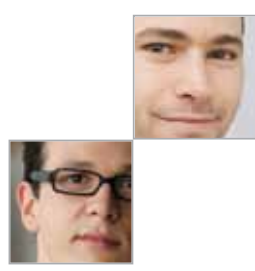


Pathways

Your career in financial planning

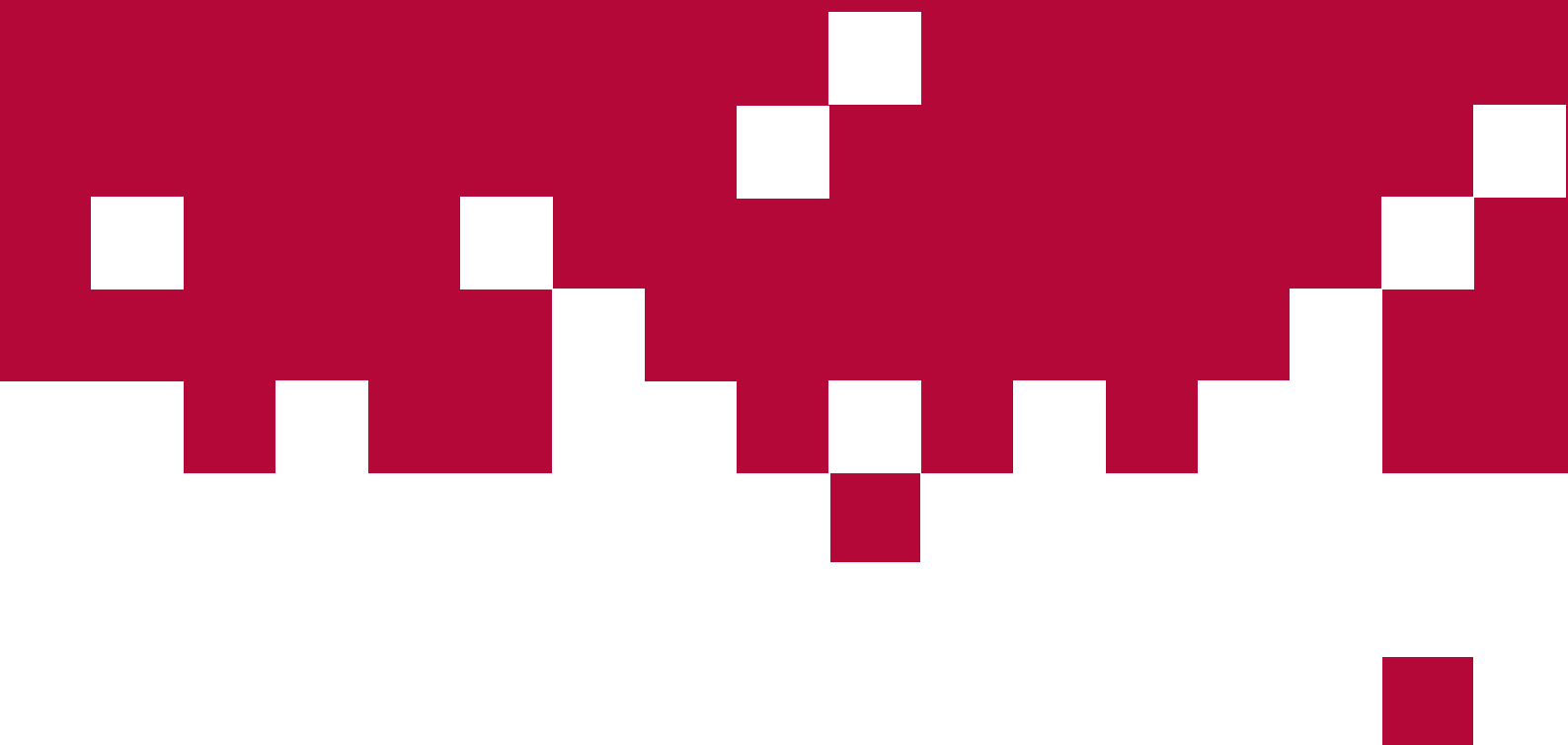


Cultivating careers in financial planning: **an overview**



“ It is hard work and there are some long days but I absolutely love what I do. Financial Planning presents a lifetime of opportunities and it is both financially and personally rewarding. If you are interested in a career in this ever changing industry, I advise you to talk to people, get some experience and – if you are still interested – join a professional body and get qualified. Create, invest and enjoy your wealth by helping your clients do the same. ”

