

**Would you mind saying for the tape that you're happy for this to be recorded please?**

**Participant 14**

Michelle Atherton

MA Typing Services

Office 8 Holden House

Holden Road

Leigh

WN7 1EX

Tel : 01942 665373

Mob : 07754 363568

Yes, I'm happy for it to be recorded.

**Wonderful, thank you. So can I take you back to I suppose 18 months ago when you started looking for a placement, and tell me a little bit about your placement search and the process that took you here?**

Yeah, sure. So I wanted to start really early on; I spoke to a few students in the year or two years above and they told me to even start looking before uni started, so I remember looking on Rate my Placement, and then when uni started I looked at the job portal that XXX Uni have as well. I was really keen to get a placement early so I remember not being that fussy. I was looking in roles that were either in business or marketing and I remember I applied to 17 in total before I got this one – I was kind of firing off applications left, right and centre. But I secured this role – I had the assessment centre for it in early December as well as one with XXX and I had everything sorted by Christmas Day; I remember that so I was really happy to get it all sorted really early and I spent a lot of time in my applications in the first semester so I didn’t have to in the second semester.

**That’s fantastic – really early. So tell me a little bit about the assessment centres you went to?**

I noticed a lot of differences between the two I went to – so XXX was one I had on the Friday and then XXX on the following Monday – and this one I noticed, with the candidates when we were waiting in the room, there was no competitiveness because I remember them saying that you know, you're not up against each other, everyone might get through, so that relaxed us. We had two group activities – one of them was discussion based, one of them was logic – and I remember thinking okay I need to keep time, I need to smile; these were tips that I had from other people who worked here and it went really well actually. I also had a business interview on the day which a lot of people didn’t have, but because I specified my interest in a particular area and that Manager was here, we had an interview together. So it was quite good that most of the recruitment process for me happened on that day and I only had one video afterwards. It was only half a day as well and I felt pretty good after it, and I found out a few days later that I got through, which was really good. With XXX’s one, it was really interesting actually. It was a similar thing with like, I could stay in a hotel the night before etc, and when I got there I noticed a different vibe, so it was the same amount of people, about 20, but it was really more like everyone felt like they were up against each other. And they did say that at the beginning, they said there were only like 15 roles available – four within marketing, and I was like, I don’t want to go into marketing, that's a small number of people. We were in this really, really big room for the group activity and it was design a product or something, and we had all of the assessors sat round us in a ring. It was really difficult actually because we were all trying to put a point across because you know, it was so competitive, and they said, you need to talk one at a time because the sound is not very good, it’s really echoey, we can't hear. So you couldn't even jump in with your point. It was actually quite difficult to, I don’t know, put your point across. I remember saying that in the feedback because I might have had all the answers but if there was one ‘shouty’ person, it didn’t work that well. I managed to speak in the presentation, I tried to get my words in, so that was good. The interviews went well as well, it was similar where you had to do a group activity and a presentation and interview, so that went well. I got the role for that as well but I turned it down just because I thought … I thought the roles were similar between the two companies at the time, but I thought I'd get more out of this one and even things like, I'd met both of the people who would be handing over to me, and I thought I gelled more with the XXX one, and it’s a really small thing, but, XXX took three months to get my expenses back to me and that just put me off a bit. I know it shouldn’t but it was kind of the whole thing. So yeah, I got through both but I chose this one.

**Wonderful. Well, it’s great to get two roles and have that choice! Obviously you got the role and you started work some months later, were XXX in contact before your first day? Was there anything in between or…**

Yes, just before I actually got the role, so I hadn’t … I had a video interview with my Manager, Kelly, myself and XXX went through the same process with this – we both thought that meant we had the role even though we hadn’t had the written contract, but it was actually done really cleverly. Kelly then both let us have a chat with her current intern, they were actually assessing us, and because we both felt we were the, we had got through, we were really relaxed, and that worked really well because I asked questions a lot, but other people – because there were other people doing this as well – they didn’t, they just thought it was a chat, I don’t really need to ask her anything. So that was the involvement that we had with them, but obviously just before the written agreement. But then I remember a few weeks before I started, before I had my induction, I got an email link through I think and it had a lot of videos that I could look at and some badges that I could complete as well. I remember looking at that before my induction and it just kind of gave me an insight; I think there was a general, like, XXX video and that kind of thing. I believe that was all I had. There might have been … oh no, there was a Facebook group that we were all added to, to help us find housing and things like that. Not much else was really said, but we used it to find one of my housemates. It was good to know the whole intern cohort.

