

MoneyMarketing 15 September 2011

Careers brief

70% of PFS firms say there is a shortage of technical skills

By Sam Macdonald

Almost three-quarters of Personal Finance Society members believe there is a shortage of technical skills in the financial services industry and 69 per cent say it has damaged their firm.

A Chartered Insurance Institute survey of 888 PFS members shows 71 per cent think there is a shortage of technical skills in the industry, an increase of 5 per

cent on last year. The number of people who think the shortages are detrimental to their firm's performance also rose to 69 per cent from 66 per cent.

PFS members who think the shortage of skills will cause problems for the UK by 2020 rose from 33 per cent to 54 per cent.

The CII says despite the increasing skills shortage, 23 per cent of firms operating in the wider life and pension market are planning to cut their train-

ing budgets compared with just 5 per cent last year.

President Julian James says: "This is a long-term problem and if we do not start to solve it, we will fall behind our competition."

"We need to get young people interested in what we do and then provide them with the training they need to ensure the long-term competitiveness of our industry."

Evolve Financial Planning director James Norton says:

"There is definitely a lack of technically skilled people in the industry but it is also true that there is a lack of skilled advisers."

Cambourne Financial Planning director Mark Loydall says: "There are a lot of recruitment firms out there that are recommending people for employment in financial services, so that would suggest that there are qualified, skilled people out there who can do the job."

Tenet loan deal to help advisers with RDR cost

By Tom Selby

Tenet is offering all advisers interest-free funding to cover the cost of reaching QCF level four ahead of the retail distribution review deadline.

The new facility, which is being offered as part of an additional support package, launched earlier this month, allows both members and non-members to access a 12-month interest-free loan to help pay for RDR training and qualification costs.

Tenet says there is no cap on the loan amount advisers can

draw, which will be based on the cost of the learning programme undertaken by the IFA.

The additional support package also includes a choice of subsidised training programmes, which allows IFAs to choose their qualification route, with the option of online and face-to-face tutoring.

Distribution and development director Keith Richards says: "We understand the challenges faced by advisers and the transitional requirements for the RDR in particular can feel daunting. However, acting sooner

regarding qualifications will help to mitigate the pressure felt by many advisers and it is therefore important we provide additional mechanisms to encourage and support a move from intent to action."

Tenet has also collaborated with Aegon, Partnership, Scottish Widows and Zurich to launch a "business excellence" programme.

The programme provides IFAs with IT, marketing and business development support designed to aid the transition to a fee-based advice model.

**Richard: 'Mitigate pressure'**

Wingate Financial Planning director Alistair Cunningham says: "I am not really sure there is much point in this. If an adviser is planning to be qualified for 2013 they should be well down the line with their exams, so the remaining costs should be fairly small."

Adviser school guarantees jobs for students

By Sam Macdonald

The Financial Adviser School is looking to take in between 20 and 30 students by the end of the year.

The school, which is sponsored by Sesame Bankhall Group, Partnership and Zurich, launched in April and took in its

first pilot group of nine prospective advisers in July.

The school says the pilot has been successful and it intends to take on a new group before the end of the year.

Principal Ian James says most of the pilot advisers have parents who are IFAs and form part of their succession planning.

The course costs £20,000, with an initial investment of £5,000 and another payment of £15,000 spread over three years after the student has qualified as an adviser.

When joining the academy, students are given placements in IFA firms and the school guarantees students will be emp-

loyed with that firm upon completion of the 18-month course.

Financial Adviser School principal Ian James says: "We said at the start of the programme that once it was up and running and successful, we would look to bring more students on board and that is what we are looking to do now."

FEATURED JOBS...



PRODUCT MARKETING MANAGER

Up to £50K + Bonus & Benefits

Utilising research and product knowledge, you will be responsible for delivering key messages into our distribution channels.

Full details pg 11



ASSOCIATE DIRECTOR/IFA

£90,000 + Benefits + Bonus London - Ref: 17476

An excellent opportunity has now arisen for an experienced Financial Advisor to join a well established Wealth Manager.

Full details pg 2



SALES MANAGER

c£50,000 + commission and benefits

London - Ref: 589097SH

A leading Wealth Manager is looking for an experienced Sales Manager to lead, motivate and manage a regulated sales team.

Full details pg 7



OPERATIONS/ COMPLIANCE MANAGER

c£50,000 (dependent on experience & qualifications) plus benefits

Bristol - Ref: JW/1741

An exciting and rare opportunity has arisen to join this successful and growing firm of Independent Financial Advisers based in Bristol.

Full details pg 10

NMBA in joint deal to get advisers on the RDR fast-track

By Paul Thomas

The New Model Business Academy has teamed up with consultancy firm New Adviser to launch a programme to help advisers ensure their businesses are RDR-ready.

