**Graham Anderson - Area manager.**

So as a company we only do internal promotions, so everyone starts at the same place. I was … I started as a trainee in Perth 8 years ago. I then rotated and worked for a few months in Inverness. I then made a decision personally to move down and work for Enterprise in London. I was then promoted to Assistant Manager down there, and managed two separate branches. I moved then, back up to Scotland three and a half years ago and I managed our Glasgow city centre location and did that for about a year before being promoted into my current role as area manager. Hopefully through that, it shows the opportunities for progression within Enterprise and also shows if you're willing to kinda move around, that's something - the flexibility that we look for in all of our employees. For students, we do a summer internship - which is a 3 month program where you are essentially treated as just a member of staff within the branch. We also do a 12-month placement and we also then do the MT programme for graduates. The key competences that we would look for for a successful applicant which also then stays with them as they then progress through the company is: firstly, a strong work ethic, so we are working in a busy fast paced environment. You essentially are given the tools to run your own business, with someone else's money, which is great, but part of that … there is hard-work that you have to take along the way in order to progress. Flexibility and by flexibility, linking it to my career story, that willingness to move around but also in terms of flexibility of your thought process and willing to adapt to different ideas and different things that come into the business. Also we look for communication, so whether that’s communication with a customer base with other employees, but and being able to communicate a message clearly, I suppose is really important. The next quality would be leadership. Really when applying for the role we're looking for future leaders, we’re not interviewing for someone to just come in and work in the branch and do the training, it’s really looking for future leaders and future managers within the business and on top of that we have a strong focus as a company on customer service, so someone that shows a real care for customers and also there is an element of sales. So the kind of things we would look for within an application is if someone has participated in any extracurricular activities through University so be that: society or sports team and someone who's maybe held a position within that, so a club president or team captain and has experience of, if you like, some of the qualities or competencies we would look for so that leadership for flexibility through doing that. So that would be one. And so also work experience, it's something that's really important so we want someone who's had an experience of working with the general public. I know that in some companies an internship vs a graduate scheme - that sometimes there are treated differently. You will never know the difference between someone who was an intern versus someone who was on the graduate programme, everyone completes the same tasks.