



2024-25 Central Resource Document

This small guide will show you 'how to show interest in the industry'. Disclaimer – This guide alone should not be your only source of information. Please consult other guides and conduct your own research to gain a better understanding.



What to do if I'm reading this?

3 years before graduation (i.e If you are a 2027 grad, apply for Springs in first year/second year if on a 4 year course)

Please read [this](#) document from God'sFavour Oluwanusin

2 years before graduation - (i.e If you are a 2027 grad, apply for Summers in second year/third year if on a 4 year course)

1 year before graduation* – Grad Schemes

*Some firms offer Summer Internships to final year candidates as well as penultimate year candidates.



General Tips

- **APPLY EARLY!**
- **Practice online tests**
- **Keep showing up, work hard**
- **Be consistent**

Problem Solving		Competency Example: Employee can identify problems in a timely manner and rectify them without issue
Decision- Making		Competency Example: Employee has shown to make decisions when asked, and has been able to follow through on those decisions with the best of their ability.
Team Work		Competency Example: Employee has been an integral part of the workforce and has acted in team efforts responsibly.
Work Ethics and Standards		Competency Example: Employee has worked hard towards the company's goals and has met standards of goals worthy of praise.
Focus		Competency Example: Employee has focused on their tasks without giving in to distractions and been able to handle unavoidable distractions in the workplace without degrading their work performance.
Ambition and Motivation		Competency Example: Employee has shown great motivation for work, and has been ambitious within the workforce to improve performance and

Honesty and Integrity		Competency Example: Employee has shown up for work on-time, shown honesty towards their level of work, and has been up-standing in their integrity of work.
Adaptability and Flexibility		Competency Example: Employee has proven to be flexible in their duties and has easily adapted to scenarios outside their normal work duties.
Planning and Organizing		Competency Example: Employee has created plans that they have followed through with, and has shown great organizational abilities that benefit workflow.
Communication		Competency Example: Employee has respectfully and effectively communicated with customers, fellow workers, and management.
Technical Skill		Competency Example: Employee has shown great technical skill pertaining to their work.
Customer Service		Competency Example: Employee has been able to provide great customer service to ensure customers have the best experience the company can provide.



What can I do to secure each step?

- **Spring Weeks**
Clear Interest in Industry
- **Summer Internships**
Clear Interest in Industry + Spring Weeks
- **Grad Scheme**
Clear interest in Industry + Summer Internship

Note – It gets harder to get involved the longer you leave it.

You don't necessarily need a Spring Week to get a Summer Internship, but it does put you at a disadvantage due to 'lack of experience'.



I need help with the application process!!

- [Dropbox Folder](#)
- Check out the above folder for exclusive CV, Cover Letter, and miscellaneous resources...



What do I do if I don't get a Spring Week?

- Hustle to get a summer internship or work experience at a smaller company.
- Finance firms come in all shapes and sizes...
- Utilise Google Maps to see all companies in your target area.
- Cold emails have a low success rate, so apply to around 150-200 firms...
- Keep the emails short, but meaningful and impactful.



Networking

- Feel free to reach out us via LinkedIn...

2024 – 25 Committee:

[Jake Smith](#)

[Darius Hotiu](#)

[Alex Mursell](#)

[Chelsea Koomson](#)

[Matthew Ellis](#)

[Nav Reehal](#)

[Linda Vu](#)



Networking (2)

Do

- Have a profile picture with either a white/clear background in business smart attire.
- Have a finance-related background/cover
- Maintain relationships with those you have met through networking, insight days etc

Don't

- Engage with ANYTHING political – HR might rescind your offer, or worse, you could be blacklisted from a firm.
- Little bit of a controversial one, but I would avoid posting “I’m pleased to announce I’ve just completed XXX online course”. Consider your impact when making a post (i.e Would this impact my long-term reputation?).



Organisations

What do they do? - Promoting social mobility by providing **support and opportunities to young individuals from diverse backgrounds**. These organizations work towards bridging the gap and creating equal opportunities for individuals from ethnic minority or low socioeconomic backgrounds in various industries, including law and finance.

[SEO London](#) - “Spring into” series – Year 1’s/ Year 2’s on a 4-year course , “Academies” – Weekly “Lunch and Learns” – employer perspective about a given industry. “Cultural capital” events – Go to London / west-end and watch a play , good to talk about in an interview potentially.

