



Stefania  
Di Bartolomeo

Stefania Di Bartolomeo is an engaged and well-versed professional in sustainable investment with global work experience. She is the founder of [Physis Investment](#), a fintech company that leverages data to measure, track and promote sustainable investment.

Stefania was among the first investing fund managers in Europe and created an impact report methodology for a portfolio. She is a public speaker, board member, and lecturer at universities on sustainable finance.

[stefania@physisinvest.com](mailto:stefania@physisinvest.com)

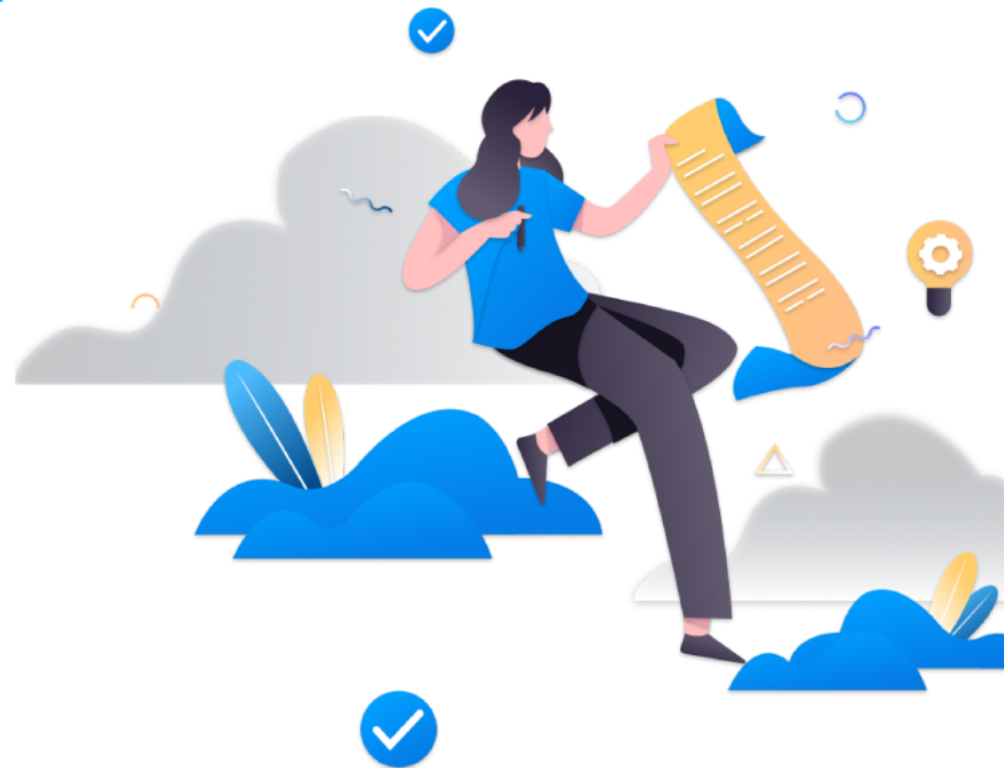
<https://www.linkedin.com/in/stefanialea/>

