

CANDIDATE EXPOSURE PROGRAMME

Background

The Candidate Exposure Programme was first born as a graduate programme that was designed to provide a 'foot in the door' for recent graduates. It was meant as a way for graduates to demonstrate that they could not only conduct and articulate complex geo-political and intelligence analysis, but also translate that analysis into tangible, actionable business insights for corporate clients seeking out political risk advice.

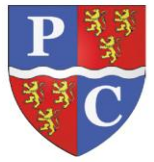
The idea was to take submissions from graduates and publish those of high standard in our client briefs and on our website with full credit and contact details. This would provide graduates with a professional piece of published work for their portfolio as well as exposure with our extensive list of clients. It would get graduates to think in the context of risk as the probability of financial gains and losses and not just in the context of pure geo-political analytics.

Our recruiting experience however demonstrated that in fact many existing analysts were equally unable to demonstrate from their portfolio of published works that they could turn their analysis into the types of business insights that could inform real world business decisions and investment methodologies. This was not necessarily because of an inability to do so but because in academia and traditional geo-political analysis, the target audience of published works is quite different than if writing for specific clients or the business community. Geo-political and intelligence analysis is often esoteric, it can very abbreviation driven and assumes a certain level of political aptitude. For many CEO's, directors and ERM managers, a political brief or article may as well be written in a foreign language because usually the content is not related directly back to real world business outcomes or consequences.

So with that in mind we have adapted the Graduate Programme and made it available to anyone who is seeking entry into the sector.

What We're Looking For

At Pozières Consulting we put a heavy emphasis on analysis as only being half the job; the other half is that crucial translation element - turning our analysis into those tangible business insights that a business leader or ERM manager can take and make real and informed decisions from instantly.



We are looking for candidates to demonstrate an appreciation of that confluence between business and politics. Political Risk is concerned with the probability of gains and losses as a result of political instability or changing political circumstances. It is not our job to predict the future, it is our job to provide insights and analysis that allows our clients to understand how their customers, their market, and their own systems will react to instability, potentially new scenarios and changing political dynamics. Our analysis should ensure that our clients can be forearmed with the business intelligence required to be prepared for, to profit from and be protected against political risks.

What Does That Really Mean ?

This is often a question we also get from our clients. It means we should be ensuring that our analysis is always drawn back to potential business or economic outcomes rather than just political ones. It is fine to analyse how China's one belt one road initiative is changing the dynamics of international politics but how does it potentially affect key stakeholders in a business arrangement in Pakistan for example? How is instability in Egypt a potential risk affecting Indian bathroom tile prices in Germany? How does the transition to democracy in Myanmar change the key stakeholders of local investment projects? How do challenges to the post-war international political framework create scenarios that may affect commercial aviation in the future?

More importantly, as a business leader, how do I mitigate or profit from these risks?

In short it means relate your analysis back to business.

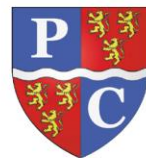
How the programme works

Applicants are invited to submit an article or brief of between 500-1500 words that provides relevant political or security risk analysis and insights on a current issue or situation that could be read by a business leader, ERM manager or investor and used to make real world business decisions.

Given it is not a paid or commissioned article or brief, we do not want to be prescriptive on subject area or sector, we want you to feel free to put your best foot forward. If your article is published, you will be given full credit and our HR team will happily confirm as much to any prospective employer or educational institution.

Submissions should be made to:

cep@pozieresconsulting.com



FAQ's

Will my submission lead to a job with Pozières Consulting?

We will certainly look closely at exceptional submissions however participation is no guarantee of employment with us, nor has it been designed as a recruiting tool specifically.

Where will my submission be published?

If your submission is of a high standard and relevant for one or more of our clients, we will include it in one or more of our monthly briefs and it will be fully attributed to you. We will also publish the submission on our website to allow you to include it in your portfolio of published work. We will contact you before publishing your submission in part or full in any form.

Will I get to know which clients my work has been shown to?

Unfortunately, our stringent confidentiality restrictions preclude us from being able to disseminate any details relating to our clients, however they will not be precluded from contacting you directly should they want to.

What if my submission is not up to an acceptable standard? Or doesn't fit your client base?

We are committed to providing feedback on all suitable submissions.

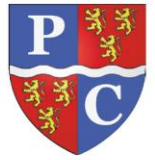
If your submission is of a high quality but not necessarily relevant to a particular client or set of clients, we will still publish your article on our website with your agreement.