Fast Track to RDR, which is open exclusively to NMBA members, is a four-day training programme in which participants will be encouraged to develop their own business strategy encompassing fee-charging and a client service proposition.

It will look at how to define and segment clients and what advisers can offer each category of clients.

The four sessions are conducted two months apart to allow advisers to apply what they have learnt between sessions. Each session costs £179.50 plus VAT.

SimplyBiz launched NMBA in May



Travis: 'Unique solutions'

2008 as a not-for-profit training and development company for advisers, paraplanners, administrators and individuals who are new to the industry.

NMBA head Lee Travis says: "This training system will allow delegates to work with dedicated professionals who will, over the course of the training, assist each delegate to fully develop their own unique solutions for a highly successful and profitable business for the post-RDR world."

New Adviser co-owner Nick Peters says: "It is important for financial services businesses, no matter how large or small, to have a fully defined strategy to ensure that they are not only RDR-compliant but are going to prosper after January 2013."

Churchouse Financial Planning director Keith Churchouse says: "If advisers have not already started to address this issue, it is leaving it a bit late. We are now 16 months out from the RDR deadline. Those who have not already looked at switching to a fee-based model are going to struggle."

Old Mill targets school-leavers

By Tom Selby

Chartered financial planning and accountancy firm Old Mill is launching a training scheme targeting school leavers who are looking to pursue a career in financial services.

The company, which has offices in Yeovil, Shepton Mallet, Exeter, Melksham and Dorchester, says it will offer the apprenticeship training scheme to local people who have good A-levels or equivalent qualifications who do not want to go to university.

Up to five successful candidates will begin a three-year course later this month, starting with basic book-keeping before moving on to formal financial planning qualifications.

Old Mill says if candidates perform well, they will be offered a full-time position at the end of the course.

The apprenticeship programme will run alongside the company's existing graduate scheme, which accepts around 10 university graduates each year.

Old Mill group HR manager Ken

Hughes says: "University is not right for everyone but neither is going straight into a job. Our programme offers a half-way house between further education and work."

"Trainees are given the chance to establish themselves in the workplace and start earning a living but also to continue learning and gaining new skills and qualifications along the way. The scheme is not Government funded, it is our own programme and it is aimed at people who are local or have a local connection."

CISI holding free RDR open day in London

By Tom Selby

The Chartered Institute for Securities & Investment is holding a free RDR open day this month in an effort to educate IFAs ahead of the qualifications deadline.

The open day will take place on September 29 at America Square in London between 11am and 2.30pm.

The itinerary will include sessions on statements of professional standing and continuing professional development, a gap-fill workshop and CISI director of global business Kevin Moore's Integrity at Work seminar.

Confirmed speakers include CISI managing director Ruth Martin, UBS Wealth Management executive director Nick Swales, Aviva Investors UK Funds head of commercial development Iain Buckle and Cofunds head of proposition Verona Smith.

A CISI spokesman says: "The new and larger venue is a clear indication that the gathering has already become a must-see event for training professional and discerning practitioners and underlines the institute's status as a point of information on this crucial, yet ever-evolving area of legislation."

IFP offers pension and retirement gap-fills

By Sam Macdonald

The Institute of Financial Planning has launched a gap-fill programme covering pensions and retirement planning for members.

The online modules, which are sponsored by Zurich, will be available via the Techlink platform. They have been developed in co-ordination with Technical Connection.

Each module includes an audio visual lecture, downloadable notes and online testing. The first module, available this month, covers pension scheme investment funds.

Module two, available in October, covers EFRBS, Qrops and pensions regulator compliance. Module three, which will roll out in November, covers pension protection schemes, the role and duties of trustees and administrators and pensions and divorce. Module four covers employment and bankruptcy law and pension assets and the role of Government. It will be available in December.

Module five looks at corporate responsibilities, transitional reliefs following the Finance Act 2006 and the pension credit framework. The sixth module covers Nest, DC scheme compliance requirements and triviality rules. Both will be available in January.

Jim Muir

My Beautiful Career

Stick to the rules

What was your first job?
A trainee chartered accountant at Peat Marwick in Glasgow.

What attracted you to financial services?
I was inspired by Tony Vine-Lott at Barclays who wanted to bring "commercial savvy" to Barclays. He was someone who knew the rules but also knew the value of a hard earned pound.

How would you describe your role?
I am the finance director of AutoRek but I spend more time developing business and client relationships. My team back in Glasgow is great and that frees me up to do lots of extra stuff such as meeting consultants and people who are in the financial management market.

Why did you make the move from accountancy to consulting?
My move into consulting was a fortuitous intervention by Craig Anderson, my career mentor, and Craig Graham, who led the Scotland

consulting team when I was moving jobs from John Scott and Partners.

