

# Case Studies



A Career in Banking is more than just a job at RBSI: it is about championing potential as we bring together people from all backgrounds. We spoke to Ross Harper and Millie Mayer who joined us as school leavers and have been making a difference since Day 1. They prove that you do not need a degree to build a successful career in banking.



**Ross Harper**  
Assistant Relationship Director

## What initially attracted you to banking?

I finished school at 18 and like a lot of school leavers, found myself at a crossroads. Being born and raised in Jersey, finance is the obvious career path but finding out more about the sector was a real eye-opener, specifically how vast the industry is and how varying the roles are within Jersey. I joined RBS International in 2014 and I have greatly enjoyed working for the bank, particularly getting exposure across the business and getting a feel for different areas of the finance sector.

## How has the bank helped you develop your career?

Naturally, a bank has many different functions that you can explore, I found this attractive as you are able to build a network across the business and if you want to try something different, our leaders are supportive of this. This was especially important as I did not have my heart set on one particular career path I wanted to follow. I have just started a 12 month secondment within corporate banking, which has completely different challenges to my previous roles. This will allow me to develop a new set of skills that I can continue to enhance with RBS International. There are plenty of opportunities out there if you are driven to invest time and effort into your development.

## If you could give your younger self one career tip what would it be?

Be curious! Explore other opportunities that push you out of your comfort zone.



**Millie Mayer**  
Assistant Relationship Director

## What initially attracted you to banking?

When I left school, I planned to take a year out to save money and gain work experience before going to university to study law. I felt like university was the next logical step but I knew deep down that it was not for me. I felt pressure because most of the people around me were going. I chose to work for the bank because of the flexibility of a 9 month contract. Before my interview, I was invited to meet the team I would be working with and having experienced the bank's culture, I knew I wanted the job. That 9 months flew by and I will be celebrating 4 years in the bank this year!

## What have you done to develop yourself and others at the bank?

I am a Wellbeing Champion which means colleagues can come and speak to me about any issues they may be facing and I have resources I can offer them. This role led to an opportunity to present alongside the CEO during the bank-wide live session! More recently, I got involved in ESG initiatives which allows me to learn about climate change and the difference we can all make. There are so many opportunities within the bank to champion your potential and the potential of others, and this is also promoted from CEO level down which is encouraging to see.

## If you could give your younger self one career tip what would it be?

Slow down and do not put so much pressure on knowing what the future holds! Even some of those with decades into their career, still don't have it all figured out!!