

## Careers Breakfast 14/05/09

### Career Planning in a Global Financial Crisis

#### Speech Notes

*An employer perspective on the various opportunities the Global Financial has created for employees and candidates alike.*

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It's easy, in times of crisis to focus on doom and gloom however the downturn creates many opportunities for individuals and organisations alike. Specifically, there are 3 key areas of opportunity available to individuals:

1. **Ability to broaden skill set** – Times of change can provide an individual with the chance to reassess and re-evaluate their skills. The most successful candidates in PricewaterhouseCoopers impress the selection panel by demonstrating what value they can add to the business and new ideas they can bring to the table, rather than the other way around. Graduates need to abandon the, “what’s in it for me attitude” and concentrate on the skills they have on offer. Employers value employees with up-to-date knowledge in their fields and industry areas so if you are looking to change or progress, now might be the time to fast track your skills?
2. **Agility and Flexibility** –These are key competencies for both individuals and organisations in coping with periods of change. Agility and flexibility provide endless opportunities for employer and employee. Students’ success in the recruitment process can be boosted by demonstrating their agility and flexibility e.g. students state they are happy to work across areas to be flexible; meeting the needs of the clients and the demands on the organisation.
3. **Innovation and creativity** - Periods of dramatic change can generate and stimulate enormous innovation and creativity in both employees and employers. It enables organisations to reflect on achieving targets, developing strategies and measuring staff successes in more innovative ways. Employees and graduates can contribute to these processes by developing ideas to assist the firm to thrive, looking beyond conventional practice.

Stay positive, tailor your applications, research the organisation you are applying to and commit yourself to developing yourself professionally throughout your career.