# Beyond the Status Quo

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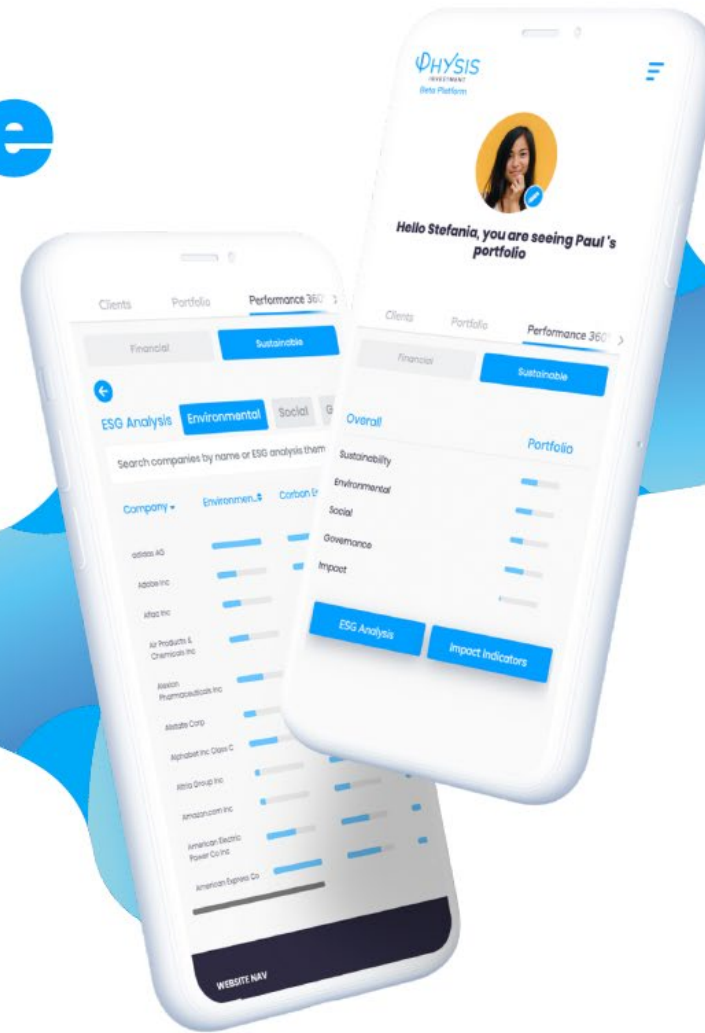
**A lack of creativity in the sustainable investment industry has led to a cliched narrative and many problems, including:**

- Overuse of standardized ESG scores
- Lack of uniformity on the usage and monitoring of SDGs
- Limited impact reporting capabilities, often tracked independently of financial data



# Sustainable reporting at your fingertips

Create and share sustainable data reports directly with your clients and stakeholders





The image features a central white rectangular area containing a colorful paint splatter. The splatter is composed of various colors including red, yellow, blue, green, and orange, with some colors appearing more prominent than others. The text "Let's Have Fun" is written in a bold, white, sans-serif font across the center of the splatter. The background of the entire image is a solid blue color, with a darker blue vertical stripe on the right side. There are faint, repeating watermarks of the word "lammy" and a small circular logo across the white area.

Let's Have Fun

A woman with short, light-colored hair is smiling and looking towards a man whose back is to the camera. She is wearing a dark blue blazer over a white top with black polka dots. The background is a bright, out-of-focus office space with large windows. The text 'HOW TO KILL IT AT YOUR INTERVIEW' is overlaid in white, bold, sans-serif font across the middle of the image. A solid orange horizontal bar is at the bottom.

# HOW TO KILL IT AT YOUR INTERVIEW





## Dream Job

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- What makes you excited?
- What is that thing you never get tired of learning more about?
- What are your best skills?
- What is your aimed life-work balance?
- *What is your 'dream job' in 5 years?*





# Resume

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- [Google it](#)
- Nice Design
- Good Format
- One Page
- Hyperlinks
- **Make it personal**
- **Key Achievements**
- **Be Honest**



# Your Full Name

Street Number | City, State, Country | Phone Number | Email Address

## EDUCATION

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### Dartmouth College

City, State

*Bachelor of Arts, Major in Economics, Minor in History*

20XX – 20XX

- Cumulative GPA: 3.8/4.0
- Varsity Sport – starter on the varsity sports team all four years; 20+ hours per week
- President, Student Club – responsible for managing all aspects of student run club
- Study Abroad – Exchange in foreign country

## EXPERIENCE

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### Generic Capital Partners

New York, NY

*Equity Research – Summer Intern*

Summer 20XX

- Performed equity research of companies in the utility sector
- Utilized the DuPont formula to value companies based on ROE
- Made recommendation on which stocks to buy/sell as part of a long/short investment strategy
- Entered financial statements into Excel and performed historical analysis of key ratios
- Build a forecast based on input from consensus estimates and internal opinions of the businesses
- Used Bloomberg, Reuters, and Excel extensively

