

Have you thought about the figures in changing your job or your Career Direction?

Want to make that change from your current employer, apply for promotion or considering a change in your career this year? Then consider your financials too....

Many people jump into decisions about making a change on a day when they feel they have had enough or whilst on a holiday. This is fine, and yet sometimes people forget that there are personal financial considerations in making a career change. Equally, a focus on relaying some numbers may make the difference in you achieving success in an application or not.

Have you considered the financial implications of making a change?

When you buy a house or a car or indeed any asset you most likely spend some time assessing and weighing up the benefits of that asset. You might examine the features, the enhancements. The add ons, the differential cost of a more desirable postcode or a particular stereo feature. I want to encourage you to think about your next career move or job change like an asset. You are investing in you when you change role so make sure that it is a well thought out proposition.

Your reward is not simply the salary:

Don't be seduced by the salary alone. When you are applying for something new consider the whole package- what is the value of the car to you? The pension you have accumulated and what of it might you lose? Are there any service penalties in the pension scheme? What about the number of days holiday? Are the xmas closure arrangements and bank holidays included or not? Any bonuses? What is the bonus structure in the new job? When does it kick in? How long will you have to wait to earn it and what impact does this have on your first year salary? Are the tax implications different for you in relation to the size of car or the leasing/purchase arrangements? How do the arrangements compare? Is the new pension comparable and if the new employer scheme is a less generous one (often the case these days with less final salary schemes on offer) how much do you need to contribute to make it comparable with your existing

pension? Will your new salary allow you to do this? Does it make the package comparable still?

Check your employment benefits beyond the contractual package:

It may seem strange to think about HR policy and things like redundancy packages/payments or notice periods you might have in a new job. But if you have say 8 years service in your current role, your level of redundancy package and notice period on offer in the event of a termination of contract in any new role may be very different. This is particularly important if you work in a volatile industry or professional area where the short-term gains are very good. If the risk of redundancy is high in your industry and you jump ship in a panic, you may find yourself losing out on a decent redundancy payment plus support that you would have had if you had stayed with your previous employer and possibly find that you stand to receive very little if your job was made redundant in the first year or so with a new employer.

Don't be afraid to discuss these issues once an offer has been made and before resigning. It is much harder to negotiate and have an agreed term introduced into your contract once you have joined an employer. Far better to check and agree terms and applicable policy affecting your employment before you join!

Focus on the numbers when selling yourself:

Organisations think about results that people can deliver for them- often financial results. Recruiters like numbers and data to help them in gathering evidence of ability and level of responsibility. So consider this too when you are developing your CV or writing your application for that new job.

Make sure of your star billing and mention the monetary responsibility or results:

Create a section that describes your career highlights in terms of experience in a nutshell. This needs to be 4-8 lines long. Keep it brief. Recruiters have a tendency to concentrate their attention on the top third of the page. It's possible that they only read on if your profile grabs their attention quickly.

" Excellent background in product brand management ranging from retail foodstuffs to designer luxury travel goods. A team focused professional with experience of managing large projects (£2million plus). Significant experience of managing suppliers and contracts both in country and internationally against clear deliverables and KPIs."

Show me and prove it:

Communicate your experience clearly by giving evidence-based examples of what you have done during your career to date. These need to be results based wherever possible. Examples of what you have added to the organisations you have worked in.

" Reviewed all marketing agency contracts and within one year achieved a 30 % increase in brand exposure for xxxxx product whilst reducing the budgeted costs by 25 %"

Set your core skills out clearly. One of the first things recruiters look for is indications and evidence that you have the skill set necessary to do the job. Your areas of expertise should be prominent in the resume. Try and match these to a specific role you are applying for if you can, using the same language.

Where have you been fishing previously?

Include brief descriptions of the organisations you have worked for and the role you had. Include information on the company/organisation size, and revenues. Indicate the size of your budget under management and number of staff if the role includes resource management. This gives the recruiter a sense of scale of operation you have worked within. If you have been a big fish in a small pond and are going to a bigger organisation-play it down .If you have been a little fish in a lake and are going to a small but impressive puddle, play it down.

Most Important final touch in making

ANY application:

Makesureatyercheckyrspellinngammerandnotusinspellchkeronyrcomputercosits ometimesgetsitwronganditsawfulreadinacvthathaserrorsinitcositgivesareallybadi mpressionofyouandyoudeservetodowell.

Good luck happy hunters!

Marie Taylor

Marie coaches professional men & women who already have successful busy lives. She works with clients to enable them to achieve success in all areas, be it business, confidence, managing people, relationships with others, or relationship with the self.

In addition to her individual coaching practice, Marie works with organisations to create effective leaders and effective teams. Through her company Living Right Now, she works with a business partner providing retreats and self-care inspiration for professional women.

If you want to find out more about Marie and the way she works contact her through her blog at www.marietayloronline.com

Follow her on twitter
www.twitter.com/marietaylor

