

Apply with confidence and equip yourself for career success

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Duration:

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Speakers:

Danyelle Holmes

Enterprise and Talent Business Partner, Corporate and Institutional Banking, HSBC

Hannah Duley

Global Head of Employer Brand Marketing and Experience, HSBC

Kate Harris

Talent Delivery Lead, HSBC

Zoe Neil

Global Head of Executive Talent Acquisition

Adam Fleckney

Head of Talent, Asia and Middle East and Executive and Leadership Talent Acquisition

Rachel Montgomerie

Head of People, HSBC UK

[Woman]

What advice would you give your younger self when applying for a job?

[Text on screen]

What advice would you give your younger self when applying for a job?

[Danyelle]

Apply for the job.

There's so many times I didn't because I didn't think I had all the experience.

[Text on screen]

Danyelle Holmes

Enterprise and Talent Business Partner

Corporate and Institutional Banking

[Danyelle]

But the likelihood of it is as long as you have 60%, apply for the job.

What's the worst that can happen?

[Hannah]

I would say make sure you're focusing on jobs in areas where you're passionate about,

[Text on screen]

Hannah Duley

Global Head of Employer Brand Marketing and Experience

[Hannah]

because you're then able to bring your whole self to your work and it really helps when, you know, you're building ambition and drive within your area of focus and you enjoy it more.

[Woman]

What skills matter most in this new AI world?

[Text on screen]

What skills matter most in this new AI world?

[Kate]

Critical thinking is key.

[Text on screen]

Kate Harris

Talent Delivery Lead

[Kate]

AI is great in terms of giving us quick responses and driving efficiencies in our process, but you need to be able to interpret that data, use it responsibly and really provide that human touch as part of it.

[Zoe]

Adaptability, keeping in advancement of AI, is absolutely critical.

[Text on screen]

Zoe Neil

Global Head of Executive Talent Acquisition

[Zoe]

But for me, it's that human connection.

So, if you can demonstrate empathy, curiosity, collaboration, it's being that human interface between the two worlds,

I think it's absolutely imperative.

[Woman]

How can a candidate show confidence?

[Text on screen]

How can a candidate show confidence?

[Adam]

I think a candidate shows confidence through clarity.

[Text on screen]

Adam Fleckney

Head of Talent, Asia and Middle East and Executive and Leadership Talent Acquisition

[Adam]

So, clarity around what you're good at, and clarity around the value that you're going to bring to the role, and clarity around why you want the role.

[Kate]

Being clear around your career and talking confidently about what you've achieved within your role but equally talking about your learnings in situations that perhaps haven't gone to plan.

I think that really shows an element of self-awareness and the ability and drive to really want to grow and deliver in your role.

[Woman]

What did you worry about when you were first starting off that didn't matter later?

[Text on screen]

What did you worry about when you were first starting off that didn't matter later?

[Rachel]

I guess my biggest worry was that everybody knew everything, and I didn't,

[Text on screen]

Rachel Montgomerie
Head of People, HSBC UK

[Rachel]

but soon came to realise that everyone just know different things, bring different skills to the table, and I did as well.

[Danyelle]

I really put a lot of pressure on myself when I was younger.

I thought everybody had it figured out.

What I realised now, they don't.

And it's absolutely okay to get things wrong.

Be curious and learn along the way is my advice.

[Text on screen]

HSBC Careers