### Synonymous Equity Partners

New York, NY

*Sales & Trading – Summer Intern*

Summer 20XX

- Performed equity research of companies in the utility sector
- Utilized the DuPont formula to value companies based on ROE
- Made recommendation on which stocks to buy/sell as part of a long/short investment strategy
- Entered financial statements into Excel and performed historical analysis of key ratios
- Build a forecast based on input from consensus estimates and internal opinions of the businesses
- Used Bloomberg, Reuters, and Excel extensively

### Non-Finance Job

New York, NY

*My First Job – Summer Intern*

Summer 20XX

- Learned the value of hard work
- Demonstrated I'm responsible, reliable, and willing to do any type of work
- Earned money to pay for school
- Learned social skills that allow me to work in an office environment
- Show I'm a well-rounded person, not just really smart

## ADDITIONAL INFORMATION

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- Candidate for CFI's Financial Modeling & Valuation Analyst (FMVA)<sup>™</sup> designation
- Activities and hobbies – yoga, piano, travel, food and experimental cooking
- My idols – Ray Dalio, Charlie Munger, Michael Mauboussin
- Other interesting information



## Herman Walton

Financial Analyst

### Profile

Experienced and driven Financial Analyst with an impressive background of managing multi-million dollar budgets while providing analysis and account support within product development departments. Worked to reduce business expenses and develop logical and advantageous operating plan budgets. Experience creating quarterly accruals based on trends and forecasted expenses.

### Employment History

#### Financial Analyst at GEO Corp. , New York

October 2012 — September 2019

- Created budgets and ensured that labor and material costs were decreased by 15 percent.
- Created financial reports on completed projects, indicating advantageous results.
- Generated financial statements including cash flow charts and balance sheets.
- Created analysis and performance reports for management teams to review.
- Introduced and implemented a different type of innovative software.
- Assessed new development projects generating over \$4.5M in revenue.

#### Financial Analyst at Sisco Enterprises, New York

September 2008 — September 2012

- Provided reports, ad-hoc analysis, annual operating plan budgets, monthly cash forecasts, and revenue forecasts.
- Analyzed supplier contracts and advised in negotiations bringing budgets down by 6%.
- Created weekly labor finance reports and presented the results to management.
- Modeled anticipated revenue charts to accurately track our progress in relation to forecasts and intentions.

### Education

#### Bachelor of Finance, Villanova University, King of Prussia

August 2004 — May 2008

- Graduated *summa cum laude*.

#### High School Diploma, Camden High School, Camden

September 2000 — June 2004

### References

Devin Strazza from GEO Corp.

### Details

333 Oklahoma Road

New York, NY 10024

United States

(917) 407-5112

[hw12@gmail.com](mailto:hw12@gmail.com)

### Skills

Financial Analysis

Strategic Planning

Trend Analysis

Market Assessment

Team Leadership

### Languages

Spanish

# Your Name



Address | Phone | Email



## Professional Profile

Lorem ipsum dolor sit amet, consectetur adipiscing elit, sed do eiusmod tempor incididunt ut labore et dolore magna aliqua. Pellentesque dignissim enim sit amet venenatis urna cursus. Non blandit massa enim nec dui nunc. Vitae ultricies leo integer malesuada nunc vel risus.

## Experience

### Job Title, Organization Name

Date - Date

- Notable achievement/ responsibility
- Notable achievement/ responsibility
- Notable achievement/ responsibility

### Job Title, Organization Name

Date - Date

- Notable achievement/ responsibility
- Notable achievement/ responsibility
- Notable achievement/ responsibility

### Job Title, Organization Name

Date - Date

- Notable achievement/ responsibility
- Notable achievement/ responsibility
- Notable achievement/ responsibility

## Skills

Skill Set, Skill Set, Skill Set

## Education

### Institution Name

*Degree or Certification*

Date - Date

### Institution Name

*Degree or Certification*

Date - Date

## Projects & Volunteer

### Project Name, Organization Name

Date - Date

- Notable achievement/ responsibility
- Notable achievement/ responsibility
- Notable achievement/ responsibility

