



FaMAS PLAN, PERFORM AND PROGRESS

# Financial and Management Advisory Services

Graduate Recruitment 2013

Munich



## Two basic Entry Options for University Graduates

Students may apply for internships 6-18 months prior to graduation

**Student Internship**  
Part-time or full time

**Student Internship**  
Part-time or full time

Bachelor graduates may apply 0-6 months before graduation

**Associate**

**Research Analyst**

Associates or Analyst may swap career paths if they want

**1 Turnaround Manager**

**2 Turnaround Expert**

**Engagement Director**

**Research Director**



## 1 Career Path – Finance and Turnaround Manager





## 2 Career Path – Finance and Turnaround Expert

Research  
Director  
after 6-8  
years

<b>Position</b>	<b>Student Trainee (part-time or full-time)</b>	<b>Research Analyst (full-time)</b>
<b>Tasks</b>	<ul style="list-style-type: none"><li>• Market and competitors research and analysis of individual companies (due diligence)</li><li>• Deal evaluation and screening support as part of deal team</li></ul>	<ul style="list-style-type: none"><li>• Market Structure Analysis: Customers, competitors, new entrants including softfacts and financials</li><li>• Deal support team: detailed commercial data analysis on products, sales channels and processes</li><li>• Preparation of reports on investments and portfolio evaluation</li><li>• Coordination of analytical work with third parties, companies, banks and auditors</li></ul>
<b>Results</b>	<ul style="list-style-type: none"><li>• <i>Students</i> learn basics re-search and analysis skills on turnarounds, business plans and investments</li></ul>	<ul style="list-style-type: none"><li>• <i>Graduates</i> learn to prepare in-depth investment reports with evaluation of investment opportunities and risks in cooperation with third parties</li></ul>
<b>Duration</b>	<ul style="list-style-type: none"><li>• 6-18 months depends on prior skills, seniority and development on the job</li></ul>	<ul style="list-style-type: none"><li>• 18-36 months depends on prior skills, seniority and development on the job</li></ul>
<b>Coaching/ Training</b>	<ul style="list-style-type: none"><li>• Continuous on-the-job coaching by members of the team and senior executives</li><li>• Regular individual structured feedback and development sessions to improve overall skills and capabilities</li></ul>	



## Profiles of Associate and Research Analyst

Criteria	Associate	Research Analyst
Languages	Fluent English skills essential	Good English
Work Experience	At least one internship at a bank, corporation or consulting company	No prior internship required, but a plus if available
Computer Skills	Regular use of office tools and strong in Excel and/or data analysis	Regular use of office tools including Excel and Powerpoint
Entry Level	Student or Completed Bachelor Degree	Student or Completed Bachelor Degree
Typical Personality Profile	<ul style="list-style-type: none"><li>- Likes challenges and people-work</li><li>- Hates routine and copes well with uncertainty</li><li>- Strong team player and likes small teams (no actors)</li><li>- Disciplined in time planning</li><li>- Creative problem solver</li><li>- Likes travelling for work</li><li>- Aims to manage people and things</li></ul>	<ul style="list-style-type: none"><li>- Analytical, detailed and diligent</li><li>- Prefers structured work environment</li><li>- Autonomous work style and curious to learn new things</li><li>- Always delivers on time with agreed quality</li><li>- No aim to manage people</li></ul>