Craig Anderson had recommended to Craig Graham that he meet me and I was blown away by his depth of industry knowledge, energy and passion. I am grateful to them both for a challenging and stimulating career.

How did your role at Navigant prepare you for AutoRek?

Navigant Financial Services is a really deep-content consultancy and I loved my time there. I met many really outstanding consultants. I felt then, as I do now, that pure "head-content" consulting is way too unpredictable and difficult to differentiate without solution stacks and alliances and so I guess my time with them confirmed to me that it was easier to provide solutions that I genuinely believed to be world class than selling the contents of my head (that will not be a surprise to those that know me).

Do you think products that help advisers streamline their offerings like Autorek's will become more sought-after following the RDR?
I do. I think that the RDR will be one driver towards more use of technology and the snowballing of platforms. Of course, ft.com's portfolio page will surely sound the death knell for dividends settled to portfolios on an actual basis because customers of advisers can access information and services.

What is the one piece of advice you would give to anyone wanting to work in financial services?
Treat it like any other industry, know your costs inside out and where your revenues are coming from (or should be, they are more often than not underbilled and undercollected). Most of all, know the rules and stick to them.

Jim Muir is finance director of AutoRek

'The RDR will be one driver towards more use of technology and the snowballing of platforms'

We need clear training processes to compete with the best

Train of thought

Ross
Yiend

IFA
View



Over the past 30 years, the financial services industry has not targeted high quality graduates properly and consistently. The norm was very much to start as a sales adviser, gain an exam or two and slowly morph into what are now IFAs.

While there is nothing wrong with that, it is viewed by today's graduates as undesirable. Graduates are looking for fast, clearly defined progression. The issue is one of perception. Good quality graduates expect to have a robust training scheme of some sort.

The RDR unintentionally forces this to happen. The image of financial advisers is improving but if it is not regarded as a profession, then it will always have to sell itself. It should be valid and comp-

arable with other professions, so as a community we should embrace this moment and we should be building a career opportunity through choice, not necessity.

As a highly qualified, transparent profession, we suspect there would be more interest from graduates to join what is a very enjoyable and worthwhile career path.

To compete with the best employers such as PwC, Ernst & Young and Accenture, we need to equal them not necessarily in terms of initial remuneration but in terms of clear, step-by-step processes to take the raw recruit to a well-rounded status through training undertaken at the right pace.

We would expect exams to be covered over an 18-month period, which ties in nicely with an apprenticeship-style course or a graduate scheme.

Our view is that a degree is a mandatory requirement and should be used to sort applicants and improve the industry's image. We have spent time talking with universities about what

graduates expect from a career and an employer.

We are not sure that graduates will join financial services as a direct result of RDR in the short term. However, in the long term, we think this will change. RDR continues to create a positive view of financial services among both graduates and consumers and there are many advisers who will have been studying hard who deserve that acknowledgement.

We would like to see a lot more young advisers in the industry and in the future we would like to be in a position to recruit the next generation. Having a range of adviser ages is a positive thing for clients. Sometimes, younger clients feel more at ease with a younger adviser and vice versa for the more mature client.

We can see more and more people receiving advice from an early age in the future due to low savings rates, unstable markets and people increasingly aware that they need to make retirement provisions.

Ross Yiend is an IFA at Plutus Wealth Management

Liz
Field

The FSP's
View



Work in progress

The banking crisis and the myriad of reforms that are coming into our sector have presented employers with an opportunity to bolster their ranks with young, quality talent and help galvanize confidence and trust in the city and a critical part of this process will be talent attraction.

Financial services remains a very popular career path but for the sector to maintain its competitive edge, it relies on a healthy pipeline of talent with strong work-relevant skills to come through and add value to the companies they work for.

The problem is that the City can appear an elitist network inaccessible to those who do not have any personal networks in the industry. More importantly, a high percentage of available jobs in the city are not advertised through official channels.

Employers need to open up their doors, providing a variety of entry points, and work experience is the first step in this process. Making sure work experience is open to as wide a selection of young people as possible will secure a steady pipeline of talent coming into the sector for years to come.

Giving young people a taste of financial services is an excellent way for employers to spot and nurture talent for their organisations ahead of their competitors in a cost-effective way while providing these individuals with an experience that will nurture their interest in their chosen career.

Work experience is a low-risk and cost-effective opportunity to see the strengths and potential of an individual at an early age but quality of content is at the heart of the issue.

First, it is important to identify the difference between work experience and internships. Work experience does not have to last the traditional two weeks – it could be quite simply a single day's experience of work. These placements also cover a younger age group too, focusing on those who are at school or college.

