

## Career guidance assessment for Sarah O'Brien

25th September, 2024

Dear Sarah,

Thank you for completing the Pivotal Talent career guidance assessment. Identifying your specific skill set and interests is the first step in the process of making a successful career choice. We trust that this report will be of interest and value, in providing helpful insights and guidance towards the next chapter of your career.

Your assessment has highlighted that you have very strong interpersonal skills which is key to becoming an effective leader, as well as for conflict resolution, teamwork and negotiation. This is a strong natural skill which is particularly critical in people facing roles such as in Education, Sales or Social Services. Based on your assessment, these are roles where you also have registered high levels of interest and consequently these roles have been identified as top potential career fields that you could consider.

The results of your assessment also indicate that you have high natural sales skills which builds on your ability to build relationships and also your strong interpersonal skills. The combination of these skills means that you have a natural inclination towards selling and are good at convincing people of your views which is a highly valuable skill in both commercial roles such as Sales and Marketing, as well as in community roles such as Education and Social Services.

Based on the combination of both your natural skills and interest levels, the assessment has identified the top potential career fields as listed below, as well as potential CAO courses which are listed on page 4:



### Top career fields

1. Education
2. Sales
3. Marketing
4. Social Services
5. Business – general



### Core strengths / skills identified

- Interpersonal Skills
- Sales Skills

Please remember that the results of this assessment should be used as a basis for further discussion with you parents/guardians and career advisors.

Should you require any additional information or wish to discuss your report further, please email your request to [hello@bowsy.com](mailto:hello@bowsy.com)

Regards,

Dr. Juan Swartz  
Chief Scientist and Co-founder, Pivotal Talent

## Summary report interpretation

How do I interpret this report to gain a deeper understanding of the recommendations made for my ideal/ most suitable career fields?

Below are explanations to help you understand your summary report:

### 1. **Candidate background**

Personal and academic details as provided by you as the student.

### 2. Summary Recommendation

Provides an overall ranked list of your recommended career fields. This includes your suitability scores, natural skills scores (70% of suitability) and interest scores (30% of suitability).

2.1. The 20 career fields below are ranked according to your suitability score for each career field. These scores are sorted in descending order, starting from your best match to your least recommended/suitable match.

2.1.1. Natural skill score (career field related skills score): this score considers the scores of all the skills that were assessed. Not all skills are equally important for every career field, the score displayed is a weighted average score of your skills, relating to the specific career field.

2.1.2. Interest score: In the assessment you were asked questions relating to your interests and this score shows how interested you are in each of the career fields.

2.2. Summary recommendation, career field suitability score graph: This is a visual representation of your suitability score for each career field.

### 3. **Natural skills overview**

3.1. These scores will give you an indication of where your strengths and weaknesses lie in terms of your natural skills. Not everyone is good at everything, that is why we have assessed a wide range of skills and tasks to establish where your natural abilities lie and to identify those areas that require further development. As stated, not all skills are equally important for every career field. Through the results of the assessment, we understand which skills and tasks you can perform well in without a lot of extra effort, it is then very easy to determine which career fields you will be most suited to. It is also important to understand your inherent natural skills and abilities, for self development.

## Career guidance summary report

**Student:** Sarah O'Brien  
**E-mail address:** [sarah123@example.com](mailto:sarah123@example.com)  
**Phone:** XXXXXXXXX

### 1. Candidate background

#### Personal Details

1st Language Spoken	English
2nd Language Spoken	Other

#### Academic Background

I am no longer in school, my highest grade completed:	Grade 9
School Name	Anonymous community school

#### School Subjects (Self-evaluation)

Additional languages (High)	Good (60 - 79%)
Consumer studies, Hospitality studies and/or Tourism (High)	Excellent (80 - 100%)
Economics, Accounting, Business/Administration (High)	Excellent (80 - 100%)
English language (High)	Good (60 - 79%)
Entertainment-related subjects (High)	Good (60 - 79%)
History (High)	I did not take these subjects
Information Technology/Computer Science (High)	Good (60 - 79%)
Mathematics and/or Statistics (High)	Medium (50 - 59%)
Physical Education and Sports (High)	I did not take these subjects
Psychology, Social Care/Religion-related subjects (High)	Good (60 - 79%)