### Project Name, Organization Name

Date - Date

- Notable achievement/ responsibility
- Notable achievement/ responsibility
- Notable achievement/ responsibility

# Resume Not To Do

- Fake information
- Too much of design
- Instagram picture
- Too much text



# Resume - Writing tips

## Professional Summary

- Describe your strong character traits in just a couple of words.
- Mention your current job title and professional experience.
- Say how you want to help the employer achieve their goals.
- Add info on your key achievements to prove you can deliver results when hired.
- Limit it to 3 sentences and use numbers whenever possible.

*I am a quant-humanist dedicated to female empowerment and sustainable investing. As CEO and Founder, I lead Physis's growth from an idea to an award-winning wealth management company. I seek to leverage my expertise and network to contribute to Barilla's goals to achieve production efficiency and expansion to new markets.*

# Resume - Writing tips

## Professional Summary

- Describe your strong character traits in just a couple of words.
- Mention your current job title and professional experience.
- Say how you want to help the employer achieve their goals.
- Add info on your key achievements to prove you can deliver results when hired.
- Limit it to 3 sentences and use numbers whenever possible.

*I am a quant-humanist dedicated to female empowerment and sustainable investing. As Captain and Founder of Physis, in less than 2 years, I lead an outstanding team to grow a global business under a global pandemic from an idea to an award-winning wealth management company. As an enthusiastic growth builder, I can't wait to share my learnings and network and become an active contributor to Barilla's success.*

# Resume - Writing tips

## Job Experience

- Chronological- and combination-style resumes list job responsibilities, while the functional format does not.
- **Use quantifiable metrics. Don't just tell recruiters what you were "responsible for" in your past role. Instead, show them exactly what you accomplished and contributed. Rather than simply saying you were "responsible for balancing the budget," tell them you "proactively cut costs by 19% through efficient budget management."**
- Use compelling language. Leave boring language behind and instead embrace attention-grabbing verbs like "established", "achieved", or "negotiated." Make it clear that you positively contributed to past employers, and if possible, say this in a way that reflects the new job ad's phrasing.



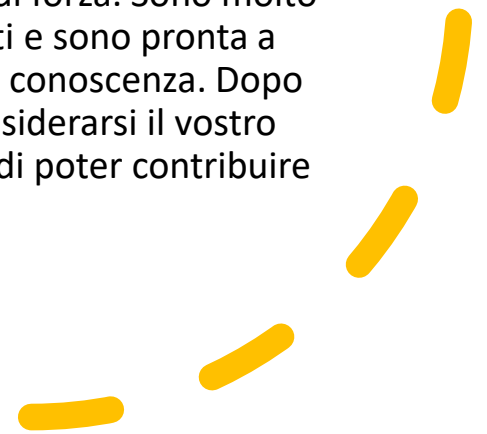
# Cover Letter

Grazie a voi tutti per concedermi questa opportunità.

Solo qualche riga per presentarmi e per chiarire i motivi che mi spingono a candidarmi.

Ho iniziato un percorso di studi in Economia e Finanza immaginando potesse condurmi verso un lavoro stimolante e innovativo. Ma una volta appresi i principi e le regole che dominano il mondo del mercato finanziario, non nascondo la mia personale disapprovazione e conseguente disillusione. Ulteriori studi, più personali che accademici (perché ahimè ancora non è qualcosa di cui davvero se ne parla come si dovrebbe nei libri universitari) mi hanno condotto verso la CSR, la Finanza Etica e lo Sviluppo Sostenibile. Inutile dire che nel mercato finanziario, la Finanza Etica è quanto più vi è di affine con la mia persona. E questo non poteva che entusiasmarmi e far crescere la mia volontà di diventarne al più presto parte attiva e di apprendere quanto più possibile sugli investimenti sostenibili, sui fondi etici e soprattutto sul rating etico.

