

WHY THE CAREER HUB IS AN ESSENTIAL RESOURCE

JOE SCATTERGOOD TALKS TO *THE TREASURER* ABOUT THE ACT'S GO-TO CAREER RESOURCE

As treasurers are increasingly asked to provide a more strategic role within their companies, the need to invest in business and behavioural skills alongside technical skills grows. Research such as The Association of Corporate Treasurers' (ACT's) *Business of Treasury* report shows that softer skills are particularly important. For new entrants, relationship and communication skills plus a deep understanding of the wider business context are key attributes that will help them to develop and grow their careers.

The need to develop business and behavioural skills to complement the treasury technical skill set is highlighted in the ACT's Competency Framework. The ACT supports members through the Career Hub, which provides articles, videos, assessments and other resources.

We asked Joe Scattergood, a fellow of the ACT and a chartered accountant, about his experience of using the ACT Career Hub.

“After achieving a first-class Mathematics with Economics degree, I trained as an ACA, working at Grant Thornton and then moving to BAA (now Heathrow Airport Holdings) once I qualified. I started the ACT qualifications while at BAA and moved to my first treasury role at DS Smith shortly afterwards. I have also held roles at Kier, Britvic plc and PageGroup, achieving Student of the Year in the 2017 MCT.

“My entire treasury career to date has been spent in multinational FTSE 250 companies where I have led some significant projects, including financings (inaugural bond issuance, Schultschein, US private placement and bank debt – revolving loan facility and term loan), implementing treasury management systems, working capital programmes and cash management solutions. These projects are the part of the job that I get most satisfaction from and the reason I joined treasury.

“The Career Hub surprised me when I first visited, because of its scope. I have drawn on it a lot recently after my short career break to re-enter the treasury world and look for a new role. The hub offers great advice on job hunting, how to work optimally with recruiters and guidance on writing CVs and

cover letters. I also found the career assessments useful as they allowed me to assess where I was in my career and where I wanted to go.

“After only recently discovering the full extent of the Career Hub's offering, I use it for the teams' development needs, as well as my own. The CPD resources and the Competency Framework are particularly useful, both aiding the setting of internal team goals, development plans and progression.

“In addition, as I am a member of two professional bodies, the CPD areas of the Career Hub help me to ensure I meet CPD requirements for both the ACT and ICAEW.

“I've also used the assessments, which help you understand your strengths, motivations, personality type, values and ideal workplace culture, all with feedback reports. These can help guide your career and ensure you are getting the right support.

“The task manager section is my own most-visited area. It is split between behavioural, business and life skills, each area offering the opportunity to add to your skill set. Refining presentation abilities, improving communication skills and strengthening commercial awareness are a few of the many bite-sized learning opportunities useful for treasurers at any stage of their career.”



MORE ON THE CAREER HUB

You can find a substantial amount of resource around career guidance, job search and on personal and team development. It is also easy to use.

It is really useful at helping you to look at your development needs and setting development plans and goals. If you are in the early stages of your career, it provides useful guidance on how to navigate it successfully and how to develop essential skills.

The Career Hub helps to build key employability skills:

- Career e-learning courses provide articles, top tips, videos and Ashridge Executive Education Hult content on key behavioural topics, including communication, emotional intelligence and negotiation.
- Resources are matched against the Competency Framework so members can tailor their learning to their needs.
- The Task Manager tool enables members to work through areas of the Competency Framework and achieve a CPD certificate when they complete a programme.
- Job-hunting tools, such as a CV builder tool and interview simulator, provide useful resources when job hunting.
- Career assessment tests show you your areas of strength and development and include tests on learning styles, assertiveness and resilience.

careers.treasurers.org/members