Many work experience placements are plagued with problems due to poor planning and without measures to ensure a meaningful experience and even the most enthusiastic and passionate of candidates may be put off. The accumulative effect this can leave on the financial services sector cannot be underestimated.

At the same time, there are corporate governance issues which also have to be taken into account – not only do you risk discrediting your company's image as a good employer but the training spent will not make it a worthwhile investment if the individual leaves with a negative experience.

The FSP has been working with employers on producing a practical toolkit for work experience which includes templates, practical activities and best practice guidelines.

We are also excited to be launching the Directions Portal in October which will act as an educational and networking gateway between employers and young individuals looking for careers information into the financial services.

The portal is designed to match individuals with career-related information, network and opportunities, maximising their chances of finding a placement. It should provide employers with a powerful tool to identify and build relationships with talented individuals ahead of competitors from an early age and in a cost-effective way and will guarantee that their organisations are supplied with a steady pipeline of talent for years to come.

Work experience is the very first step these young individuals will take into the world of work and many employers have spotted rising stars from these ventures.

Liz Field is chief executive of the Financial Skills Partnership

We need companies brave enough to invest in new talent

Test of survival

Tony
Bates

Consultant's
View



With A-level results recently released and students preparing to go back to university, it brought back memories of my own school days and the worries of what career path I would take.

Financial services was at the forefront of my mind as an industry which offered high earning potential and professionalism (not once did recruitment come into my head but here I am all the same). I cannot help but think of how many students today will consider a role in financial services as their career path today or in the future and whether the attractions of the industry are still the same.

We know we have a growing recruitment problem on our hands as the RDR deadline date of 2012 draws closer. It is anticipated that 20-30 per cent of the current 21,400 IFAs will leave the industry after this date.

Realistically, talent needs to be growing and moving in

order to fill these roles now if we are to provide the public with a robust and professional advisory service in the future.

So what are we offering to entice new people into the financial services sector and what are we doing to motivate them to take the additional qualifications which they will be required to take?

In the current RDR qualification-driven climate, many companies are focusing on short-term, bottom-line results. This means the mood has changed and traditional routes to a career into the financial services industry are no longer available.

There continues to be a noticeable freeze on recruitment at many of the leading banks because of the demise of direct sales. Added to this, IFA firms are not recruiting inexperienced candidates who will require additional training.

It seems that with so much focus going into preparing for RDR, we have lost sight of what will happen after this. At the moment, it is simply not clear where the new, more highly qualified, advisers are going to come from.

We need to be attracting new people and facilitating their career progression if we

are to avoid a professional shortage in the future.

When you consider that chartered status is equivalent to a degree, then we need to be enticing high-flying A-level students with good training opportunities as an alternative to going to university. Similarly, good quality graduates need to be incentivised to continue their academic studies in the financial services field.

Sadly, this is not happening at the moment. One of my own contacts is struggling to find a job which offers any career progression. He is young, bright and has self-studied four CF exams and four RO exams but is unable to find a trainee role.

Firms prepared to invest into their businesses through building and nurturing new blood into their practices are likely to be better prepared in the long term. This, of course, cannot happen in isolation. Bigger firms need to take responsibility by offering packages which recruit, incentivise and train new people entering the industry, if this sector is to survive.

The talent is out there, we just need companies to be brave enough to invest in it.

Tony Bates is head of financial services recruitment at IDEX Professional Recruitment

BUSINESS DEVELOPMENT

The simple truth

With less than 16 months to go until the RDR, questions

around what financial advice will look like are becoming more urgent as IFAs look to restructure their businesses.

One area of particular concern is simplified advice. Will it be provided by trained facilitators? Will it involve automation? Will it simply mean catering for smaller transactions?

At the end of August, the FSA delayed the publication of guidance on simplified advice despite chief executive Hector Sants' pledge to publish guidance by the summer, raising concerns that firms will not have enough time to formulate their simplified advice proposals before 2013.

"You cannot prepare for something if you do not know how it will look," says AWD Chase de Vere head of communications Patrick Connolly. "It makes no difference to AWD as we will not be offering a simplified service but for those firms who will, the lack of time they have to prepare is going to be a problem."

By delaying simplified advice guidance, advisers working on their propositions may be forced to deal with any surprises in a prohibitively short space of time.

Although Churchouse Financial Planning already has its simplified offering in place, director Keith Churchouse has concerns about any surprises.

He says: "Introducing delays when people are working towards a structure that may change significantly will cause difficulties."

Churchouse thinks that although the industry has an idea of what simplified advice will look like, being less than fully informed 16 months before RDR is due to take effect is not ideal.

"The firm hand that has been applied to the RDR tiller by the regulator has suddenly been effectively caused a U-turn. It does raise questions as to what is going on."