Il motivo per cui considero così preziosa per la mia formazione un'esperienza lavorativa presso ETicaNews è perché ho un'impaziente curiosità di capire cosa è davvero la Finanza Etica nel mondo reale. Voglio dire al di là delle lodevoli idee e principi come si sta sviluppando davvero, quali sono i limiti, i problemi e i punti di forza. Sono molto brava nel fare ricerche, nell'analizzare e selezionare dati rilevanti e sono pronta a mettere a vostra disposizione tutta la mia energia e desiderio di conoscenza. Dopo aver letto la pagina Chi Siamo del sito web, che credo possa considerarsi il vostro manifesto, e sentendolo anche mio quasi del tutto, sono sicura di poter contribuire fruttuosamente allo scopo di ETicaNews.



# Cover Letter

Dear Madame, dear Sir,

I have recently been informed that you give the opportunity to do a data research internship. I am a 19-year-old student from Switzerland who just graduated from high school and have always been respectful and tried to take care of the environment. I have good languages and office administration skills thanks to the office simulation I practiced during my business administration courses. I am also an open minded and outgoing person which is important for teamwork. I have always wanted to do something concrete to help our environment and keep learning how to help and improve myself, that is why I hope you will consider giving me this chance because it would be an amazing experience and lesson for the future.

Thank you and kind regards,





# Cover Letter

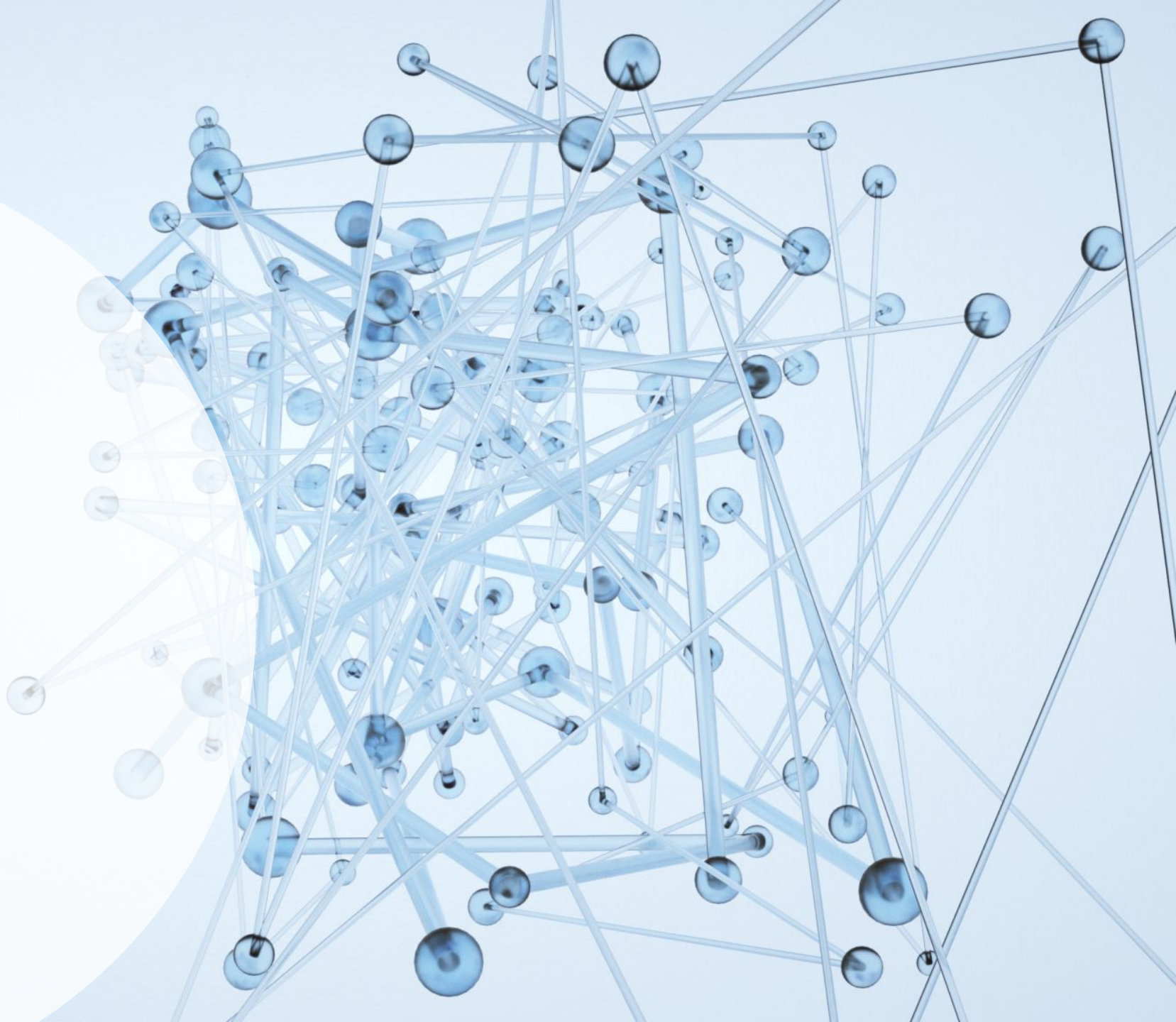
- Desire to learn
  - Honesty
  - Transparency
  - Emotional engagement
  - Cultural fit with the company's mission
  - Research on the company
- 
- Idea for contributions
  - Use the language of the job posting