## 2.1 Summary Career and Course Recommendation

Main Career Paths	CAO Courses to be considered
Business Administration	Business Studies (International Hotel Management)
	Business Studies (options)
	Business Studies with Beauty and Spa Management
	Business Studies with Sports Management
	Business with Management
Education	Education - Early Childhood Education
	Education - Primary Teaching
	Education and Psychology - Primary Teaching
	Education and Training
	Education Studies
	Education, Home Economics and Business Studies
	Education, Home Economics and Irish - <i>with concurrent Teacher Ed</i>
	Education, Home Economics and Religious Ed - <i>with concurrent Teacher Ed</i>
	Montessori Education
	Post Primary Teacher Education - Gaeilge and French, German or Spanish
	Post Primary Teacher Education - Religious Education and English
Entrepreneurship	Business with Entrepreneurship
Human Resources	Business (HRM)
	Business Administration
	Human Resource Management
	Logistics and Supply Chain Management
Marketing	Business Studies (Marketing and Management)
	Event Management with Marketing
	Marketing
	Marketing (Digital Media and Cloud Computing)
	Marketing (Event Management)
	Marketing and Digital Media
	Marketing and International Tourism Management
	Marketing and Sales
	Marketing Practice
New Media Studies	
Media and Communications	Advertising and Marketing Communications
	Business Studies with Event Management
	Business with Sport Science
	Communications and Media Production
	Contemporary Dance (audition)
Journalism	Arts and Humanities
Psychology	BSc (Psychology)
Sales	E-Commerce in Retailing
	Retail and Services Management
Social Science	BSc (Social Science)
Tourism	Business Studies with Travel and Tourism Management

## 2.2 Generic Career Fields Ranking (1 to 10 of 20).

● Average 
 ● Good 
 ● High

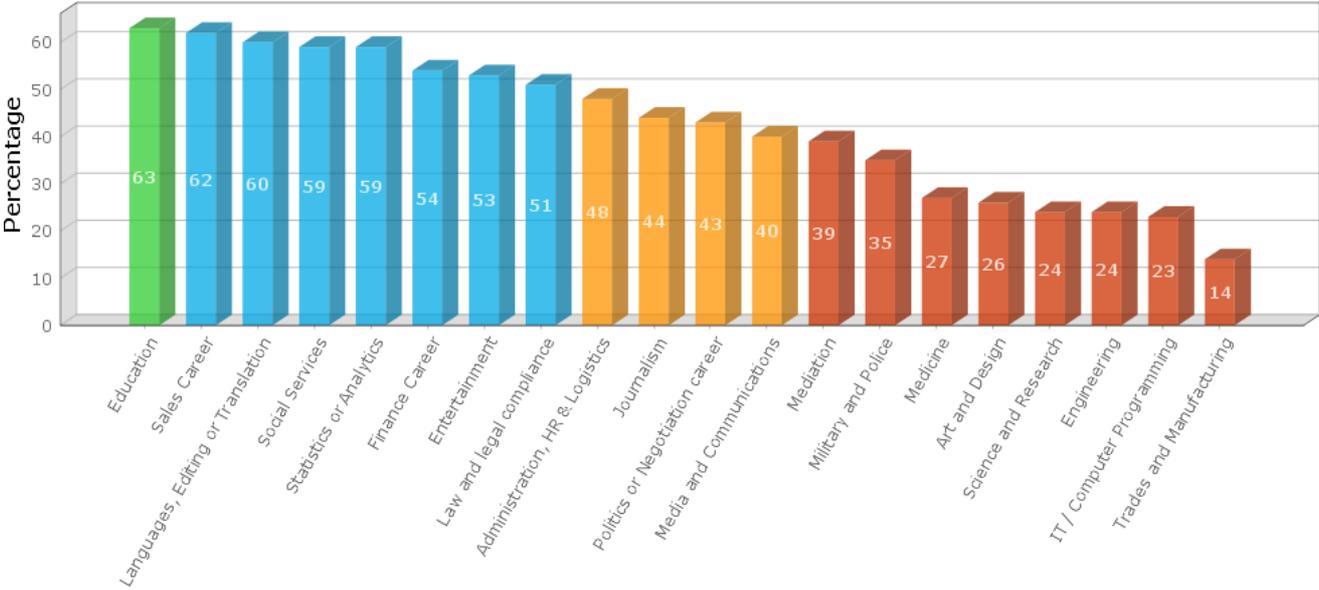
Rank	Career Field	Suitability Score	Natural Skill Score	Interest Score
1	Education	●	●	●
2	Sales Career	●	●	●
3	Languages, Editing or Translation	●	●	●
4	Social Services	●	●	●
5	Statistics or Analytics	●	●	●
6	Finance Career	●	●	●
7	Entertainment	●	●	●
8	Law and legal compliance	●	●	●
9	Administration, HR & Logistics	●	●	●
10	Journalism	●	●	●

