

**Team sport  
participation**

**Club position  
activities**

# Interview Body Language

**Arrive Early in  
order to be  
Relaxed**

**Be Aware of Your  
Body Language**

**Smile & Give a  
Firm Handshake**

**Maintain  
Eye Contact**

**Remain Upright**

**Vary Your  
Tone of Voice**

# **Interview**



**Try to Avoid One Word,  
One Sentence Answers**

**Try to Avoid  
Negative Answers**

**Speak the language  
of the business**

# Concluding



**Restate your  
Main Points**

**Do Not  
Be Shy About  
Your Achievements**

**YOU ask Questions if  
Given the Opportunity**

**THANK YOU!**  
**Questions?**

**April**

**Saransk**

**Gilroy**