

APPLICATION TIPS

A Q&A with Suendoss Burwaiss

What is your role and how long have you been with the firm?

I'm an early careers consultant at Baillie Gifford, and I've been with Baillie Gifford for three years now, which has flown over and prior to working at Baillie Gifford, I worked at a university in HR - a completely different role. So joining Baillie Gifford was brand new to me, a new industry and a new role. So it's been really interesting and a huge learning curve.

What attracted you to Baillie Gifford?

What drew me to Baillie Gifford was really the culture. So I had spoken to quite a lot of people who knew about Baillie Gifford, and they told me the culture was really collaborative, with a strong emphasis on learning and development, which fits my way of working really, really well. There are lots of opportunities to learn and try new things, which always keeps you challenged and makes you try new things.

How does Baillie Gifford's application process differ from other firms?

The application process is really personal. There's no psychometric testing, there are no pre-recorded interviews, and you get to engage with someone who works at Baillie Gifford early on in the process. This means it's really two-way. It's really important for us to find out if you want to work for Baillie Gifford and what you want to do, as well as us assessing you.

What advice would you give to someone applying for a role at Baillie Gifford?

My advice to you, if you're applying for Baillie Gifford, sounds super cheesy and cliché, but it's really true. Just be yourself. Don't overthink the sessions, don't overthink the interview and just really bring out your individuality. It's people that really make the firm what it is. So the more of you that you can bring out in the process, the better.

What should be avoided when applying for a role at Baillie Gifford?

Really quite simple, but don't underestimate the power of preparation. So we don't expect you to know about investment management, but we are looking for curious individuals who really want to learn. So go away, take the time, take the initiative to find out more about investment management, the industry and the programme that you're applying for. This might mean you have more questions than answers, but that's absolutely fine. That's exactly what we want you to do. Just remember, we're looking for the potential in you and not the finished article.

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