## 2.3 Generic Career Fields Ranking (11 to 20 of 20).

● Average 
 ● Good 
 ● High

Rank	Career Field	Suitability Score	Natural Skill Score	Interest Score
11	Politics or Negotiation career	●	●	●
12	Media and Communications	●	●	●
13	Mediation	●	●	●
14	Military and Police	●	●	●
15	Medicine	●	●	●
16	Art and Design	●	●	●
17	Science and Research	●	●	●
18	Engineering	●	●	●
19	IT / Computer Programming	●	●	●
20	Trades and Manufacturing	●	●	●

2.4 Summary recommendation graph



### 3. Natural skills overview

● Average 
 ● Good 
 ● High

Skill	Description	Score
Interpersonal Skills	The ability to get along and build relationships with customers and co-workers.	<span style="color: green;">●</span>
Sales Skills	The ability to close deals and effectively manage client relationships.	<span style="color: green;">●</span>
Engagement Coping Skills	The internal management of positive or negative emotions.	<span style="color: orange;">●</span>
Customer Engagement Skills	The ability to appropriately display emotions that you experience.	<span style="color: orange;">●</span>
Customer Care Skills	The ability to ensure customer satisfaction.	<span style="color: orange;">●</span>
Mechanical Skills	The ability to visualise problems or to understand visualisations of problems and to formulate a solution.	<span style="color: orange;">●</span>
Administrative Skills	Detail orientation, organisation skills and the ability to think systematically.	<span style="color: yellow;">●</span>
Problem-solving Skills	The ability to objectively and creatively analyse information to reach rational judgments.	<span style="color: yellow;">●</span>
Computer Literacy	The ability to use computers and related technology efficiently in the working environment.	<span style="color: yellow;">●</span>
Numerical Skills	The ability to apply numerical concepts and principles to solve theoretical or practical problems.	<span style="color: yellow;">●</span>
Logical Skills	The ability to use rational and systematic steps to arrive at realistic conclusions.	<span style="color: yellow;">●</span>
Technology Familiarity	Knowledge in the use of modern technology in the working environment.	<span style="color: yellow;">●</span>

## Career guidance annexure

How do I use the annexure to understand the career fields recommended to me?

The annexure consists of two sections:

1. **Natural skills overview:**

This section explains in detail each of the skills assessed, as well as how these skills are applied in the working environment. This section also highlights what you can do to develop and improve specific skills.

2. **Career field overview:**

This section explains each of the career fields, covering the following:

- Career field definition
- Examples of typical tasks
- Examples of typical entry level jobs within a career field
- Examples of typical senior level jobs within a career field
- Important secondary school subjects to consider that will assist you in pursuing the relevant career field
- Recommended types of tertiary qualifications to consider that will assist you in pursuing the relevant career field
- Examples of recommended tertiary qualifications
- Key skills required to perform well in the specific career field/s
- Suggested career paths within the specified career field/s

The summary report above scientifically ranks your most suitable career fields. We recommend paying special attention to the top 3 career fields on your summary report. Section two of the annexure provides detailed information about these specific 3 career fields. A comprehensive description of all the other career fields is also available for your reference in the annexure.

