

# 10 Career Key Considerations

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**1. Everyone's career is different** - There is no right or wrong, just a match of current opportunities with your personal values and priorities. Always make decisions that are in line with your own aspirations

**2. You are the owner of your career** - Mars provides growth and development opportunities, your Line Managers provide guidance and empower you to build experiences and capabilities, and colleagues in your Mars network provide inspiration and support – then it's up to you.

**3. Your performance in your current role is just one factor in progressing to your next** - The nature and scope of your next role is also influenced by your potential – your projected ability to take on new and different experiences.

**4. Embrace a variety of career experiences and be flexible** - Progressing your career in any function means challenging yourself to take on new and different assignments and make the most of the learning opportunities these provide. It is important to spend enough time in a role to gain the variety of experience in that role.

**5. Understand Finance** - Understand the Finance function (i.e. processes, practices, roles) as much as you can and be open to experience each pillar of Finance particularly early in your career. If you want to continuously progress, we encourage you to gain experience across the three Finance job families (Innovative Business Partnering, Smart Financial Operations, and Enhanced Specialized Services). See the Job Family section to learn more about each.

**6. Understand the Business** - To be a credible Finance professional, Associates need to understand and contribute to the wider business. Take all the opportunities you can to do this, from joining a cross functional or regional task group or taking on a new assignment in another function or location – networking at Mars is a critical enabler. These experiences will help you build business acumen, organizational agility and perspective.

**7. Balancing depth and breadth** - Both expert and generalist paths can provide fulfilling careers. Expert paths mean you are becoming an expert in a functional area like Tax & Treasury. Generalist paths are about casting a wide net to gain understanding in a variety of topics and breadth from experiencing multiple functional areas. You need the right balance between breadth and depth to be successful in Mars Finance.

**8. Build unique Finance capabilities and strengths** - Take advantage of the unique set of Finance capabilities available, so you can thrive at Mars and continue to add value to the business. [Click here to find out more about the Finance Capability Framework.](#)

**9. Embrace a variety of people management experiences** - Clarity around business needs, supporting the development of others and creating an inclusive and engaging work environment, requires strong people management experiences. Whether you are a line manager or influencing without authority, you can develop these skills and competencies through project management, managing vendors, and working on cross functional teams.

**10. Sharpen your ability to influence others** - The impact you have on the business is directly linked to your ability to influence others –regardless of your role or level. Think about how you can continue to develop your influencing skills in your current role, and how this will support you in future roles.