How many times can I resubmit?

Once.

Is there a deadline for submissions?

There is no deadline or timeline.



Are there a minimum number of submissions required per month?

We are not looking to generate content from the programme and therefore there is no minimum number of submission; in fact you should not expect more than one submission being published unless under special circumstances.

Are there any topics, scenarios, sectors or themes that would give me a better chance of getting published?

We do not want to be prescriptive in any way regarding topics, scenarios, sectors or themes, we want to give you the best opportunity to 'put your best foot forward'. This may be challenging which is why we allow for resubmissions and feedback.

Can you provide any sample briefing that I could look at in order to better grasp the tone that Pozières Consulting typically conveys with their clients?

We consider our briefs to be our 'special sauce' and our key differentiator in the market so in lieu of putting our briefs into the public domain we are committed to providing you with extensive feedback on your submission instead and the opportunity to re-submit.

Should my submission be neutral?

Absolutely. We are not interested in any political agenda's; we maintain absolute political independence and bias free analysis.

What is my analysis utilises classified or confidential sources?

We only accept submissions that include open-source intelligence. We understand the value of commercial confidentiality and all of our research is conducted within that context however given you are not an employee of Pozières Consulting we will not publish anything that we cannot independently verify through open-source information.

Will you verify my submission with other potential employers?

Yes of course, our HR team will provide confirmation to prospective employers and educational institutions that your submission was used in a professional context.

What do you get out of this?

We have passed on hiring a number of exceptional candidates on the basis of being unsure as to whether or not they could provide the kind of analysis we expect; we hope that this process will allow us to identify exceptional candidates more efficiently.

We are also committed to assisting analysts gain entry into the relatively new and exceptionally exciting political risk sector.

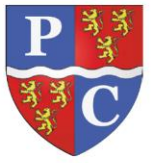
I already have a job in the sector, am I still eligible?

You would need to justify why you felt the programme would still be useful to your development.

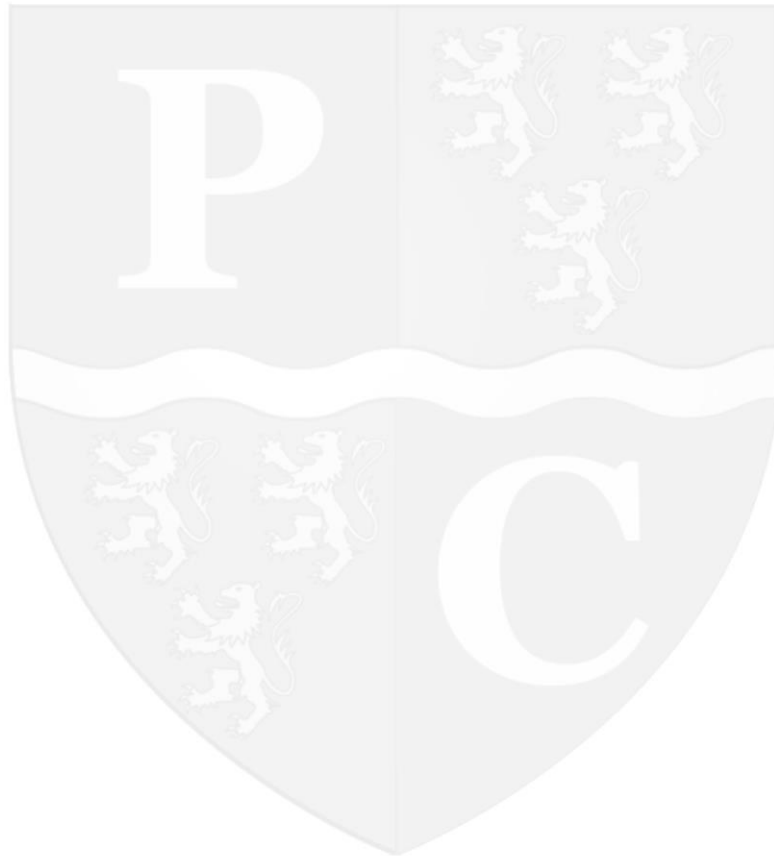
What if I have more questions?

You can contact our HR department directly at recruitment@pozieresconsulting.com for the attention of Miriam Wittermann as Programme Co-ordinator.

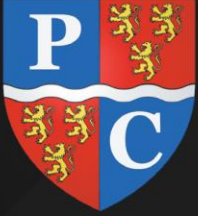
The rest is up to you...