**Yes, get to know people and the company slightly ahead of the time. So then what was your induction like? What did it entail?**

So it was two days, it was the Thursday and the Friday before the Monday we started. It was everyone who started on that date and it wasn’t just people who were based in **[00:06:48]**, there was a lot of South Bank people as well. I did actually put in some feedback that it would be great if we had more **[00:06:54]** people, because although it was great to get to know South Bank people and there was someone from Preston as well, it would be great if there was more … I felt closer to my **[00:07:04]** cohort and could get to know them all because there was only a few of us, and one of them was my housemate, so I already knew anyway. But the two days was spent going through health and safety, diversity presentation and things like that. we had one on design which was really fun. I remember we had to describe an ice cream cone and they basically said, design thinking is a way where you always think of your consumer first, put their needs first, and I found it really fun actually, so after designing this ice cream cone and brainstorming it, we actually got to make it out of paper and that was a really good way of getting to know a group of people. And I remember we won as well, the ice cream competition! There was also one where we had to pass balls without letting them drop on the table – I don’t know how it worked, but anyway that was another fun activity. I think that was about it. There was another activity where they had sheets of paper with different scenarios on like someone had walked into a room and found confidential information and took a photo of it – should they have done it, what should they do next, etc, so we had a lot of discussions about that, but it was nothing specific on the role at all. It was just general XXX things.

**Okay, and was it just interns?**

It was just interns. There was about 20 of us. We were all in business and marketing roles – there were no labs people. But yeah, just interns.

**Did you meet any senior managers that day? Was there any presentations from…**

We met about five EPM’s – Early Professional Managers. One of them was actually meant to be mine, but then she broke her leg and she's now off work. the one I do now have was actually there on that day as well, which was good. So yeah, there were five Early Professional Managers; there weren’t any senior managers I don’t think, but they are there to support our growth and they are the people that do our three month, six month, 12 month checkpoints, so it was good to meet them.

**Yes, absolutely. And then the following Monday you met your team, did you?**

Yes. I believe I met my Manager, Kelly, I think she would have come to **[00:09:25]** that day, and the handover process was a bit different for us because the interns in the role previous to us, our roles had changed so basically we spent two weeks on a handover for the UK side of the role, which involved going through all the processes and things that they did, and there was a document that we followed, and I felt pretty solid on that part of it, and then James was another intern who was handing over his Europe side of the role to myself and the other intern, XXX, and he actually didn’t leave until August, so we still had the two week handover with him, that was quite intense, but then he was kind of hanging around if we had any questions, which we did all the time, [Laughter] but yeah, it was good because we didn’t feel rushed, like we had to know it all at once. And because the roles were changing, we weren’t entirely sure what was going to happen, we had him to ask questions as well. So yeah, the handover lasted two weeks. It was the old three interns and the new three interns – we kind of al worked together as a six and shared knowledge, rather than just one by one.

**Sounds interesting. What were your thoughts about the company towards the end of that two week period?**

I remember thinking that there was a lot of soft **[00:10:50]** and processes for everything. I just remember thinking all of these names of these products that we had to use for different things for like tracking social media stats and designing things, I was like, I can't remember all of these things, and I still think that now. I guess because it’s a big company, there is a lot of processes and things to follow, so that was my main takeaway; I remember being slightly overwhelmed by it. I had my handover document and people I could ask, so yeah, it was okay.

**What did you think about … how were the interns who were handing over to you? Had they had a good year, were they happy to be going back to uni? What were their thoughts about the company?**

I remember … so the two interns in the UK Events and Marketing role, I think they had a really good year because compared to James who was in the Europe role, I know he was quite overwhelmed with it, because it was a big thing for just him to do. Whereas the two UK girls could more focus on one thing. So I know they had a good experience with it. I remember James saying in the Europe role that he was kind of firefighting with it a bit, but that’s kind of why the structure has changed this year to ensure that there are two Europe people now.

**Yeah, that makes sense. Tell me a little bit about the day job – what do you do? Or what did you do early days?**

Okay, yeah, so it has changed a lot. Early days, a lot of the work I did was on social media. We would create these things called ‘hot job tiles’ using kind of an asset creation platform where it would basically say, we are hiring for \_\_\_\_ and then a job title and I'd put that on social media and that would go with the ‘apply now’ link to the role and people could apply. But since then we've … so that was one of the main things that I did, but since then we've changed it a lot so now we are doing videos that go on social media, that say, ‘I work in this role, we are hiring for it now, you can apply now here’, and basically we just found that … the reason we changed it was because Facebook was looking like a job board and we didn’t want that, we wanted some engaging content – we still wanted promotion about the roles, but we found that video was a much more effective way of doing it and we've since rolled it out across **[00:13:24]** which is great.