The most pertinent question is that of whether delays to simplified advice guidance will lead to a delay in the RDR itself.

Churchouse says: "I think it is a possibility but it would be a disappointment for all those IFAs who have worked very hard to make sure that they are ready and will now have to backtrack."

Avelo strategy and business development director Paul Yates says: "The industry needs

The FSA has delayed guidance on simplified advice which has left many IFAs fearing that they may not have enough time to prepare for the RDR. By Rachael Adams

to continue to focus on being ready by the end of 2012."

There is an even bigger issue that could arise from delaying simplified advice guidance, however. If advisers are unable to ready their propositions in time, they may simply decide to leave the simplified market alone, meaning mass-market clients will have even less access to advice.

Connolly says: "The RDR will lead to independent advice only being available to those who can afford it. The result is that for advisers who decide to offer simplified advice, it will mean lots of transactions at small margins, which will be a huge challenge. They need more time to get this in place."

Churchouse agrees this could be a problem. He says: "Smaller firms are going to need high volumes and they do not have the distribution capabilities of the banks. The reality is IFAs will get to a stage of saying: 'Do I want to be involved or not?' and with a regulator who is making changes such as this delay, they may just walk away."

Connolly agrees that the banks may gain market share. He says: "While it will be easier for firms with deeper pockets to invest in the right tools, this may be something that is more appropriate for the banks."

If advisers did exit the simplified advice industry, it would contradict the ethos of the RDR, which is to make advice more accessible for consumers.

Although smaller firms will



no doubt be more affected by the delay than bigger ones because they have fewer resources available to deal with a possible U-turn, Yates thinks there is a solution for small firms.

He says: "Admittedly, larger IFAs will have financial capabilities to offer simplified advice in the first place but technology is a great leveller. I think it will ensure that firms of all sizes can offer a solution in time for the deadline."

Yates believes that the automated systems put forward as one of the means of offering simplified advice will enable advisers to work more efficiently and service this section of the market.

Although Churchouse agrees that the best means of providing simplified advice is through automation and technology – Churchouse Financial Planning has set up the websites planmy pension.co.uk and advice madesimple.com to offer simplified advice – he does not think technology offers a remedy to potential last-minute changes to the shape of simplified advice.

"Plans such as splitting businesses and organising workshops will introduce a lot more stress for advisers but so does building web-sites. It has taken us six years to get to where we are and even now our websites are not perfect, so how are these firms with 18 months to develop new technologies going to do it? If

'For advisers who decide to offer simplified advice, it will be a huge challenge. They need more time to get this in place'

we had not put our systems in place over the last six years, I would not even consider offering simplified advice now."

Alongside the issues of time and money, the issue of regulation could also disincentivise advisers from offering simplified advice.

Churchouse says: "We believe our websites comply with FSA rules and although I doubt the FSA will pull any rabbits out of the hat, they do have the right to do that. The FSA is not shy of surprises."

Originally, the regulator stated that the industry should shape simplified advice. However, Connolly believes the FSA should not leave it up to advisers because they may get their fingers burned.

He says: "If there are not set rules in place and clients complain, advisers may not have the necessary documentation to justify the advice given. More and more, the quality of advice is being judged by the FOS assuming the benefit of hindsight, so IFAs need to keep exhaustive records."

Connolly believes this will be extremely difficult under a simplified regime which lacks clarity, as it does now. The impact of the continued delay to simplified advice guidance could be more wide-reaching than just the advisory industry.

Churchouse says: "We are not exactly fumbling in the dark but there is a lot of guesswork. That is not going to help consumer confidence in financial services."

RECRUITMENT

PEOPLE ON THE MOVE

Investment

Former Ignis sales and marketing director **Jonathan Polin** has been appointed group chief executive of *Ashcourt Rowan*. Polin replaces Mark Cheshire, who is stepping down with immediate effect as part of a reshuffle that sees interim chairman **Kenneth "Buzz" West** promoted to non-executive chairman.

Bestinvest has appointed **Gareth Lewis** as head of investment management, to replace

Mike Neumann. Lewis spent the last eight years at UBS as the UK chief investment officer and more recently head of investment management. Neumann will take on a new role within Bestinvest as director of investment management.

Former Cofunds chief executive **Brett Williams** has joined investment boutique *Insynergy Investment Management* as a non-executive

director. Williams is acquiring a shareholding in the business and will work alongside non-executive chairman James Caan and founder and chief executive Spike Hughes.

Old Mutual Asset Managers has appointed **Kevin Lilley** to manage the £71m *Old Mutual European equity fund*. Lilley, who will take over the fund in October, will report to Omam head of equities Ashton Bradbury. Lilley joins Omam

from Royal London Asset Management, where he has managed the £641m Royal London European growth fund since 2001.