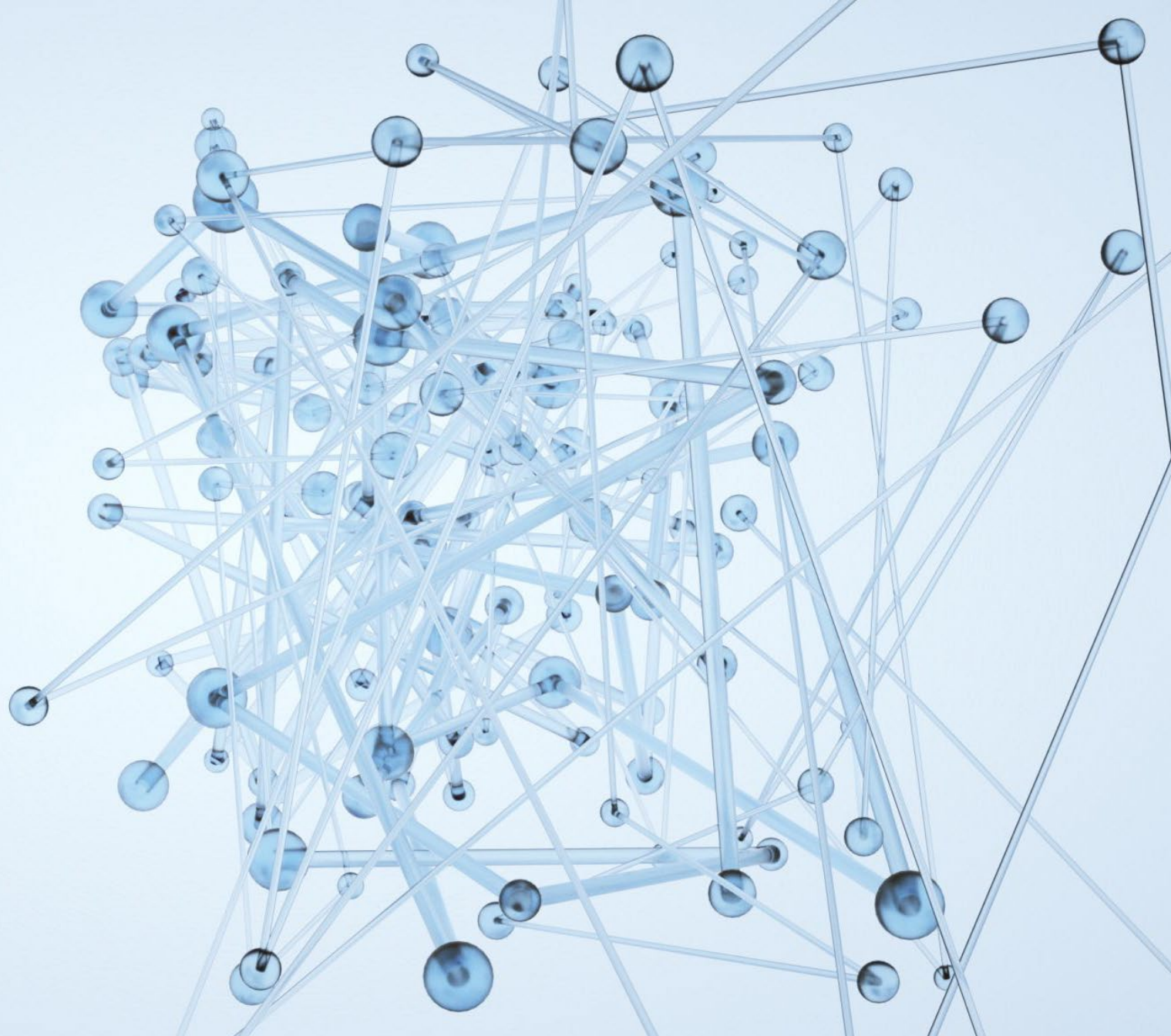


# Research

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- Company
- People you will talk to