**What part of the job role do you enjoy the most?**

One part that I've only got into recently is the actual creative asset creations, so working across Western Europe, there is a lot of events going on or they want it for social media posts so it’s creating assets that are still within XXX branding but they're not the corporate branding that we used to have to follow a lot; we've been given more freedom recently, so I like experimenting with that. I didn’t think of myself as a creative person but I've got to know Illustrator a lot and Adobe Acrobat and I've been tweaking images and making assets for people. So I really like doing that and it’s really cool to know that it’s actually going somewhere to be used. so yeah, that’s what I've really enjoyed most.

**What are the bits that you’ve least enjoyed?**

In terms of **[Altrue 00:14:29]** the video content creation platform, what we found in the first few months is that because we’d have to be asking these people if they wanted to be involved in creating a video for us, a lot wouldn’t get back to us, we’d have to chase them, they'd say they'd be willing and then they wouldn’t do it, so it took a lot of hours and I always had a little 15 minute call with them to explain what it was before they created one for us. People wouldn’t turn up or I'd spend two hours in one afternoon on these calls, and then you wouldn’t get anything back from it, so I found that really frustrating. But because of that we've kind of adjusted the process of how it works now, so it is getting better and we are getting a lot more videos from it, so it’s just about learning from the process and how you do it.

**Which nicely follows me onto my next question – have you improved any processes and it sounds as though you have?**

I'd say that’s the main one. So just now actually, I spoke to a lot of talent acquisition partners on a call, and they want to know about Altrue so this is a **[00:15:35]** and how they can use it to promote their roles on social media, which is part of what I do and I just created a little folder for them to see the best examples across and their early careers and experienced professionals. So yeah, myself and XXX are trying to make a huge pack of contents; so we've got this introduction presentation that we tell people about and we've got these example videos now, we've got a template email that we send out so we've really kind of honed in on the process to try and speed up and try and get good quality Altrue videos every time. So that's the main thing.

**That sounds really good, well done. How much control do you have over your work every day/every week?**

I would say I very much do have control; obviously I've got my four task managers – I do get tasks from each of them but it’s as and when things come up. I have a half an hour call with each of them per week. They don’t always give me tasks, sometimes it’s just that we update each other on what we are doing, but yeah, the tasks are as and when. My managers just kind of expect me to be getting on with my job – I don’t have to tell them what I'm doing every time I do a task or when I've finished it, they trust me to do it. So there's a lot of freedom with how I work and when I do the tasks, as long as I'm meeting deadlines it’s completely fine. And in terms of where I work as well, I didn’t have to be here today, technically I could work from home – I can work wherever, so there is a lot of freedom which is great, and I feel like it improves my work ethic.

**Was there a point where you realised actually, I'm taking control of what I'm doing now, it’s less them telling me what to do and more me just using my own initiative?**

Yeah, I remember in the first few weeks I would be telling my main Manager and my UK Manager when I was working from home, or updating them I'd completed a task and I kind of realised that all they said was, that's great. They kind of didn’t really need to know and it’s more efficient to just do it rather than having a conversation about everything. When I knew that, so Kelly, my UK Manager, she never chases me for anything, and I kind of realised from that that it’s completely up to me to meet my own deadlines and make sure I do it. So from her making me feel so independent, that’s when I realised that it was completely down to me. So it was interesting really – I've never really had that before, to set my own deadlines but I really enjoyed it when I worked out that was what I was meant to be doing.

**And when did you work out, was it, a month, two, three, four, five…**

Yeah, I'd say it was the first few months that I worked that out and then probably at about the six months point I felt like I knew my role, I think, and from there I was able to go deeper into the role, which is good.

**What do you feel about the company now that you’ve worked for them for – how many months is it now?**

Yeah, it’s seven, I think. So in terms of being an intern in the company, I didn’t think I'd be given this much responsibility or exposure at all. As I've said before, a lot of freedom in my role. One of my roles, technically, is I'm an Acting Brand Specialist for the Nordic Region, so I've been given that responsibility with my own budget and things like that, so in terms of being an intern here, I didn’t know I'd be treated like a normal employee, but I didn’t expect that. Just how much opportunity they give, it’s great.