After you have read up on your top 3 career fields you should be in a position to make an informed career decision. Your decision may involve further training or education required after secondary school that would enable you to pursue your top career choices. You may also consider doing an apprenticeship.

## 1. Natural skills overview

1.1



### Interpersonal skills - High

Interpersonal skills are essential to building effective relationships with colleagues, subordinates, supervisors, suppliers, clients and customers. These relationships in turn are key in building your career.

Interpersonal skills are not only about getting along with other individuals, it is also about conflict resolution, negotiating and leadership. If you have very strong interpersonal skills, it means that you can get along with and effectively build good relationships with a very wide spectrum of the population, regardless of whether they share your views or background.

In some cases, the extent of interpersonal skills required could be limited to the ability to get along with colleagues in a team setting. In other roles such as customer service, sales and teaching, more extensive interpersonal skills are required. This is because most of the tasks in these roles are related to managing relationships and effective communication under complex or stressful situations.

People with below average interpersonal skills typically struggle to build good relationships with a wide spectrum of people and usually have smaller, close relationships. Those people who prefer technical or complex tasks might naturally focus less on interpersonal relationships and therefore, might not be that good at building relationships.

To improve interpersonal skills, you can strive to interact with, and learn more about different types of personalities and how to deal with them, learn how to be more patient, take more time to think before speaking, give others a chance to talk and improve your listening skills. You can also participate in mentoring or training programs that will allow you to focus on how to improve verbal and nonverbal communication.

1.2



### Sales skills - High

Sales skills are an indication of whether you have a natural inclination towards selling. A sales conversation is different from other conversations in the sense that the seller wants to convince the buyer of the benefits of what he is selling and less concerned with building long-term relationships or sharing information.

If you have good sales skills, you would be good at convincing people of your views and you might also be good at knowing when to push a point and when not to. Sales versus customer service conversations and relationships are very different and people that are good at one are often not good at the other. If you are good at both and have good interpersonal skills, then you should be very good at what is known as solution selling.

It is essential for the sales person to not only close the deal, but also be able to build strong long-term relationships.

Sales is not for everyone, and although it is a useful skill to have, it is only essential in a role, where sales is one of your core tasks. As with customer care skills, the best way to pick up sales skills is through experience. If you have the opportunity to be in a sales role and are looking to improve your sales skills, you can ask for feedback from more experienced staff or your manager. Customer surveys might also give you insight into which tactics work best. Participate in sales training programs if afforded the opportunity. Improving your speaking, presenting and listening skills, as well as your product knowledge should also help. The better you know the product, the more confident you will be talking about it and selling it.

1.3



### Engagement coping skills - Good

Engagement coping skills refer to how likely you are to cope with the pressure and stress related to engaging with customers, clients, suppliers, co-workers or management. Some of these interactions could be onerous, stressful, frustrating, tedious or even aggressive. In many roles, conflict resolution and management are just one part of the job. Such engagements become more stressful or difficult if the parties involved are already under pressure, such as meeting strict deadlines or when performing complex tasks.

The effective management and display of these emotions are important, especially when dealing with customers (internal or external). Firstly, for your own well-being, it is important to select a career field that suits your profile. If you have above average engagement coping skills, it means that the stress and pressure of the working environment will affect you less. You will be able to remain quite calm under these circumstances, which will make it easier for you to manage the engagement effectively. Remaining calm can further reduce conflict and increase customer service quality, even under stressful situations.

Not everyone copes well with stress. If you have low levels of engagement coping skills, it means that you will feel anxious and frustrated under stressful situations very quickly. If this is so, you might want to stay away from roles that focus on managing conflict resolution. Continuous stress is not ideal. When you are constantly feeling anxious or stressed, it will be very difficult to be satisfied with your job. The problem is, however, that the more you want to succeed, the more pressure will be put onto you to perform well. Even if this is pressure that you put on yourself. So how do you push yourself to improve, while avoiding feeling stressed? It is difficult to do and the answer will be slightly different for everyone, but the key lies in avoiding careers that are built around situations in which you are not comfortable. Avoiding stressful situations altogether is not realistic. For example, writing exams is stressful for most of us, but we cannot avoid it.

