

Essential Skills for Success in Finance

General Skills

- 1) A successful candidate must have integrity, grit and the determination to persevere. The candidate must be goal-oriented and earnest, willing to work diligently and collaboratively to help the team achieve its goals. In other words, the successful candidate must demonstrate the willingness to run through the proverbial brick wall to help the team.
- 2) A successful candidate must possess strong interpersonal written, oral, and social skills in order to collaborate effectively with colleagues. In addition, the successful candidate must have strong analytical and computer skills, with advanced proficiency in Excel being absolutely essential. Furthermore, the successful candidate must have the ability and flexibility to learn new skills as they progress in their career, and as the needs of their employer change. Essentially, since technology and market forces change through time, the successful employee must be intellectually curious and committed to life-long learning.
- 3) A successful candidate must have strong global literacy to understand people, cultures, and financial issues around the world. It is essential that the candidate have strong knowledge of financial markets and best business practices. In addition, a successful candidate must be resourceful in the acquisition of information that they need in order to complete a work assignment effectively.
- 4) A successful candidate must have intellectual curiosity, the ability to act independently, and the ability to solve unstructured problems. However, when faced with uncertainty, the successful candidate must be also willing to ask questions and seek advice when necessary. A great candidate doubles and triple checks his work to limit mistakes and learns from his/her mistakes, so that in the future any errors are minimized. Small errors are not usually deal breakers, but repeated carelessness can hurt your reputation and even get you fired.
- 5) A successful candidate should have a healthy self-awareness and be confident without being arrogant.

Specific Skills

- 1) The requisite quantitative and qualitative skills associated with financial modeling, the ability to form defensible positions based upon the results of financial models, and the ability to effectively communicate your position compellingly to varied audiences;
- 2) An understanding of the linkages among the major financial statements (BS, IS, SCF) and the federal (SEC) docs e.g. 10Ks, Qs, other related documents earnings releases, "footnotes," etc. The ability to analyze financial statements to understand and enhance the firm's profitability, efficiency, leverage, and liquidity;
- 3) Advanced proficiency with Bloomberg (for those wishing to enter the investment/trading field), statistics, Excel and Power Point