**This might be a question that your PDA has already asked you – but what skills and competencies do you think you’ve improved on or developed during your time here?**

I think she has asked me this. I think one of the main ones is just talking to people. So I've mentioned before, going on a lot of out **[00:20:01]**, but my diary, most of my day is spent on calls with different people – there's no time to be worried about who I'm talking to because you're there to discuss something, there's no point about being nervous or whatever, so I've really felt that I can just talk to anybody now without even thinking about it. I just go on a call now ready to talk rather than think, I've got this to prepare for. That’s probably my main one.

**So is that a confidence thing or a communication thing? Or a bit of both?**

I think it’s a bit of both. I know I can do the same face to face now as well. I think it’s a confidence thing but also … it’s probably not the best way to do it, but I don’t really feel like I need to prepare for calls now because in my head I know what I'm going to day anyway, and because I'm relaxed about it, and I know my role, I know what I'm talking about, there's no need to worry and prepare.

**I can see that. Any other skills?**

I'd just go back to the creativity one, I felt that’s a more recent one. I felt like I've developed that and I made sure that I have more time to do creative tasks, so I feel like if you're rushing, you can't allow your creative juices to flow. But sometimes I just set aside an hour and I think I'm going to create this poster – and it could be done in a much quicker time, but I experiment with a lot of different things and I'm actually learning as well.

**Fantastic. Have you had many opportunities to work with or to speak to senior managers within the company, so sort of above your Manager level?**

Yeah, I've worked with the Global Employer Brand Team a lot. For example, we kind of discussed with them on changing the aesthetic of all of the Facebook pages we've had and we've made that happen. I have conversations with them about the different platforms we use and we are on quite good terms. Every week we have one of the Global Team attend one of our calls, so we've got a really good relationship with them and a lot of them are also based in South Bank, so when I go up and visit, I do see them as well.

**Anybody of them? I suppose do they do talks for interns or…**

Actually last week we had a round table that was in **[00:22:36]** with the Talent Acquisition Director. So she came over and she's new to the role but she really likes hearing about interns, that’s kind of her focus, and it was an early careers round table that she did. So we were just invited and invited to bring along an intern and talk about our experiences and she was really interested to hear and that will basically help inform her early careers strategy for the future, so she asked about our application process, what we thought about XXX before we joined, so that was really good. And it’s nice to feel that valued and feel that your feedback is going somewhere.

**Yeah, that's always nice when that happens. Have you met anybody outside the Talent Acquisition area or is mainly you get to meet the people within that area?**

I think it’s mainly in that area but one of our main stakeholders is a talent acquisition partner so they're not in my employer brand team but they're our stakeholder because they're the people that want their jobs advertised which is kind of what we do. So I've had a lot of exposure with them. I've had to lead calls with them before on things that I don’t even really know that well myself.

**But you managed it?**

Yeah, and then they go to me for advice – which is weird! But yeah, I've had a lot of exposure and there's a lot of TAPs within my region.

**It sounds as though interns are integrated within the company…**

Definitely, yeah. Definitely. There's nothing that we are excluded from. We are … I feel like I am an equal to the other people in my team, so, with me having this Nordex Brand Specialist role, that’s the same as one of my Manager’s has got, **[00:24:35]** brand specialist role, so yeah, we are given a lot of opportunities. I don’t know whether it’s just in my team that my Manager is very hands on and she wants us to have all this experience, but yeah, definitely, we are an employee.

**That sounds great! So if you look back at your time here, what do you think is your biggest contribution?**

[Pause] So in September, we attended an employee brand workshop for the whole of **[00:25:10]**, myself and the other interns attended as well as the rest of our team – there was about ten of us – and we actually actively discussed for two days what our strategy for 2020 would be, and we were as much a part of that as everyone else was. We literally brain-stormed for two days what we wanted to do and all of our feedback was accounted for and that's basically informed the things we are doing now. So we've actually played a part in that, which is great.

**Yeah, that’s good. And I guess some of this creative content you're also doing as well must be something you look back and think, yeah…**

Yeah, definitely. With **[00:25:50]**, I keep banging on about it, but that’s what I spend most of my days on, so I've kind of taken charge of that side of things and we've got this repository excel spreadsheet where we store all the links to the videos, and I've really been pushing it recently. So we've now got 69 videos that we can use on social media so it makes it really easy, because I have to content farm for the UK region so now I've got that to dip into whenever I need something to put out, and for the other regions as well, it’s great that we've always got something to dip into.

