

# Top Right Thinking Careers After Covid

## Making your mark and developing yourself...

Think about whether this is a good time to retrain and add to your skillset and look into what government schemes are available. A number of schemes were announced in the budget to support employers taking on trainees so this could actually be a great time to think about whether the role you are in is right for you.

Helen Melvin  
People Director  
Brasserie Bar Co

Have your eyes and ears open to learn. Watch what leaders in the business - not just the formal leaders but the people others look to. What they do, say and how do they act? How do they make you feel? What motivates? What doesn't work? What phrases do they use and how do they use silence?

Nic Rattle  
Consultant & Project Lead  
Oxford Brooks University Business School

Spend time thinking about how to approach achieving results alongside getting the results themselves. Gain understanding of the valued behaviours of an organisation and be mindful and purposeful with your interactions. This will create differentials and give a story for you to tell at progression conversations or at future interviews

Nikki Yeomans  
Founder of iFixMe online coaching

Get comfortable networking online - look out for like minded professionals online and ask about virtual events, join professional groups on Facebook and LinkedIn. Post, comment and make yourself visible.

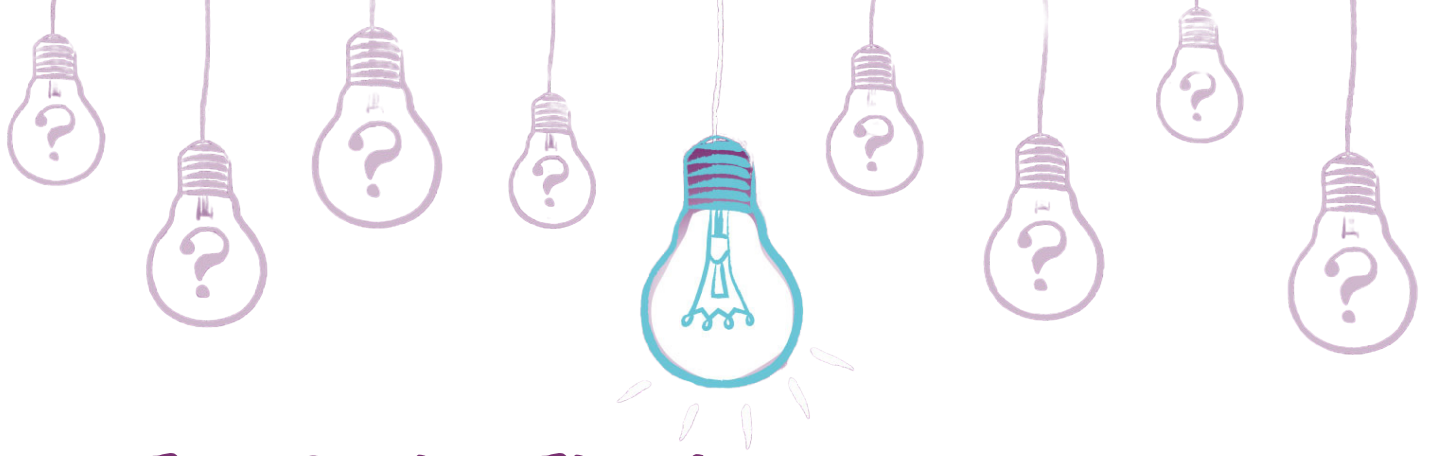
Oana Gherasim  
HR Manager  
Brasserie Bar Co

Be brave and ask for feedback on a regular basis. Then visibly show how you are putting the learning into practice. Be proactive in showing how important you see your personal growth and learning. Volunteer or offer support to projects in order to network in a proactive way.

Bridget Marshall  
HR Director & Leadership Coach  
Twinings

Build your resilience. It can feel hard to keep developing your career at times like these. Even if you are not in your perfect role, the right role is out there for you. Think about taking up extracurricular activities such as volunteering for a charity, enrolling on a MOOC, or becoming a school governor so you can exercise your skills grow your network, feel valued and add to your CV too.

Nikki Blackhurst  
Director  
NB Executive Search & Development



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## Finding A New Role...

Gather references and testimonials so you have them to hand and submit them at the end of your cv. A great reference speaks volumes. Have a good LinkedIn page that includes the same information, have a look at profiles that stand out and mirror them.

Nikki Blackhurst  
Managing Director NB Executive  
Search and Development

Practice phone and video job interviews - not everyone is a 'natural' in front of the camera and more job interviews will be held virtually. The more you practice, the more confident you will become.

Oana Gherasim  
HR Manager  
Brasserie Bar Co

Remain open minded and open to new and different opportunities perhaps outside of your normal domain of work - transferable skills are really valuable - don't rule yourself out of opportunities because you don't tick every single requirement on a job spec - if you think you can do it and it's a job you are motivated for have a go - it's all good experience and you never know you may end with a job at the end of it!

Laura Lucas  
Leadership Development and Talent manager -  
Sopra Steria

Put together a thoughtful covering letter that outlines what value you can add to the role you have applied for. Get someone to look over your letter and CV and make sure they are well formatted and there are no spelling mistakes or grammatical errors you have missed. It sounds quite basic but we do receive a number of applications that make us question if the person applying genuinely cares.

Helen Melvin  
People Director  
Brasserie Bar Co

If there is a contact name and number to find out more about the job then do contact them! Very few people do and it's a great opportunity to understand more about the role and what's important to the company and to find out about their culture.

Nic Rattle  
Consultant and Project Lead  
Oxford Brooks Business School

Take a step back - look at *who* you are, not *what* you are. The job market is saturated so it's hard to stand out using a job title alone, so stand out with your passion and individuality - spend time recognising and marketing YOU, not your old job titles or qualifications. Don't be scared to apply for a job you might not be the perfect fit for - if you get excited about it, apply for it! Many more companies are recruiting people for attitude and behaviours, because skills can be taught.

Emma Wilson  
Head of Learning and Development  
Motorpoint

There are companies out there that really value 'life experience'. Don't limit yourself to what you have done before. For instance I am looking for people who have experience of dealing with people in any guise - as long as they are curious about people and obsessed with delivering a great customer experience. We can teach you everything else you need to know!

Amanda Harvey  
Head of Talent & Development  
Carpentright

Do your research on the company and position you are applying for (use their websites or Glassdoor to help) and really make sure it is right for you. It can be really difficult to do this when you really need a job and you are tempted to apply for anything, but stay focused.

Helen Stuttard  
Head of Retail Recruitment  
Mitchells and Butlers

If you might over-qualified, take the time to tailor your CV and covering letter to the role. Position it to show what skills and experience you have that will enable you to hit the ground running more quickly, rather than just your qualifications. Stress why you want the role and the benefit to the business in hiring you.

Bridget Marshall  
HR Director & Leadership Coach  
Twinings