- People at the company





# Research

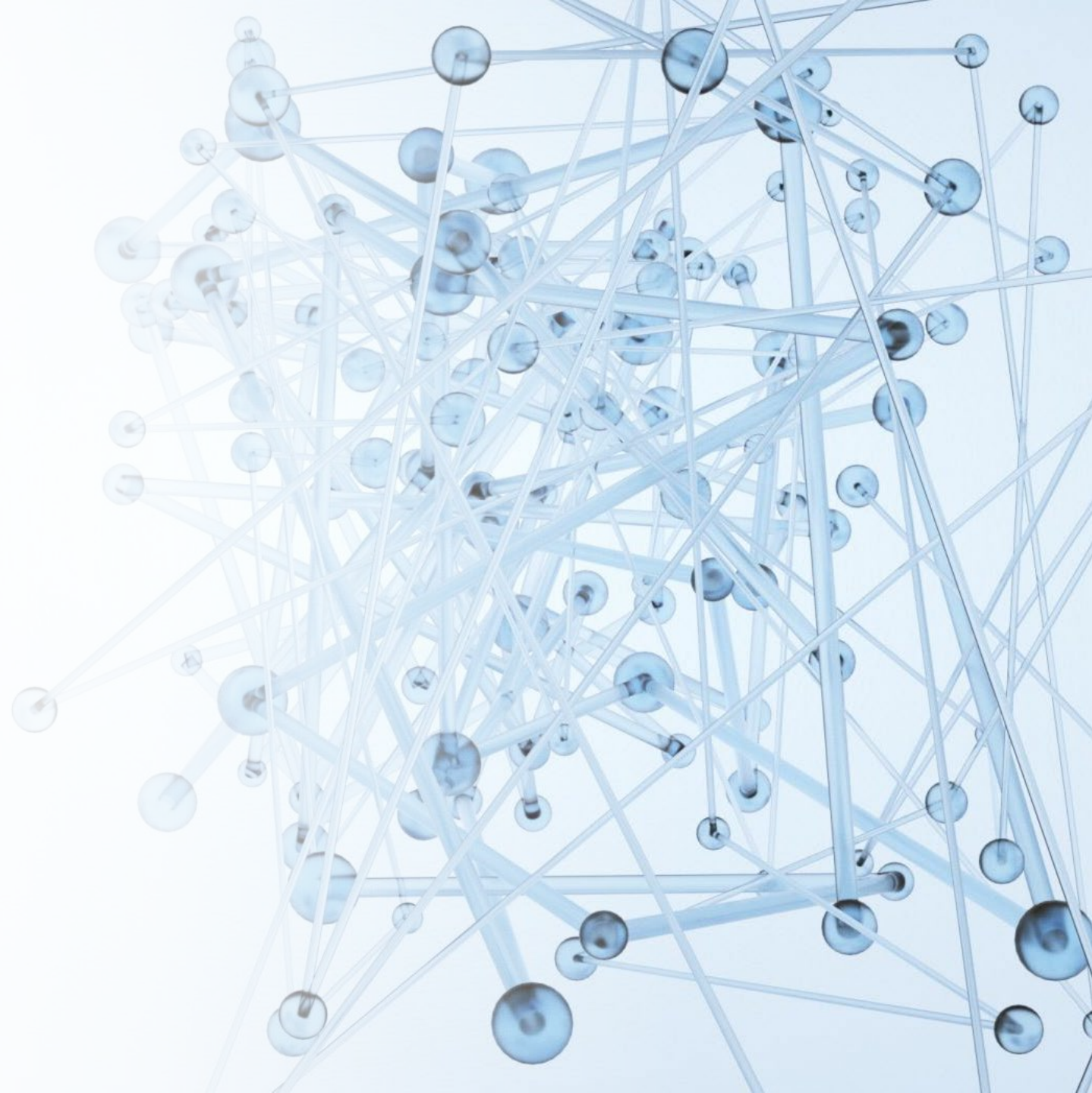
- Company
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# Research