The good news is that you will become better at managing stress with age and experience. There are a lot of coping skills and mechanisms that you can research if this is a concern for you. For example, exercise can help. If you are an introvert, spending some time alone reading a book or watching a movie could also help you relax. If you are an extrovert, socialising with friends could help. Perhaps being more organised and focusing only on the immediate next steps, rather than the entire problem, can make you feel more in control and as soon as you start getting small steps done, the problem may start to feel less daunting.

1.4



### Customer engagement skills - Good

Customer engagement skills refer to how you act and display your emotions in front of customers, clients, suppliers, co-workers or management, irrespective of the emotions that you experience internally at that point in time. It is not about whether or not you understand how to act in front of customers, but rather whether you are able to act professionally under difficult circumstances. Note the word "act", this refers to how you display the emotions you feel internally.

If a customer is rude or unfair you might have to hide your frustrations and focus on trying to resolve the situation. Not all of us can do this. Some people will forget about being professional and voice their frustrations or even lash out at the customer. Others might try and hide their frustrations but without success, thereby perhaps coming across as condescending or sarcastic.

If you have above average customer engagement skills, then you may be able to hold your pose and come across as professional and calm. This does not necessarily mean that you will feel calm. It only means that you can act calm. This deviation has consequences. Your

role might require you to act calm and professional under all circumstances, but not being authentic to your emotions is unhealthy in the long run.

Similarly, if you have a low score for customer engagement skills, you might want to avoid customer engagements as this might not be the role in which you will perform your best. Having said that, if you have below average customer engagement skills, don't be too concerned, as this will improve with experience. A good starting point would be to understand what is considered professional behaviour in your chosen job. Once you understand this, take your time in difficult situations to think about what the appropriate response would be and in time it will come more naturally to you.

To develop this skill you could sign up for online courses, read up on ways to develop these skills, or engage in debates with family and friends as a way to gain exposure.

1.5



#### Customer care skills - Good

Customer care skills measure whether you have a natural inclination towards working with customers in a manner that addresses a customer's needs and drives customer satisfaction. Generally high customer care skills are associated with higher levels of empathy, this is because a person with good customer care skills will listen to what the client needs and try to put themselves in the clients' shoes.

Some people enjoy dealing with customers because they like working with and meeting new people. Dealing with customers regularly is, however, not for everyone. This measure is not about how much you will enjoy working with customers, but rather whether your natural way of communicating and building relationships lends itself to customer service engagements. Some of us are naturally better at handling difficult conversations that customers might raise, and making customers feel cared for after an interaction.

This is a skill that can be developed over time because you can learn certain mechanisms or approaches to deal with challenging situations. It is also important to remember that a customer can come in many forms, whether they are individuals from a different department of your company that you need to deliver a service to or external customers. If this skill does not come naturally to you, improving it might be as simple as learning what appropriate responses are under different circumstances, and over time it will come more naturally. You can develop this skill by asking for feedback from more experienced staff or your manager, this may only be possible once you start working. Customer surveys or suggestions from colleagues on areas where you can improve will also help. Lastly, the more you improve your knowledge of the product or service that you are dealing with in your interactions, the more confident you will feel in providing customer care.

1.6



#### Mechanical skills - Good

The ability to visualise problems or to understand visual representations of problems, and to apply this ability to the analysis, formulation and design, of a solution. More simply, it is the ability to think in diagrams and schematics.

Mechanical skills are essential in roles such as an engineer, architect and IT solutions architect. Although not necessary for most roles, in many circumstances mechanical skills will help to simplify, visualise and comprehend complex problems and even conceptualise the solution.

Mechanical skills occur almost automatically as if it were by force of habit and require applied knowledge and understanding. Looking at a diagram of something and then applying that to a problem is not something most of us are exposed to daily, because of this, mechanical skills will only improve with exposure and practice. A way to gain exposure

and practice refining your mechanical skills is to increase your visual spatial intelligence which can be done through free online tests and reading articles.