Karthica Underwood
APFS
Chartered Financial Planner





Introducing Pathways

Whether you are a trainee embarking on your first role in financial planning or the owner of a small advisory business making an investment in new personnel, Pathways will provide the framework to help guide you both on your journey.

Pathways consists of a Trainee's Guide and a Manager's Guide, with other helpful resources to provide a defined training pathway to take a financial planning novice through to Chartered Financial Planner. It covers the skills that are required, the knowledge needed and the professional qualifications that are essential to reassure consumers and achieve regulated adviser status.

Careers in financial planning can be dynamic and highly rewarding. The skills you will learn en-route to becoming a Chartered Financial Planner will enable you to help people from all walks of life to achieve their lifetime goals and dreams. As a qualified and regulated financial planner you will be able to offer a professional advisory service to individuals, families and organisations. Your advice will help them plan to achieve key financial objectives and is likely to include investment, tax and retirement planning.

As a professional financial planner you will have the flexibility to work for yourself or as part of a larger team. Once you have achieved Chartered status you are also likely to work alongside other professionals, such as accountants and lawyers, to deliver your clients a holistic professional service.



Other roles exist to support financial planners in areas such as research, compliance or client administration. These roles are often a good way of learning what the job of a financial planner entails whilst studying towards your professional exams, but can provide rewarding careers in themselves.

The benefits of working in this profession are extensive and if you have strong people skills and a professional and ethical manner, your drive and enthusiasm will take you all the way to the top, giving you a long and rewarding career as a Chartered Financial Planner.

Fay Goddard
Chief Executive, the Personal Finance Society

Support for Pathways

In creating Pathways as an industry standard training programme the Personal Finance Society has consulted widely and taken advice from financial planning practitioners. Pathways has the support of many large financial services organisations.

We would particularly like to thank The Leaders Summit Group, a financial services Thinktank made-up of senior figures from across financial services, for its support and endorsement of Pathways.

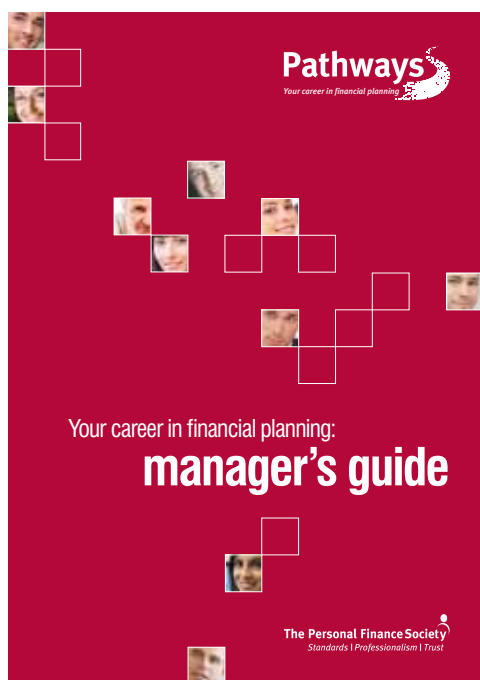
This investment into the future of the financial planning profession is essential in ensuring that consumers continue to have access to trusted and professional financial advice.



“Becoming a better qualified IFA, and then a Chartered Financial Planner, has seen my earnings ability increase each year. It has opened lots of doors for me and I have been able to make choices about which path my career should follow.”