**And are they mainly sort of, talking heads or…**

Yeah, they are. So the way **[00:26:31]** works is we kind of sell it as a really authentic way of creating video so, we tell them to kind of hold it in portrait selfie mode, like they're talking to the camera. Yeah, they are a talking head. It’s kind of just authentic and people like to see what its like to be an XXX’er which is also why an Instagram account has been created by **[00:26:54]**, what it’s like to be an XXX’er and that's kind of our push recently, yeah.

**Interesting. You’ve eluded to the fact that your opinion is valued, do you think generally you feel valued by your Line Managers?**

Yeah, definitely. I think … I don’t really know how to phrase this. Sometimes when I go onto calls with other teams, because they know I'm an intern … let's say I'm advising my Nordex Team, and I'm the brand specialist for them, I thought at the beginning they would be, oh she's an intern, I can't really take her seriously. I haven’t felt it that much, but in some calls you do just have to be careful – not people in my team because they know about the work I've done – but I'm slightly conscious of that because, yeah, just because of my role as an intern.

**Do you think it is more your sort of, thinking about it or do you occasionally find people will maybe not always listen to you as much or…**

I think its probably more in my head; I'm just kind of conscious of it, I don’t want to feel like, I don’t know, I think I'm better than people. I don’t know how to explain it but I just have to remember that some people might kind of question my knowledge maybe, because I'm an intern compared to their role.

**Yeah, most organisations there's a hierarchy isn't there?**

Yeah.

**So that’s totally understandable. Do you think the organisation encourages excellence – people to aim high?**

Definitely, yes. I feel like I've been really pushed and that has encouraged me to aim high, yeah. In the roles that I've been given, the tasks that I've been given, I feel like I've been really stretched and I'm always working hard to aim high.

**Good. Are there any visible signs of, I suppose, when they show their value to employees, employee of the month, anything like that?**

So we do have that. They kind of do monthly recognition for HR which is what I'm part of. So I've been shouted out a few times on that which is good to hear, so that's great. I think I've been nominated by my Manager and the person who actually runs that initiative as well. As well as that, one of the social posts that I did, actually won an award for the most engaging one on LinkedIn…

**Oh fabulous!**

…for the quarter or whatever, which was quite good, so it does increase engagement, these little incentives, yeah.

**Yeah, that's really exciting. So if there's one thing you could change about your placement, what would it be?**

Oh, that’s very tricky. I'm not sure. [Pause] Sorry, I don’t really know. [Pause] I actually don’t know what I would change – I'm really happy with my role, is that alright to say?

**Of course it is.**

I'm really happy with the flexibility I have with it, as well as the exposure. I'm trying to think what I would change. The only thing I would say is that I did really like going up to London every week, we couldn't do that in the last quarter, just because of budget. I found it really valuable when I could spend that time face to face with my Manager, so I'm really glad that's back again. Yeah, that’s all I'd say. I'd say Manager contact actually, spending time with my Manager. Because it’s great when I can message them and have these Web-Ex catch ups with them, but it’s nice to actually be there because you can ask whenever you need things, yeah.

**Yeah, I think everybody likes that personal contact every now and then, so I can understand that. But actually, it sounds as though you're pretty happy, doesn’t it?**

Yeah,

**So as you know my study is about psychological ownership in the workplace, so what does psychological ownership mean to you?**

I guess how you much you feel something is yours. So in terms of this role, if I feel that the role is mine, or I just fit into the role for a year while I'm here. Yeah.

**So do you feel the role is yours?**

I do. I think potentially a big part of it is that my exact role didn’t exact last year, so I've really helped to shape it and I've given my Manager a lot of feedback about how it works and I know she's going to shape it into what the job descriptions look like for next year. So yeah, I feel like, yeah, maybe because I'm the first person in this role, the role does feel like mine.

**Absolutely. Are there any parts of the job role that particularly feel like yours?**

I keep banging on about it, but the **[00:32:29]** videos, just because that didn’t exist before I came in and across globally and XXX, Amir and myself have been really, really pushing it, so that really feels like it’s my baby!

**Yeah, I can understand that. Do you feel ownership towards the company at all?**

I think so and I've really considered coming back because of it as well. I identify with the company and what I really like is the flexible working. I think that's a big sell for me that I might not find elsewhere, so I do identify with the company, yeah.