## 2. Career field overview

### 2.1 Education career – Very high recommendation

#### Career definition

Facilitates students to learn about various subjects and skills

#### Tasks: Typical task example 1

Planning lessons that teach specific subjects in whole-group or small-group configurations

#### Tasks: Typical task example 2

Preparing students for standardised tests, assessing and evaluating students' abilities, strengths, and weaknesses

#### Entry level job examples

Tutor, Teacher, Lecturer, Instructor

#### Senior level job examples

Headmaster, Curriculum Developer, Training and Development Coordinator, Education Consultant, Professor

#### Important secondary school subjects

Any subject offered at secondary school level. It is however, difficult to determine what subjects are most suitable for a career in Education, as an educator can specialise in any subject

#### Recommended tertiary qualifications

Higher Certificate (Higher Cert.), Advanced Certificate (AdvCert.), Diploma (Dip.), Bachelor of Education (BEd), Bachelor of Arts (BA) or related qualifications

#### Typical tertiary qualification examples

Higher Cert. in Education in Adult Teaching, AdvCert. in Teaching, BEd in Foundation Phase, BEd Intermediate Phase and BEd Senior Phase and Further Education and Training Teaching

#### Key skills

Administrative skills, Interpersonal skills, Customer engagement skills and Engagement coping skills

#### Career path example

Teacher → Head Teacher → Principal → District Program Co-ordinator → Director of Instruction → Assistant superintendent → Superintendent

2.2 Sales Career – High recommendation

**Career definition**

Communication and interaction with customers to promote products or services that will lead to trade

**Tasks: Typical task example 1**

Present, promote and sell products/services using solid arguments to existing and prospective customers

**Tasks: Typical task example 2**

Supply management with reports on customer needs, problems, interests, competitive activities, and potential for new products and services

**Entry level job examples**

Sales Representative, Call Centre Agent, Real Estate Agent, Travel Agent, Insurance Agent

**Senior level job examples**

Sales Manager or Director

**Important secondary school subjects**

Economics or Business studies Consumer studies and/or Accounting

**Recommended tertiary qualifications**

Higher Certificate (Higher Cert.), Diploma (Dip.), Bachelor of Commerce (BCom), Bachelor of Social Sciences (BSocSci), Bachelor of Arts (BA), Bachelor of Science (BSc) or related qualifications

**Typical tertiary qualification examples**

Higher Cert. in Business Studies, Dip. in Business Information Technology, BCom in Economic Sciences, BCom in Business Operations, BSocSci (Sociology), BA Strategic Communication in Marketing Communication and BSc in Consumer Studies (Consumer Sciences with Business Management)

**Key skills**

Interpersonal skills, Customer engagement skills, Customer care skills and Sales skills

**Career path example**

Sales Trainee → Sales Person → Key Accounts Salesperson → District Sales Manager → Regional Sales Manager → Divisional Sales Manager → National Sales Manager

2.3 Languages, editing or translation career – High recommendation

**Career definition**

The translation, interpretation, study or teaching of one or multiple languages

**Tasks: Typical task example 1**

Translating human verbal communication in real-time (interpretation) or written text (translation) from one language to another

**Tasks: Typical task example 2**

Supervising a range of functions in a publishing house. Functions can include deciding if a manuscript would be a profitable choice, developing content, going through content to find grammar and spelling errors

**Entry level job examples**

Translator, Interpreter, Linguist, Editor, Digital Content Consultant

**Senior level job examples**

Speech Therapist, Language Teacher, Cultural Consultant

**Important secondary school subjects**

Languages, History and/or Geography

**Recommended tertiary qualifications**

Higher Certificate (Higher Cert.), Diploma (Dip.), Bachelor of Arts (BA), Bachelor of Speech- Language and Hearing Therapy (BSL and HT) or related qualifications

**Typical tertiary qualification examples**

Translation Certificate, Dip. in Language Practice, BA in Speech-Language Pathology, BA majoring in South African Sign Language, BA in Language and Literature studies and BA in Language Technology

**Key skills**

Administrative skills

**Career path example**

Intern → Assistant → Administrator → Technical Writer

## 2.4 Social services career – High recommendation

### Career definition

Organised welfare efforts to promote human wellbeing

#### Tasks: Typical task example 1

Assisting students in navigating the academic and social aspects of school and providing resources and skill acquisition for future careers

