DEFINE YOUR CAREER

E&P FINANCIAL GROUP RECRUITMENT GUIDE

TOP INTERN PROGRAMS 2020

TOP100 FINALIST 2021 FINANCIAL REVIEW

TOP GRADUATE EMPLOYERS 2019

However you choose to define your career, partner with an organisation that is ready to invest in your success.

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MY RECRUITMENT CHECKLIST

When it comes to planning for life after uni, the possibilities are endless. So where do you begin? Knowing what you want is a step in the right direction. But to have the edge, you need to constantly be on the lookout for new opportunities and be ready with your best application.

Don't miss out because you've failed to plan. Here's a checklist to help you get prepared and take the first step in defining your career.

» **Prepare your resume and cover letter, but spend time customising each application**. It's important to tailor your application to different roles, and it pays to have someone proofread your work.

» **Know yourself.** Reflect on what you've enjoyed studying, visualise where you would like to work, think about the qualities you'll bring to the company and what type of culture you would enjoy.

» **Seek opportunities with an open mind.** Look for companies that offer the right opportunities for you, but also be open to different roles that can help you get your foot in the door to your intended career or enable you to learn a complementary skill.

» **Understand the company.** Do research on the company you're applying for. How does it fit with your personal goals?

» **Prepare for your interview.** Use the information you've gathered through your research and self-reflection and practise answering sample questions.

» **Use the resources around you.** Practise interviewing with uni career centres and learn more about opportunities through online research and events.

HOW WILL YOU DEFINE YOUR CAREER?

At E&P Financial Group (E&P), we're absolutely passionate about empowering clients to achieve their own path to financial freedom – it's all about supporting their wealth journey, their way. This is why we take pride in offering a broad and innovative range of wealth management services for private and institutional investors.

But responsibility for our success – for our clients' success – sits firmly with each and every employee. So, you can understand why we take time to find some of the best and brightest people to join our dynamic business.

If you're a motivated person with purpose and initiative, and you take personal satisfaction in empowering people to achieve their best, this is your opportunity to thrive.

When it comes to our employees, we don't hold back. As an employee, you'll benefit from a broad range of opportunities across a variety of programs and specialties. You'll have access to one-on-one mentoring, on-the-job training, a career progression plan, a supportive work environment, and a fun and collaborative office culture. After all, life isn't all about work.

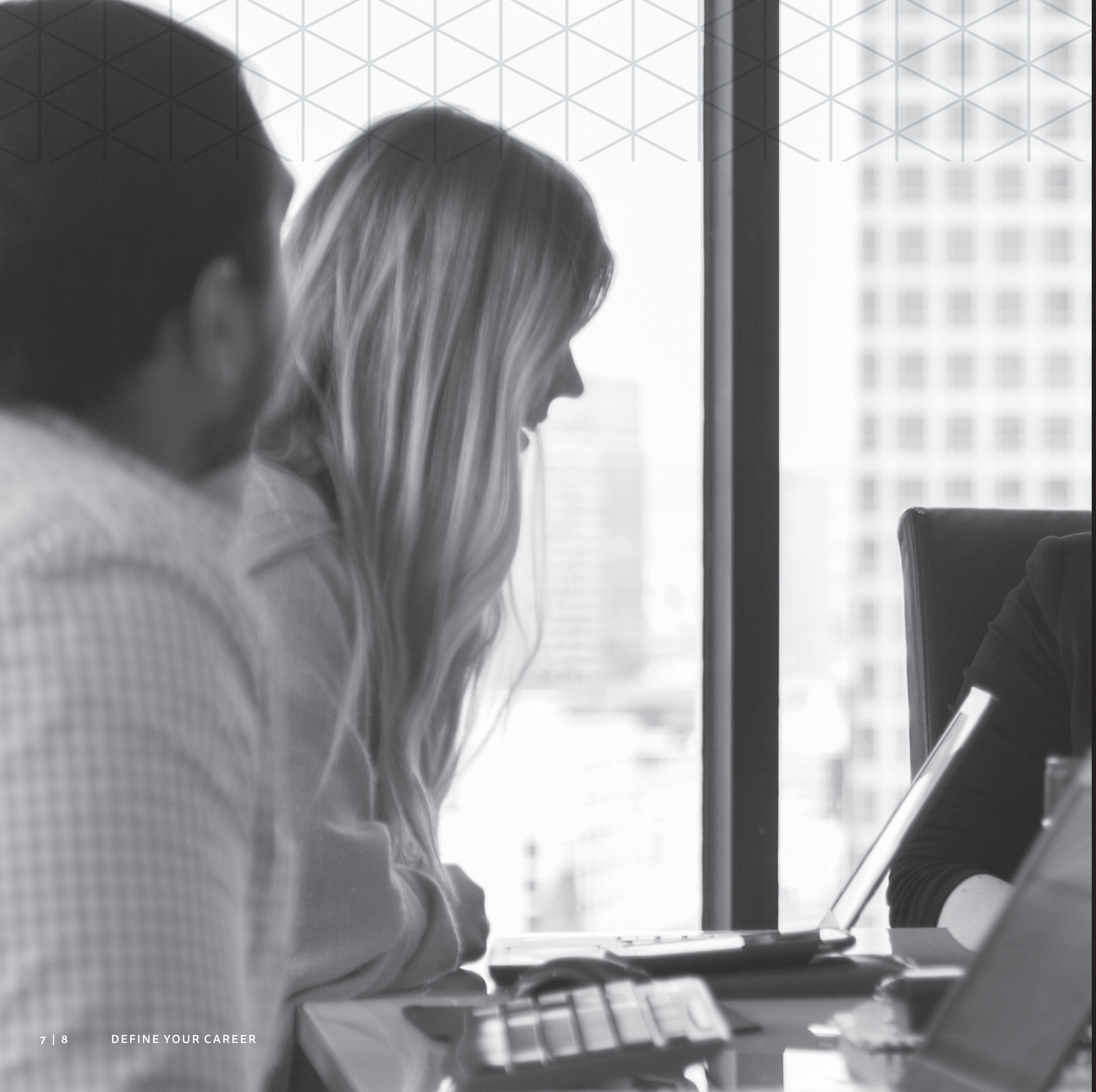
We're looking for candidates who are:

- » serious about developing their career with E&P
- » excellent communicators with strong interpersonal skills
- » considerate team players who enjoy interacting with others
- » passionate about delivering excellent service.

This guide will help you find out more about the current opportunities available and what it could mean to kickstart your career with E&P. Enjoy learning about our teams, and what a day in the life at E&P looks like.

All the best on defining your career path!

CINDY HAYES
MANAGING DIRECTOR, PEOPLE AND CULTURE



E&P FINANCIAL GROUP DEFINED...

The E&P Financial Group (**E&P**) is a leading wealth management, corporate and institutional and funds management service provider operating through E&P Wealth (which includes the Evans and Partners and Dixon Advisory businesses), E&P Capital (Corporate Advisory, Institutional and Research) and E&P Funds. The Group's approach is to focus on long-term client partnerships, while seeking to provide high-quality, market-leading financial advice for private clients, institutional clients and corporates. For more information about E&P, visit **www.eap.com.au.**

E&P WEALTH

E&P Wealth provides personalised service through a national team of dedicated advisers, offering clients the benefits of customised wealth solutions through a full suite of services which includes private wealth management, strategic financial advice, investment advice, stock broking, portfolio administration and reporting and estate planning.

E&P FUNDS

E&P Funds is a specialist global fund manager with a multi-billion dollar portfolio of client assets under management across global equities, residential and commercial property, private equity, fixed income, and sustainable and social investments. The focus is on providing investors with access to market segments that are often beyond reach, helping them build better, high-quality diversified portfolios.

E&P CAPITAL

E&P Capital has the collective strength to deliver clients high-quality acquisition and investment ideas, strong execution capability and access to a team of highly experienced professionals with long and successful track records in the industry. The team has proven expertise in mergers and acquisitions, initial public offerings and capital raisings, underpinned by a deep, technical understanding of the global investment landscape.

WEALTH MANAGEMENT – INVESTMENT

Defining investment

This team helps manage client wealth through the provision of wealth management services, with a focus on providing investment advice.

As a member of our Wealth Management Investment team you can help grow and manage wealth for private clients and families and be exposed to:

- » reviewing clients' financial situations and goals
- » portfolio construction and management
- » placing market orders
- » conducting stock analysis and reporting
- » assisting with maintaining financial models.

If you've got a relevant degree such as Business, Commerce or Finance, then we want to hear from you.

STRATEGY

A detailed plan for achieving success

WEALTH MANAGEMENT – STRATEGY

Defining strategy

This team helps grow and manage client wealth through the provision of holistic wealth management services, with a focus on providing strategic advice.

As a member of our Wealth Management Strategy team you can be involved in providing strategic financial advice to clients, gaining exposure to the entire advisory process, including:

- » reviewing clients' financial circumstances and goals
- » employing tax rules, super concessions, cashflow, debt and risk management principles to develop strategic advice plans
- » discussing appropriate strategies with investment advisers
- » coordinating the effective implementation of agreed strategies
- » working with our estate planning lawyers to assist clients with their succession plans.

If you've got a relevant degree such as Business, Commerce or Finance, then we want to hear from you.

SMSF ACCOUNTING

Defining support

As experts in the provision of superannuation accounting services in a complex and ever-changing regulatory environment, the SMSF Accounting team focuses on providing a complete range of end-to-end accounting *support* services for self managed super funds (SMSFs).

As part of this team, you'll be exposed to:

» providing accounting and compliance services for SMSFs

» completing monthly bank reconciliations

» preparing financial statements and tax returns

» developing strong client relationships.

If you've got a degree in Accounting, then we want to hear from you.

INNOVATION

A new idea, method or device

SOFTWARE DEVELOPMENT

Defining innovation

The Software Development team is responsible for delivering a suite of IT solutions to support the entire organisation and is an integral part of the firm's shared-services group. Its core focus is to build and develop bespoke web applications that are essential systems for the Group's operations.

