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Behavioural competences are becoming more and more important
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‘If you want to distinguish yourself on the job market, you must strive to be the absolute best’, says Rob van Elburg, owner of RAVE-cruitment (Amsterdam) and since 2011 Senior Global IT Recruiter for ING. ‘And behavioural competences are becoming more and more important in this respect.’

Rob is explicit: ‘A degree and good study results provide an important basis, and of course, being a recruiter, I look at those. But I’m much more interested in your social footprint, initiatives you have pursued alongside your studies and how these may relate to the culture of a certain organization. For example, are you an active blogger? Do you have a certain skill that others don’t have? What do you contribute to open source networks? And how do you make sure you stay ahead of the crowd? These are the things that make you an interesting candidate.’

One good example is the IT field, where the focus is rapidly shifting from knowledge to behavioural competences. IT nowadays is creative and strategic. You work on projects in small teams, deadlines are sacred and you are expected to come up with results. Today’s IT person is still a techie, but above all he or she is also an innovator who can identify with people and cultures, can communicate easily and treats technology as a means rather than an end. These competences cannot be learned from books, you develop them by being active alongside your studies.’

Never stop being curious
Rob realizes that success on the job market is becoming increasingly dependent on ‘employability skills’ such as the ability to analyse, solve problems, organize and plan, manage, collaborate and communicate. This applies to all
sctors. The demand for knowledge keeps changing, which is why employers are investing lots of money in learning and development. But they only do that if they know that their new employee is really future-proof!

‘Take ING, a very ambitious organization. New roles have been assigned in order to realize all its ambitions, and ING links these roles to talented people who are motivated to make the most of their traineeships, who never stop being curious and who take the initiative. Passionate team players who can really sell themselves and their story.’

Hunger for knowledge
The ability to distinguish and market yourself is your key to success in an increasingly competitive and international job market. That’s what we search for and that’s what we test for, in tough assessments, bootcamps and simulations. My advice to students? Think about what your motives are and then look for activities that match those motives and that will help you develop your own unique combination of knowledge and skills.’

Workshops and training courses
The dedicated professional career coaches and trainers from the FEB Careers Company facilitate weekly workshops that cover skills development-related topics.

In interactive training courses they guide you through topics including:
- How to discover the possibilities that lie within and before you
- How to present yourself and what communication style you have
- How to work as a team
- How to show leadership

Feel free to join our workshops and enhance your skills!
Visit us every Tuesday and Thursday between 2 and 4 p.m. at the FEB Careers Company, Duisenberg Plaza, ground floor.

‘I loved the elevator pitch workshop, which showed me exactly what I should work on now to improve.’

Anna - FEB student