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- Company
- People you will talk to
- People at the company





# Interview

- Come prepared
- Arrive on time
- Overdress a bit
- Shower



## Interview Tips

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- Use your research to build a connection with the interviewers
- Use your research to provide concrete example of HOW (experience) and WHY (motivation) you will contribute to the company's success
- Use your research to ask smart questions





# Interview Tips

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## Tell me about yourself

- No, I do not want to know what ice-cream or music you like
- I want to know your skills, motivations, qualifications, goals and achievements to understand why you are good for this job
- I am expecting a summary of your resume that is engaging, compelling, clear and complete and... of course short!
- Be achieved oriented! Saved time, saved money, increased revenue, improved processes.

“I started off my career as a Financial Analyst five years ago with XYZ Company where I performed full-cycle accounting duties, month-end close procedures and assisted with budgeting and forecasting on a monthly basis... In that role, a major accomplishment I’m most proud of was that I was able to reduce the time spent on month-end procedures by developing an Excel model which automated a major accounting process. This resulted in a time savings of approximately 1 day per month.”



# Interview Tips

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## Winning sentences

- I understand the position requires XX and from my personal background I have successfully performed XX. (At this point you have to tell the story, be honest and provide a deep short dive into the problem and how you solve it). (do not be a hero, be a team player).
- By talking to you now, I understand even more the importance of this role in the overall business, and I can't wait to learn and grow with the company.

## Analyst duties and responsibilities

The successful candidate will not only be responsible for the master data set of the company but generating reports and correcting any data issues and problems that may arise. Other duties and/or responsibilities that the candidate will undertake regularly include:

- Gathering and analyzing data
- Interpreting gathered data
- Submitting reports to the relevant department heads and management
- Finding patterns and trends in the analyzed data
- Helping the management and other teams draw business goals and needs
- Establishing new data gathering and analysis techniques within the organization
- Formulating procedural manuals for all departments

## Interview Tips

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### Winning attitude

- Smile and be confidently YOU
- Make it a dialogue
- Ask questions
  
- Send a thank you note after the interview, with a conversation recap



## Interview Tips

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### What not to do

- Show you are looking for the “whatever” job
- Come unprepared about the company and the job
- Tell me you are interviewing for other jobs
- Disrespect the interviewers





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## Career

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- Be nice to everyone, you never know what people are going through
- Build connections, as much as you can, as many as you can
- Respect people regardless of their titles
- Have mint candies ready to be shared with colleagues that have a bad breath



## Career

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What is not so important in your first years

- Money
- Company Size/Name
- Title

# Career

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What is important in your first years

- You learn
- You like what you do and see a future career in the field
- You have a great boss





...questions?





Best of Luck