**And what about your team?**

I work really well with them. I feel like we are all quite aligned in our values and we get on well in terms of our personalities as well, so yeah, I feel like I'm a part of that.

**Do you think any members of your team also show ownership?**

I think so. So Becks, the brand leader at the top of the team, she really does show ownership in her role and she really does care about everyone in the team, which helps us all to deliver.

**At what point in your placement do you think you started developing feelings of ownership?**

I'd say it was probably, I don’t know, three to six months in when I was kind of becoming comfortable with my role, at the three month point and then, I say this in quotation marks, completely understanding my role at the six month point, that's when I sort of felt that the role was mine, because I understood everything I was doing and I didn’t have to ask people, I was doing things by myself.

**Yeah, then you could maybe shape how you worked across the [00:34:27]?**

Yeah.

**Good. Final page! Can you think of any negative associations with ownership? People feed ownership in the workplace, can there be negative elements to it?**

I guess in terms of if someone had to take over a project, or when I have to do this handover, there might be negative feelings associated with that. I don’t know, I don’t feel I would worry about this, but some people might worry about how the other person does it, and if they're going to do it justice, if that makes sense?

**Yeah, I can understand that. And have they found your replacement yet?**

They haven’t. So I'm actually involved in the interviews in a few weeks’ time for that, so I’ll be interviewing my replacement, which will be fun!

**That will be quite exciting to be involved…**

Definitely, and that’s another thing, actually, that a lot of other interns haven’t got to do, but it’s something my Manager would be really important because no one knows our role more than us, so we've got to see who's suited for it, so yeah.

**Oh that would be interesting.**

I know, very excited.

**Have you noticed if anybody you work with can be quite territorial at all? So maybe, I don’t know, with the space around their desk or the work they do?**

I haven’t really, so… I don’t believe so. So me, XXX and XXX as the employee brand interns, we share an office with three talent acquisition coordinator interns so they arrange the assessment centres, so our roles don’t align that much, but they aren’t territorial. We can talk about our roles and we kind of know what each other is getting up to, so, I don’t really see any territorialness, no.

**Good. Do you think you’ve experienced feelings of ownership previously? So with your uni work…**

Yeah, so I'd say I'm thinking about other part time jobs I had, I didn’t really feel ownership with them, since leaving I didn’t miss it or think about it, but yeah, more with uni projects and the business society because it’s something that I really put a lot of effort into and a lot of brain power and creativity, it’s felt like mine, whereas the part time job, I kind of just turn up, do the job, I don’t change much about the process of what I'm doing, I'm just there to kind of input things and then go home, whereas yeah, the uni work and this role, I've actually had to put a lot of my own time and energy into it. That’s where the ownership comes from.

**Yeah. And do you think you’ve shown more ownership for them versus your work or…**

So is this XXX uni stuff versus this role?

**Yeah, the business society…**

Okay, so I'd say more this role because probably the time I've spent and just kind of, because it’s such a long term thing compared to these, I'd say I feel more ownership with this, this is a part of my life for a year, so yeah, it’s a big thing.

**Yeah, it is a big thing isn't it?**

It also might be to do with the fact that I've had to move away because of this job as well so it has changed my life for a year, so yeah, it’s a part of me.

**Yeah, I can see that. So what next in terms of graduate jobs and things?**

I've actually really been thinking over the past few weeks, so XXX has a few schemes and its mainly in consulting that you go into as a grad and there's nothing that takes me back to this role that I'm doing right now, which I would love, it would just have to be that if a role came up, I could apply for it but it wouldn’t be a Graduate Scheme thing. So I've been thinking about the Graduate Scheme, there is a role that’s business consulting, and I've always thought its not for me, but I've decided to actually look into it now. So I spoke to my HR mentor which I have here, she mentioned that she knew someone within Talent Acquisition Business Consulting which I didn’t know was a thing, so basically I had a call with that person last week, she knows someone that’s more specific into what I would want to do in business consulting, I've got a call with her on Thursday and I’ll go from there. Basically I really want to go back into XXX not just because it was be easy for me, I already have the contacts and you're kind of a step ahead in the recruitment process, I believe, but also because I really like the company. So that's the route I want to go down. I will apply to other places but that’s … at least I know my interest.

**Brilliant. Well that sounds quite exciting! Is there anything you want to add that we haven’t covered, that you can think of?**

I don’t believe so, no, I don’t think so.

**No, brilliant. So let me just turn this off…**

*[End of Transcription 00:39:46]*