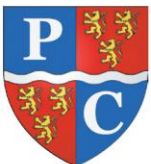
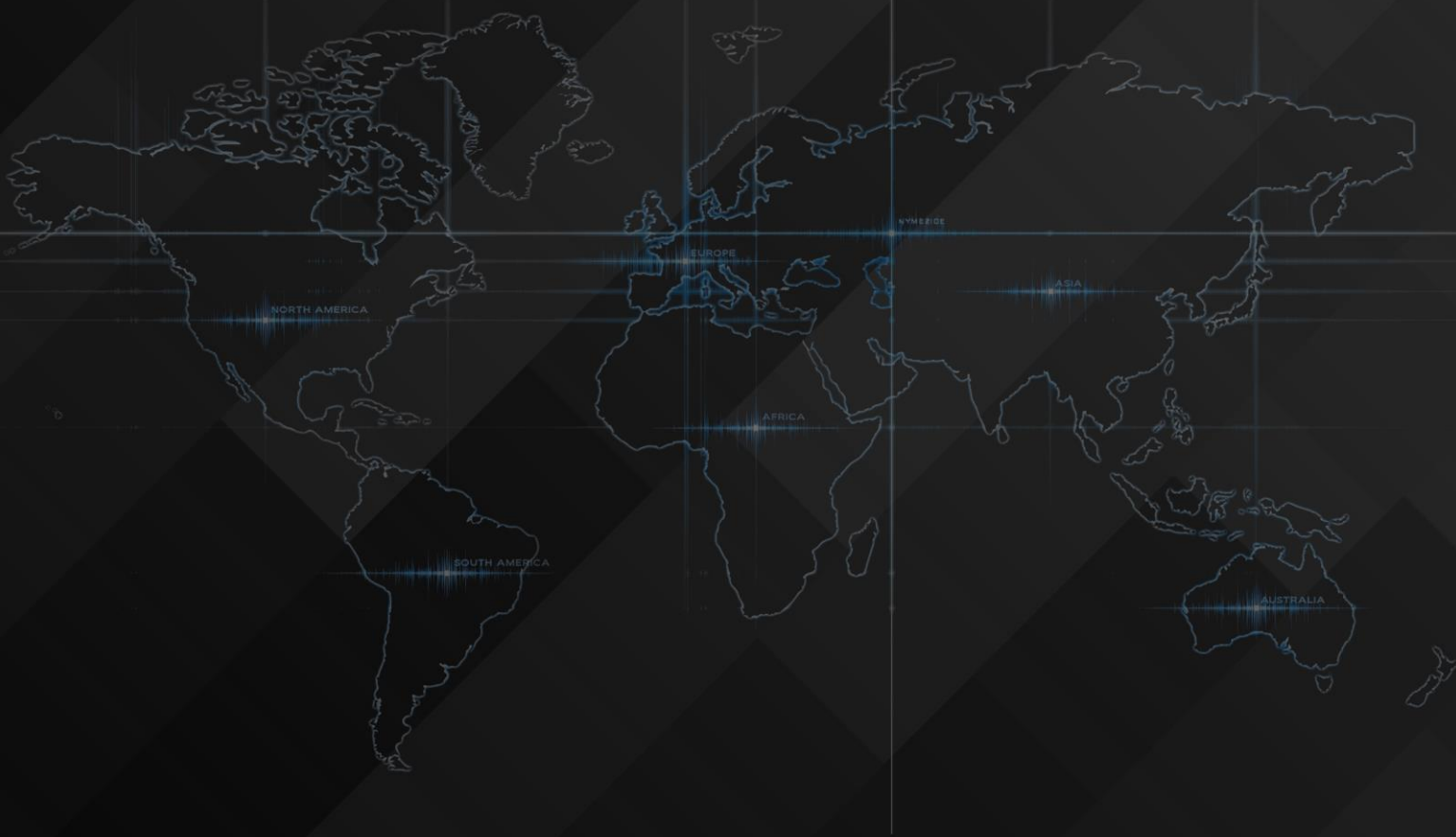
Pozières Consulting Inc is a Political Risk Advisory firm, providing bespoke analysis and business intelligence through our worldwide network of analysts and sources. We work with clients to identify, analyse and contextualise strategic Political Risks and turn them into tangible, actionable business insights. We utilise a combination of in-depth thematic research, innovative analytic tools and tailored business intelligence gathering to provide a bespoke service to clients. For comprehensive Political Risk advice and a confidential consultation, contact us at info@pozieresconsulting.com



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