Schroders has appointed former Goldman Sachs European portfolio senior investor **Nichollette MacDonald-Brown** as a fund manager on its European equities team. MacDonald-Brown joins later this month and will report to head

of European equities Rory Bateman.

Argonaut Capital Partners has appointed **Edward James** as chief operating officer. James was head of operations at Octopus Investments. Prior to this, he was at Euroclear, where he was responsible for its expansion into the UK and managed the purchase of EMXCo.

Mortgages

Vertex Financial Services has appointed Robert Coyle as managing director of financial services. Coyle was chief operating officer at Vertex. He succeeds Mark Charlesworth, who has left to pursue other interests. Vertex is yet to appoint a replacement for Coyle.

Yorkshire Building Society has appointed former HSBC head of branch network **Chris Pilling** as chief executive. Pilling will join on December

31 and will take over from Iain Cornish, who announced his decision to step down in February.

First Direct has recruited **Mark Mullen** as chief executive. Mullen, who was head of marketing at First Direct before he moved to Dubai as HSBC Bank Middle East regional head of marketing in 2009, took up the role on September 1.

Countrywide has appointed **Parveen Kumari** as associate

director of conveyancing services. Kumari joins from London & European, where she was group sales manager with responsibility for legal indemnities, title insurance, conveyancing and professional indemnity insurance.

Former Kent Reliance head of lending **Adrian Scott** is joining *Connells* as group mortgage services director. Connells says Scott's appointment is part of the ongoing expansion of its mortgage

business and follows a recruitment drive which has seen the group increase its employed mortgage consultants by almost 50 per cent.

Former Money Partners duo **Bob Sturges** and **Jim Nash** have joined *Omni Capital*. Nash, who was sales manager at Money Partners, has become Omni's new sales manager. Sturges, who was Money Partners' director of communications, joins as head of communications.

Omni has also appointed **Dena Thompson** as underwriting manager. She joins from Tiuta, where she had the same role. **Ed McAra**, who was the previous underwriting manager, has become head of underwriting.



FinancialAdviserCareers.com

Senior Financial Adviser – Major UK Bank – You keep the good clients!

Vacancies in most parts of the UK
Salary to £50,000 OTE £80,000+

Financial Advisers - Are you already in bancassurance or want to get into it but afraid that you will move to a culture of restricted product sales, poor product range, and having to "hand off" clients to other advisers at very low levels? Then this is the answer you are looking for.

Our client is one of the biggest forces in world banking who have weathered the credit crunch well and they have an exceptional product range, and first class client generation from their high street branch network and only one tier of salesforce so there is no limit to what you can deal with, without having to hand up to senior advisers.

As well as excellent products and a committed client referral culture, you will enjoy an excellent package with realistic targets and rewarding bonus structure. To be considered for this dynamic banking organisation you will have current or recent CAS status, a track record of success as a financial adviser and be able to demonstrate first class relationship and selling skills. Ref: 201005

IFA - salary - low validation - great support - RDR ready

To £50,000 plus excellent support and bonus structure
Bristol, Birmingham, London, Manchester, Home Counties

Are you an existing IFA or tied financial adviser who fears that their current company doesn't have a grasp on RDR, nor can it provide the level of technical, client generation, and financial support you need to become a successful long term practitioner post RDR?

Our client is one of the UK's leading IFA businesses who amongst other things provide a range of contracts including Employed with Non debtable salary, support of a large company, help with clients and marketing, low salary validation, excellent back office support, professional personal development.

If you are an experienced tied or IFA adviser with a track record of success, and serious about RDR qualifications, then this could be your ideal next move. Ref: 2010043

Financial Advisers – Clients and Salary without working in a bank

£35,000 to £40,000 plus car - OTE circa £75,000
London, Home Counties, South West, Scotland, Newcastle

Do you want more clients to see and a salary but don't want to go and work for one of the banks? Then our client has the answer for you!

Over the last decade they have developed an enviable position as leading financial advisers to a number of key professional affinity groups whose members are predominantly high earners with complex financial arrangements. You will have access to existing clients, excellent marketing and an exclusive geographical patch, whilst benefiting from first class training in the generics of your particular marketplace, and the level of support and package you would expect from a very strong company.

To secure this role you will be an experienced financial adviser, with clear capability of attaining Dip status, have a successful sales track record and be committed to becoming the best in your field. These vacancies do not stay open long so contact us today. Ref: 211044

Affinity IFA – guaranteed lead provision

OTE £100,000+
Vacancies UK wide

Ask any IFA what they want most at the moment and they will say a full diary - Our client can guarantee new appointments for its advisers, whilst providing them with an autonomous grown up environment, excellent support and technology, and the chance to create true value in your business.