[UpReach](#) – “Mock interviews”, practice online tests, “Springboard” activities – Webinars, video lectures, + insight days.

[TheBrokerage](#) – Host events in-person and online, as well as general application guidance sessions.

[Migrant Leaders](#) - Events and panel sessions aimed at migrants

[Rare Recruitment](#) – Have two main programmes. For students at UEA, we would be in the ‘Invessed’ Cohort. Gives tips and tricks at all stage of recruitment. Information usually distributed via email.

[10,000 Interns Foundation](#) - Various sectors, not just IBD

It’s vital you sign up to these organisations, or at least try to get in as they have **exclusive internships** for candidates!



Mentorship Programmes

- Mentorship programmes partner you with an industry professional. These seasoned professionals work with you for a dedicated period of time, usually 1:1, and help you develop a wide array of skills. This can be anything from confidence, to mock interviews, to commercial awareness.
- It's important to maintain this relationship if you get a mentor. This can be the missing link between a strong motivation and an excellent motivation.



Bridging Barriers
Generation Success
Circl Future Leaders



Insight Days

- Insight days are opportunities to network with other students in your cohort across the country, find out more about the firm, and ask meaningful, reaching questions.
- If fortunate, long-term relationships with others can come from these type of events.

[UpTree](#) – Tons of insight days

[Bright Network](#) – Look out for the virtual academies (IEUK, Consulting etc) that run in the Summer (They usually drop around March – April each year)



Knowledge boosters

Knowledge boosters are designed to build some tangible skills, which are useful for personal development, and being proficient whilst on the job.

[Coursera](#)

[Udemy](#)

[Perlego](#) – Over 1m books – £9.99 subscription per month - find better information than GPT

[DataCamp](#) – Python, SQL, PowerBI, Tableau

[Kaggle](#) – AI / ML community – helps with projects

[Forage](#) – Job Simulations with firm (Can put under ‘certificates’ in LinkedIn)

[Extern](#) – Longer job simulations with a firm – Often selective ‘micro-internships’, may be eligible for stipend, but check small print.

For example, I did an Externship with RevRoad which was 4 weeks long, and required around 5 hours of work per week. I liked the flexibility of the platform, as you could fall behind and catch up later, or submit your deliverables earlier.

Note – When applying to Extern, apply for one opportunity at a time, as the system will auto-reject you for having a lack of direction if you apply to everything.

[AmplifyME Banking Simulator](#) - 2-hour simulation, 2 simulations (1 from the Sell-side [Investment Banking], and 1 from the buy-side [Asset Management]).



Financial Modelling

Financial modelling is an indispensable component for banking. Interviewers expect you to be familiar with the 3 financial statements, DCF models, and even LBO models

[Corporate Finance Institute](#) – Wait for discounts, or split with friends (I didn't tell you this) – Has some free courses

[Wall Street Oasis](#) – Have some free courses too

[Wall Street Prep](#) – Highest quality/ most granular detail of 3, but most expensive.

[City Investment Training](#) – (Great for navigating 3fs & understanding basic modelling, but not enough for a comprehensive understanding).

Note – The '8 week Analyst Training programme' is a scam

[TrainingTheStreet](#) - More focused on Real Estate / Private Equity modelling. Very expensive. Host live sessions.

[AmplifyME M&A Accelerator](#) – 45 min intense accretion/dilution modelling simulation – Please come back several times to improve your proficiency.



Investment Technicals

[Introduction to Investment Technicals - SEO London Guide](#)

[Wall Street Prep 400 Questions](#) – Important succinct technical answers for interviews

[Prequin Academy](#) - Gives concise information about non-traditional asset classes (Alternatives).

Note: In 2024-25, Oakwood Investment Fund will be using a mixture of the aforementioned courses to train new Analysts.



Commercial Awareness

Being commercially aware (i.e Understanding how the markets move) is essential to landing a job in finance. Interviewers will often ask you things like “tell me about a stock?” or “tell me about a piece of news that’s interested you”.

[Financial Times](#) – Lex Column provides most valuable information

[McKenzie Insights](#)

Note – I would suggest writing your own Finance pieces. Reflect on the information that was given to you, build a viewpoint, and critique arguments. Interviewers are typically impressed by individuals that have a strong understanding of Finance.

UEAFIS has collaborative initiatives where you can get exposure for your pieces. More information will be shared in the WhatsApp group...

[Google](#) - I use in conjunction with FT / MI to reach deeper in to the topic.