As part of the Software Development team you'll be exposed to:

» supporting the development of new models, maintaining and enhancing our existing core client platform

» applying the programming principles from university, writing production code in C# .NET/.NET Core and front-end development including Angular8+, JavaScript/jQuery and CSS

» applying your advanced database knowledge from university, writing MS SQL queries, the efficient use of views and stored procedures, and triggers

» reporting on web developments and projects.

If you've got a relevant degree in Software Design/Software Development, Information Technology, Computing Science or a related field, then we want to hear from you.

MEET SOPHIE GALLAGHER

Assistant Accountant – E&P Wealth

When she's not relaxing at the beach, catching up with friends or discovering a new restaurant, Sophie loves nothing more than working with numbers as part of a dedicated accounting team at E&P Wealth, supporting the wealth management goals of thousands of Australian families.

As an assistant accountant, Sophie says what she does on a day-to-day basis can vary, but an important period involves finalising clients end-of-year accounts and allocating transactions to ensure clients have a clear and up-to-date view of their self-managed super fund (SMSF).

This involves taking client queries over the phone and attending client meetings with her manager. She says: "I particularly like assisting them with their questions and related issues, understanding the critical role I play in their finances. There's a feeling of satisfaction in helping remove the burden of running an SMSF so they can just focus on working towards or enjoying their retirement."

Sophie says: *"If you can hit the ground running and like to learn as you go, you'll thrive within the Graduate Program. In particular, a desire for continued learning is also important as the accounting and SMSF industry is constantly changing, so you need to be both nimble and adaptable."*

And her final piece of advice to new graduates: "*Do your research, be prepared and stay organised.*"

> *The firm allows graduates to get in front of clients, building their skills and knowledge in a practical sense.*

MEET CHRISTIAN BEDDOE

Wealth Analyst – E&P Wealth

Spending much of his childhood growing up in different cities and countries not only opened Christian's eyes to the world but has also made him adaptable to changing environments. And in the fast-paced and constantly evolving financial services industry, that ability to constantly adapt and think on his feet have been serving him well.

As a wealth analyst at E&P Wealth, Christian's day sees him working closely with his adviser manager to prepare client information, execute client orders on the ASX, attend client meetings and keep abreast of the latest economic developments impacting the investment environment.

Christian says: "*The Graduate Program rewards people who are self-motivated and willing to challenge themselves. The nature of the financial services industry demands that you adapt to change quickly. E&P offers the tools and guidance to do this effectively.*

Above all else, E&P offers the chance to learn. The firm allows graduates to get in front of clients, building their skills and knowledge in a practical sense."

Christian offers three key tips for new graduates to take with them into their first role:

» effort and perseverance is rewarded

» be open to critique and advice

» view challenges as an opportunity to learn.

MEET KANDARP

Senior Developer

After completing his university studies in 2018 Kandarp applied for a graduate position as a Software Developer with E&P and was successful. Since then he's never looked back and is now into his third year with the firm after recently being promoted to the role of Senior Developer.

As a full-stack developer Kandarp works on both frontend (user interface/experience) and backend (database/logic) for an internal application used by E&P.

He explains: "*My job mainly involves adding new features to this application. It requires problem solving to come up with solutions and then putting that into code so it can be used. Often this will involve working with others, where we have to communicate our ideas and collaborate to build the solution.*"

In addition to the learning benefits of team collaboration, the firm has also supported Kandarp to complete a series of relevant courses as part of his ongoing professional development.

As a career choice Kandarp says: "*Having others use something you have helped build is very rewarding.*"

He offers the following tips to new graduates:

» don't be afraid to try new things

» prepare yourself for life after uni – if you're interested in a particular company or job, try to find out more about what is involved in working there

» try to enjoy whatever you're doing!

HOW TO APPLY

Start defining your career!

Did you find a team that inspires you? And are you ready to kickstart a rewarding career with a leading wealth management organisation?

If you're interested in working at E&P, you can apply for the role of your choice in five easy steps. Here's what you need to do:

» **Visit the website** – eap.com.au/careers

» **Complete the online application form** – find it under the careers pages.

» **Submit your resume, cover letter, academic transcripts and passport or birth certificate** – have these on hand as you'll be asked to upload these when you submit your application.

» **Complete online psychometric testing** – if your initial submission is successful, you'll receive an invitation to participate in online testing (we'll email it to you).

» **Come in for an interview** – if you're successful, someone from our People and Culture team will call you to arrange an interview.

All the best with your application!

THE NEXT STEP IS YOURS

Make your choice and move forward with confidence!

A career is a lifelong journey. And while your first job after uni is only the initial step, it's still an important one. This is because the choices you make now could potentially fast-track your career to your chosen destination.

If you're looking for a career within an award-winning, global organisation known for its service excellence, then consider E&P. Our businesses have teams of highly experienced industry specialists and you'll be encouraged to excel professionally and personally. Regardless of where you work within E&P, you'll find a collaborative, supportive environment where you can make a difference and be recognised for your achievements.

However you choose to define your career, choose to partner with an organisation that is ready to invest in your success.

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