




WAYS TO TURN YOUR INTERNSHIP OFFER INTO A JOB OFFER



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Once you are on the internship, what can you do to give yourself the best possible chance of securing that full-time job offer?

Want to know what to do?

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THINK ABOUT WHAT SUITS YOU

Be realistic with yourself about your strengths.

- What kind of job will you perform well at?
- What kind of job are you interested in to sustain a long career?

After deciding which role suits you best, show interest and possess the skills that the employers are looking for, in order to work full-time.

IMPRESSIONS COUNT

Your first impression was a good one as you got an offer on the internship. Now, follow it through and show that the first impression was just the beginning of your strengths. Research the team that you'll be joining, to see what exactly they do.

SET OBJECTIVES

The HR team will provide every team an objectives template to go through with their intern. When the role and objectives are discussed, don't just sit silently and nod. Instead, ask sensible questions, show that you're enthusiastic and have done your research on the team. This will help you to gain that full-time offer later.

DISPLAY STRONG WORK ETHIC

Interns are often given very long and tedious tasks that can take long hours to complete. However, you need to show you're willing to do this kind of work and are able to do it well. Don't be afraid to ask questions. They know that you are an intern and that you will not know everything.

SHOW HOW PROACTIVE YOU ARE

Whenever you find yourself with time to spare, go around the team and ask if anyone has want any help. Things like this will be remembered. Sign up for any training that is offered to you. Ask to get involved in some more projects, as long as it doesn't affect your assigned tasks. All these things show that you have initiative and don't just sit around waiting to be given something to do.

DEMONSTRATE YOUR HUNGER TO LEARN

You will learn so much from doing the job, but there are also other ways to learn. Attend workshops, seminars, meetings and ask sensible questions, to show your dedication. If you're joining a desk of the global markets division, Fmi's Global Markets pathway is an excellent resource; As is Fmi's Investment Banking pathway for IBD interns.

DEVELOP YOUR NETWORK

The quality of your work is essential, but so are your interpersonal skills and networking ability. So, get involved and try to get along with everyone. Ensure that you're seen as a team player in and outside of the office. If you are genuinely liked and respected by your team, they'll put a good word in with the boss and recommend you for a full-time offer.

BE CLEAR THAT YOU WANT A FULL-TIME ROLE

Clarify when the time is right that you would like to stay on and work for the company full time. If you're assigned to a team that you realise is not exactly what you wanted, then speak to HR about it and mention it during the mid-term appraisal. This will help you gain experience in the other team that interests you leading to a full-time offer.