Through their access to clients, affinity groups, seminars and work place surgeries they were able to provide nearly 60% of all of their advisers' activity and arranged over 8000 client appointments last year. To build on this success they plan to deliver 400 MORE client seminars than last year and need the advisers to follow up the appointments from these.

If you want access to this lead source and can show that you have a good track record as a tied or IFA adviser and can build and maintain profitable client relationships then contact us today! Ref: 2010014

At Financialadvisercareers.com we have 100's of live current vacancies across the UK for experienced tied and independent financial advisers. Only by having such a large and varied selection of vacancies can we give you truly impartial advice. Visit our website, or call Andrew Fry on 01823 666978.

Email: fac@verridian.co.uk
Web: www.financialadvisercareers.com
Tel: 01823 666978



Experience - Insight - Commitment - Results

FOUNDATION RESOURCING

Specialising In RDR Ready Advisers

THESE POSITIONS WILL FILL QUICKLY, PLEASE APPLY NOW TO AVOID DISAPPOINTMENT ON OUR NORMAL RATE NUMBER 0844 4142444

INDEPENDENT FINANCIAL ADVISERS

Derby, Ackworth, Stoke, Newcastle, Leicester, Lincoln

To £50k Basic, £90k OTE Uncapped + Benefits

A superb and rare opportunity to join a well positioned and growing firm who is looking for an additional adviser to join in with their success! This firm is active in buying client banks and you will have the opportunity to develop business from these clients with around 600 already waiting to be serviced. Having built £200,000,000 funds under management and a plan to move to £500,000,000 over the next two years, you will be working in an exciting and growing organisation and take a share in the benefits this growth generates! You will enjoy working in a team where skills and experience are shared to the benefit of all and this business rightly prides itself on the fantastic track record of IFA development. You will be a fully qualified, motivated IFA, be largely self-sufficient and looking for an opportunity to take that business to the next step. This job offer will attract much interest so apply now quoting reference 8350!

INDEPENDENT FINANCIAL ADVISERS

High Wycombe, Central London, Woking, Exeter, Hull, Bath

To £35,000 Basic, £60,000 OTE

This is an exciting and rare chance to take over a retiring IFA's client bank. The firm currently have in excess of £50 million funds under management, you will be servicing a active client bank of over 400 clients. There will be a handover period of roughly 6 months for this, in which you will be warmly introduced to clients in the company most of which are near retirement age. You will also be provided with your own personal assistant who will help you out with all of your administrative needs. You will be an enthusiastic and driven IFA, with a solid background in the Financial Services Sector and be well on your way to becoming Diploma qualified. If this sounds like you then apply now to avoid missing out quoting reference 8561!

- web: www.foundationresourcing.co.uk
- email: careers@foundationresourcing.co.uk
- fax: 01765 692950



RECRUITMENT

PEOPLE ON THE MOVE

Life and pensions

Aegon has appointed former UK life & pensions chief operating officer **Simon Skinner** as chief executive of *Aegon Ireland*. Skinner replaces David Healy, who left Aegon Ireland at the end of August after 14 years.

Aegon UK has replaced Skinner with **Tommy Young**, who has been responsible for leading the life and pension firm's restructure and cost-saving programme since June 2010. Young joins the leadership team and the

insurance executive committee. His priority will be to complete the cost-saving programme, which aims to deliver a 25 per cent reduction in operating costs by the end of this year.

MGM Advantage has appointed **Simon Whitehead** as chief financial officer. Whitehead joins the retirement income specialist from specialist life and pensions change consultancy 4Change, where he was senior partner. He was previously

chief executive at Partnership Assurance.

James Hay parent *IFG Group* has hired Friends Life chief commercial officer **Evelyn Bourke** as a non-executive director. Bourke heads Friends Life's Heritage Business and is responsible for group strategy and capital. She also oversees Sesame Bankhall.

Friends Life has recruited former Merrill Lynch chief investment officer **Peter Gibbs** as an independent director. Gibbs will become a member

of the board's investment oversight committee and will take an active role in the development of the provider's investment strategy.

LV= has appointed **Steve Haynes** as chief risk officer. Haynes was finance director for the firm's life business. Prior to this, he was GE Life finance director.

Nest has confirmed the line-up of the employer and member panels which will hold the scheme's trustees to account. The employer panel

members are **Jim Bligh, Alison Heywood, Ronke Lawal, Ian Naylor, Francesca Okosi, Phil Orford, Stephen Smith, Karen Thomson** and **David Yeandle**. The member panel representatives are **Naomi Cooke, Malcolm McLean, Stella Okeahialam, Doug Taylor** and **Wendy van den Hende**.