#### Tasks: Typical task example 2

Informing people about healthy living by assisting them in identifying personal health goals and strategies to achieve them

#### Entry level job examples

Social Work Consultant, Community Worker, Aged Caregiver, Rehabilitation Support Officer, Physician Assistant, Physical Therapy Aide, Occupational Therapy Assistant

#### Senior level job examples

Social Work Manager, Community or Care Facility Director, Medical Mentor, Digital Rehab Counsellor

### Important secondary school subjects

Languages, History, Biology or Life sciences, Consumer studies, Hospitality studies and/or Tourism

### Recommended tertiary qualifications

Higher Certificate (Higher Cert.), Diploma (Dip.), Bachelor of Arts (BA), Bachelor of Social Sciences (BSocSc), Bachelor of Science (Bsc), Bachelor of Social Work (BSW) or related qualifications

### Typical tertiary qualification examples

Higher Cert. in Disability Practices, Higher Cert. in Humanities, Dip. in Youth Development, BA in Community Development and Leadership, BSocSci in Psychology and BSc in Physiotherapy

### Key skills

Interpersonal skills, Customer engagement skills, Engagement coping skills and Customer care skills

### Career path example

Assistant Administrator → Social Service Worker → Social Service Manager → Research Assistant → Research Social Worker

## 2.5 Statistics or analytics career – High recommendation

### Career definition

Using data to measure or predict trends, which provides organisations with important information to make informed decisions

#### Tasks: Typical task example 1

Working alongside teams within the business or the management team to establish business needs

#### Tasks: Typical task example 2

Analysing datasheets using statistics to see which country has the best education system

#### Entry level job examples

Junior Data or Research Analyst, Big Data Analyst, Earthquake Forecaster, Market Researcher, Data Entry Operator, Statistical Assistant

#### Senior level job examples

Risk Analyst, Business Analyst, Data Analyst or Research Analyst, Actuarial Specialist, Demographer, Sports Statistician, Database Manager

#### Important secondary school subjects

Mathematics, Geography and/or History

#### Recommended tertiary qualifications

Higher Certificate (Higher Cert.), Diploma (Dip.), Bachelor of Commerce (BCom), Bachelor of Science (BSc), Bachelor of Business Science (BBusSci) or related qualifications

#### Typical tertiary qualification examples

Short course in Quality Control, Higher Cert. in Archives and Records Management, BCom in Statistical Sciences, BSc with Computer Science and Mathematics, BSc with Computer Science and Statistics and BBusSci in Analytics

#### Key skills

Administrative skills, Problem-solving skills, Numerical skills and Mechanical skills

#### Career path example

Statistical Analyst → Applied Statistician → Manager → Senior Manager → Associate → Senior Associate → Director → Partner

## 2.6 Finance career – to be considered

### Career definition

The management, auditing, accounting and investment of money for different organisations or individuals over time

### Tasks: Typical task example 1

Create and adhere to budgets for specific departments, projects, and business needs

### Tasks: Typical task example 2

Prepare regular financial reports and assist in the presentation of reports to managers and executives

### Entry level job examples

Finance Assistant, Accounting or Banking Officer, Fintech Specialist

### Senior level job examples

Senior Accountant, Auditor, Investment Banker, Financial Adviser, Accounting Director, Actuarial Specialist, Business Sustainability Expert, Fintech Entrepreneur

### Important secondary school subjects

Mathematics, Economics or Business studies and/or Accounting

### Recommended tertiary qualifications

Higher Certificate (Higher Cert.), Diploma (Dip.), Bachelor of Commerce (BCom), Bachelor of Accounting (BA accounting), Bachelor of Business Science (BBusSci) or related qualifications

### Typical tertiary qualification examples

Higher Cert. in Business Studies, Dip. in Accountancy (Financial Services Operations), BCom in Financial Sciences and BBusSci in Actuarial Science

### Key skills

Administrative skills, Problem-solving skills, Logical skills and Numerical skills

### Career path example

Assistant Financial Accountant → Financial Accountant → Senior Financial Accountant → Financial Controller → Senior Financial Controller → Head of Finance