Firm 10K – Go on to firm



Additional Career's Info / Webinars

I frequently used webinars when I was on 'low energy'. Watching investment-related material was an important component for building my knowledge base.

[Spring Week Guidance LSE](#) – Please read as soon as possible

[Mergers and Inquisitions](#)

[Peak Frameworks](#)

[Intern Gameplan](#)

[Unofficial Guide to Banking](#)

[Efinancialcareers](#)

[BrightTalk](#) – Large webinar platform

[Prequin](#) – Largest database/insights for alternatives.



Societies

Societies are a great way to get involved! Leadership positions within societies show proactiveness and a desire to be impactful. I personally have utilised University Societies within competency and fit questions previously.

[Oakwood Fund Management](#) – Exposure to ‘industry reports’, ‘stock pitches’

- Please keep up to date with our WhatsApp Group – You will be sent an identical link in an email upon joining.
- Note – Don't be afraid to create a new society! Make sure you have a clear vision and plan, and a few friends to attempt this with before you start.



How do I conduct my own investment research?

Developing an opinion about the financial media you consume is vital to be successful at interview stage. It shows critical thinking and analytical skills.

[FinViz](#) – Free stock screener, financials etc

[CrunchBase](#) – See company deals, news etc

[Investopedia Trading Simulator](#) – Hold a simulated portfolio, develop an investment strategy.

*At UEAFIS, we have an Autumn competition running from 22nd September! You can message our Instagram account, **@ueafai**, for more information.*



Job Boards

[Trackr](#) – Main one for investment / finance summers

[LSE Tracker](#) – Lots of HR emails – Good for understanding spring weeks

[MyCareerCentral](#) – Useful for local jobs

[Dartmouth Partners](#) – Check out the Classroom to Boardroom foundation!

[Windo](#) - Website shows DEI information of all firms. Very good for showing insight days, and events you may not find from a direct Google Search.

- *Note* – I would recommend also keeping track of the opportunities you have applied for. For example, I have a spreadsheet with the link to the Job Description (initial job posting), which business function I applied for, a link to the CV I used for said application, and any additional notes I used.



Miscellaneous

[On-Campus promotions](#) – Become a brand ambassador

[Zero Gravity Mentors](#) – Become a mentor for A-Level/ GCSE Students

Which professional level qualifications could I take?

- GMAT Focus (Master's track)
- CFA (Investment Track)
- ACA (Accountancy/tax)
- CISI – UEA offered a scholarship in 2023-24 for 10 Students to complete CISI Level 3.



Online Tests

Components:

- **Numerical Reasoning:** These tests assess your ability to understand and analyse numerical data, which are relatively similar to what you would see in the numerical component of an IQ test.
- **Verbal Reasoning:** Tests your ability to comprehend and interpret written information, paralleling the verbal reasoning aspect of an IQ test.
- **Logical Reasoning:** Some tests include pattern recognition or logical reasoning questions, which are also common in IQ tests.
- **Situational Judgment:** Unlike IQ tests, investment banking tests and consulting job simulations often include situational judgment tests (SJTs) that assess how you would handle specific work-related scenarios
- **Timed Pressure:** While IQ tests are usually timed, investment banking tests often put a stronger emphasis on working quickly and accurately under time pressure, simulating the fast-paced environment of the industry



So why do I keep mentioning IQ tests?

The main goal of these tests is to filter candidates who have the right combination of cognitive abilities, problem-solving skills, and personality traits that align with the demands of investment banking

There seems to be a level of crossover between “Online Assessments” and traditional IQ tests.

Extrapolating from this finding, and considering that “OA material” is not necessarily free or cheap, I used some GMAT / IQ resources to practice numerical / verbal / logical reasoning..

[GMAT Club](#) – There is a daily email that sends through a brain teaser. I personally look at this at some point during the day.

[Target Test Prep \(TTP\)](#) - This site offers a free 5-day trial to new sign-ups (no card information required) - After 5 days, you can create a new account with a ‘10-minute temporary email’.

[JobTestPrep](#) - Investment Banking tests, but very expensive.



Final Words...

- It's better to do SOMETHING than NOTHING...
- Don't wait for an opportunity to come your way. Be proactive, and generate luck.
- Rejection is inevitable – If you give up, you are giving yourself a disservice...
- You're not in this alone... Working in groups can lead to a quicker knowledge accumulation!
- Hope this has been helpful :)

