**Billy Elliot – Financial Advisor**

When we are recruiting, what someone has studied is not our primary focus for a candidate. Due to the nature of our industry there is a high level of training of somebody who wants to work in that industry that needs to happen, usually, within that industry. So it's unlikely that a new candidate will actually have learnt some of or all those skills at university. However people skills, aptitude, oral and written communication along with IT skills particularly Microsoft Office and administration experience are an added bonus.

**Gregor Howitt – Co-director and Financial Advisor**

We’ve got a really broad spectrum of personalities and skills within our team and that's been intentional. To do a para-planner role you need to be very analytic and maybe not so interpersonal skills important there. But someone who's actually involved in making client appointments or meeting our clients, then obviously being a very people friendly person is really important for that. We’ve got a very tight team here and anybody new coming in has got to slot in and work with all the rest of the team there. A key thing for me, that I empower all my staff to take initiative and work on their own but importantly if you are doing that need you need to take ownership of what you are working on as well.