

Career Planning:

A Personal View – by Curtis

**Juman, Finance Change Director,
Integrated Planning & Performance
Management**

My story

- Joined NAO in 1988 and trained as a CIPFA accountant. Worked on accrual accounts by preference and also UN audit Team.
- Joined Deloitte in 1997 as a manager and worked on public sector, charities and private sector as well as with consulting group. Promoted twice.
- Joined Ofgem in 2000 as a “grade 6”
- Joined DTI on promotion as HIA in 2001.
- Jan 2002 became Director RAB
- Oct 2004 promoted to Finance Change Director DWP
IPPM

Starts with you !

- Be clear at this stage – of your life – what's important to you
 - Work-life-balance
 - Money?
 - Making a difference
 - Job content
 - Status/Power?
- What are you excellent at?



What's possible for me? Do a bit of research (e.g for central government)

- FD role at G2/G3 now possible in Central Government (53 new public sector FDs)
- Policy accountants advising on investment instruments and company law etc in DTI and Treasury (Senior Civil Servants and G6/7)
- Forensic and investigative accountants (in SFO, Regulators, Insolvency Service etc)

What's possible for me? Do a bit of research

- Be prepared to move in and out!
 - Civil Service Reform agenda – Cabinet Office website
 - Sectors – Public / Not for Profit / Private sector
 - Shelf Life (3 – 4 years in a role)?

Luck plays a part ... right place, right time.
But.....

- You can make your own luck
- Join a mentoring scheme
- Always learn and apply this to your job
- CPD ; ensure you have this
- Don't rely on others to get you there!

And if YOU apply for a job and I am interviewing, what am I looking for?

- Application form addresses person specs and competencies – give examples and say “I did”
- interested in the job
- positive outlook
- can think a bit more widely than just the numbers
- Has done their research and knows about the job and the organisation

And something I found on the internet

