

# 'Feeling valued and appreciated at work is important'

Highlighting the variety of roles within the financial sector, we speak to SANNE's senior HR officer **Emma Pannenberg** and trainee accountant **Paul Schindler** about the company's culture and their experiences since joining the firm

## What was the most memorable moment in your career to date?

I have had so many great opportunities at SANNE that it's difficult to pick just one. I've been lucky enough to travel to our London, Madrid, Guernsey and Dublin offices on numerous occasions. This opportunity to travel and work globally has given me cross-jurisdictional experience and has developed me as an individual. I also regularly work with the senior team who value and listen to other people's opinions. I am fully supported in my professional qualifications and development, and I get to work with a diverse and dynamic global business.

## Would you encourage younger people to start a career in your field?

As a business-support function, I think a career in HR is often overlooked. I got into HR accidentally through a work-experience placement, but this gave me the opportunity to see just how broad and exciting a career in HR could be – no two days are the same. I get to collaborate with individuals around the globe on a daily

basis, partnering with colleagues, global business area heads and external providers to support the business in achieving its strategic business and growth plans.

## What does talent management look like and are you getting the right mentoring at SANNE?

The support SANNE offers to those studying professional qualifications is amazing. I achieved my Level 7 Certificate in Human Resource Management while at SANNE and am currently working towards the full Diploma and Masters qualification. I see talent management as so much more than a professional qualification. I am part of a team who is committed to progress and development. I get all the support needed to take the next step in my career whether that be mentoring, exposure to new work, additional responsibilities or management development training.

## What advice would you give students looking to enter professional financial services?

The financial services industry is so much broader than you first imagine and is often

overlooked based on a lack of awareness of the variety of roles available. Employers are always looking for new recruits so do your research, get as much experience as you can and don't be afraid to ask questions – after all, it's your career.

## You've been earmarked as the one to watch, how does that make you feel?

I feel humbled and thankful but also eager to prove to those who have faith in me that they are right to do so. I am so grateful for the opportunities and recognition I have received in my career at SANNE. Feeling valued and appreciated at work is important and something I would encourage everyone to seek in their careers.

**Emma Pannenberg**  
Senior HR officer



## What made you choose SANNE?

One of my friends and a former colleague of my father's colleagues worked at SANNE. Both started off studying for their ACCA qualifications and really enjoyed their time at the business. Having friendly people with positive experiences was a big pull. SANNE's reputation in the industry was a further factor with the prospect of working for a FTSE-listed company being a huge selling point.

## What professional training have you done?

I've sat the first four exams of my ACCA. What do you do on an average day? I work in a small team and we all look out for each other, not only when it comes to making sure we get the work done, but in making sure that everyone is able to have more of a work/life balance. My main client is one of the largest funds focused on Africa and emerging markets, so a large part of my time is spent doing international bookkeeping, NAV calculations and preparing financial statements. I also take part in bookkeeping

and other similar tasks for other clients in order to build my accounting understanding and my understanding of the structure of the team.

## What is your next step?

To continue to study towards my ACCA qualification, which is an important part of my progression within the team, and to build further understanding of accounting principles and ultimately become a fully qualified accountant.

## What advice would you give yourself as a graduate considering the experience you have now?

No experience is irrelevant. Before working at SANNE, I worked as an area manager for a retail company in the north of England and, before that, I studied a postgraduate degree in developmental psychology. I have been able to apply commercial and statistical principles from each of these to my day to day working life.

**Paul Schindler**  
Trainee accountant

## More about SANNE

SANNE is a leading global provider of alternative assets and corporate business services. Established for over 32 years and listed as a FTSE-250 company on the main market of the London Stock Exchange, SANNE employs more than 1,800 people worldwide and services clients from 20 global networks spread across the Americas, Europe, Africa and Asia-Pacific. We place a great deal of emphasis on attracting and retaining the best talent. SANNE is looking for talented graduates and A-level students to apply for our fully assisted professional training programme.

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For more information or to apply, please get in touch with SANNE's HR team by emailing [recruitment@sannegroup.com](mailto:recruitment@sannegroup.com).