Martin Bamford, Chartered Financial Planner, Informed Choice Ltd

The Guides



Manager's Guide

Many small advisory firms do not necessarily have the internal training support or human resources of larger firms. As a result, expanding the business by investing in untrained new recruits can be daunting. However, taking on a trainee can be a rewarding experience that can add considerable value for a small firm and, with the right structure, making this investment in training need not necessarily be resource intensive or time consuming.

The aim of the Manager's Guide is to provide guidance on how best to introduce trainees to the firm, structure their Professional Development Plan and take them through competent adviser status and onward to achieving Chartered Financial Planner status.

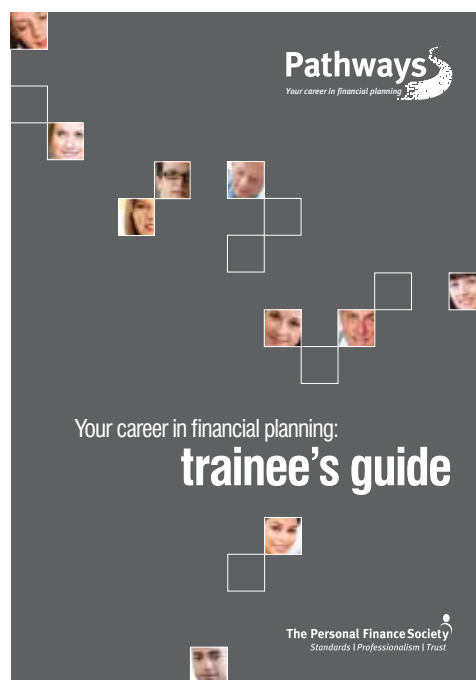
Other tools provided include a sample job description and trainee benchmark competency profile.

Additional Resources

A range of additional resources are available now, with others in development. These include:

- **Sample job description**
- **Main elements of an induction programme**
- **Sample Professional Development Plan**
- **Review process and grading templates**
- **Qualifications overviews**
- **Learning styles and management styles overviews**
- **Alternative career paths**

You can download copies of the guides now at www.theafs.org/pathways



Trainee's Guide

The Trainee Guide is intended to help new recruits understand the role of a financial planner, together with the skills and knowledge needed to become successful in the role.

A clearly defined and structured pathway will help a trainee develop the skills and acquire the necessary professional qualifications to progress to competent adviser status. A training programme and Professional Development Plan will help clarify the timescales for achieving key goal expectations, then progress trainees to become fully fledged Chartered Financial Planners, whilst learning the practical skills of the job.

About the Personal Finance Society

The Personal Finance Society (PFS) is the UK's foremost professional body for financial planners and those working in related roles. Its mission is to lead the financial planning community towards higher levels of professionalism, exhibited through ethical and behavioural standards, interpersonal & business skills and technical knowledge, to the ultimate benefit of the profession and consumer alike. The PFS is active and influential in driving the professionalism agenda on behalf of its 29,000 members, representing their interests by shaping the future environment in which advice is provided.

The PFS is part of the CII Group, a world renowned provider of professional training and qualifications to the insurance and financial services profession. The CII has been at the forefront of setting professional standards for over a century and has over 100,000 members in 150 countries.

Membership of the PFS

Whether you are embarking on a new career in financial planning or you are an experienced practitioner, membership of the Personal Finance Society provides you with a wide range of benefits. From discounted CII study materials to technical news and training. From CPD to opportunities to network and share best practice with your peers. Our student membership provides an essential support network to help get your career off the ground and help you achieve your ambitions as a Chartered Financial Planner

For more information about PFS membership, and to apply to become a member, please visit www.thepfs.org/join

The Personal Finance Society

42–48 High Road, South Woodford, London E18 2JP

tel: **+44 (0)20 8530 0852**

fax: **+44 (0)20 8530 3052**

email: customer.serv@thepfs.org

website: www.thepfs.org

© The Personal Finance Society 2011

Ref: PFS–Pathways Overview (10/11)
CII_5624