Distribution

Succession finance director **Alan Wardrop** has left the business as it relocates from London to Plymouth and restructures its management team. **Richard Rhodes**, who was formerly chief operating officer of Succession's major shareholder Spearpoint, has taken over in the newly created role of commercial director. Rhodes will head the firm's financial functions and its

programme of acquisitions. Ascentric sales and marketing director **Richard Goodall** is joining *SEI* as head of sales and marketing. Goodall, who has been with Ascentric since February 2009, was sales and marketing director at 1st The Exchange.

Sesame Bankhall Group business development director **Keith Gilmour** has left the company less than a year after

joining. Gilmour moved to Sesame Bankhall from Positive Solutions in November, where he was marketing director, as part of a senior management restructure which saw former Intrinsic group marketing director **George Higginson** join as chief operating officer.

Threesixty technical director and co-founder **David Ingram** has left the support services firm. Ingram founded Three-

sixty with David Brattesani and Ross McArthur in 2003 after breaking away from Bankhall. Ingram has launched a support services business called *Aim Two Three* for product providers, fund management groups and trade bodies.

Openwork has appointed **Philip Martin** as marketing and propositions director. Martin was one of the founders of IFA-owned wrap Nucleus and joins

Openwork from F&C Investments, where he was propositions director.

Openwork has also appointed former Aviva interim change delivery director for life and pensions **Paul Bridge** as chief operating officer. Bridge replaces Mary-Anne McIntyre. Bridge has worked as director of UK change and technology at Bupa Health and Wellbeing.



IDEX Professional Recruitment specialise in the recruitment and selection of experienced Financial Services personnel across the UK.

A selection of our current vacancies are as follows:

Sales Relationship Team Manager - Birmingham Up to £40,000

A fantastic opportunity to join a leading financial services organisation based in Birmingham City Centre. The Sales Relationship Team Manager will be responsible for developing and managing a team of Sales Relationship Co-ordinators. This new function will play a fundamental part in ensuring that the company meets its' overall sales targets. It is essential that applicants have a proven track record of success within a sales management role and enjoy working in a target driven sales environment. Experience of working in financial services is preferable.

emma.murray@idexrecruitment.com

Regional Director – London Salary up to £150,000 + bonus

A national practice is looking for practicing Regional Director to lead a team of five IFAs in London.

The objectives of the role are to ensure you produce impressive income levels whilst driving and leading the team to achieve income targets.

The reporting line will be to the Managing Director and you will be also be responsible for the overall leadership of the Financial Planning business.

sunny.everton@idexrecruitment.com

Employee Benefits Consultant - London Salary to up to £70,000 + benefits + bonus

An Accountancy practice is looking for a high quality Employee Benefits Consultant to be based in London.

The role will be to provide corporate planning to a range of new and existing clients in a way that meets and exceeds client's expectations.

Candidates must have an excellent background in offering Employee Benefits advice with a proven track record of dealing with a range of group schemes.

sunny.everton@idexrecruitment.com

Product Review Manager - Birmingham Up to £55,000

As an organisation that prides themselves on the service that they deliver to their clients, our client now seeks a manager to implement processes and procedures to review current portfolios. The successful candidate will be required to manage the product review process from start to finish, liaising with key stakeholders across the business to implement effective controls. The successful candidate will have management experience and ideally have worked within a role in product development or product management.

tony.bates@idexrecruitment.com

Financial Planner - Birmingham £30,000 to £50,000 salary plus profit share

Two exciting opportunities exist for Diploma qualified (or near qualified) IFAs to join a reputable privately owned small firm of wealth managers in their Birmingham office. Looking forward the ideal candidate will have the ability to be trained to eventually take responsibility for part of the management of the business with a view to being granted part ownership when the current owner retires.

Your role will be to provide advice predominantly to business owners and high net worth clients via face to face meetings with clients. Although there will be some assistance with clients, applicants will be expected to be extremely proactive in developing their client base further. Full Para planning and administrative support will provided so that you can concentrate on spotting and taking advantage of new business opportunities. Similarly training and exam support/funding will be given to the successful candidate(s) so that they can achieve Chartered status.

A competitive salary and profit share structure will be on offer which will be dependent on experience, abilities and the level of contribution you can make to the company's turnover.

To be considered for this role you must be Diploma qualified (or close), wish to become chartered and have relevant/extensive experience working as an IFA. You must have the right mix of hunter /farmer attributes which will be used to gain, retain and satisfy clients over the long term and have an extremely proactive attitude. Candidates with clients to bring will be at a distinct advantage as will those who already have experience dealing with business owners and/or high net worth clients.

tony.bates@idexrecruitment.com

Contact one of our specialist consultants on the email addresses above or for general career advice, please contact one of our offices on the following numbers:

Birmingham: 08453 701007 Manchester: 08432 897279