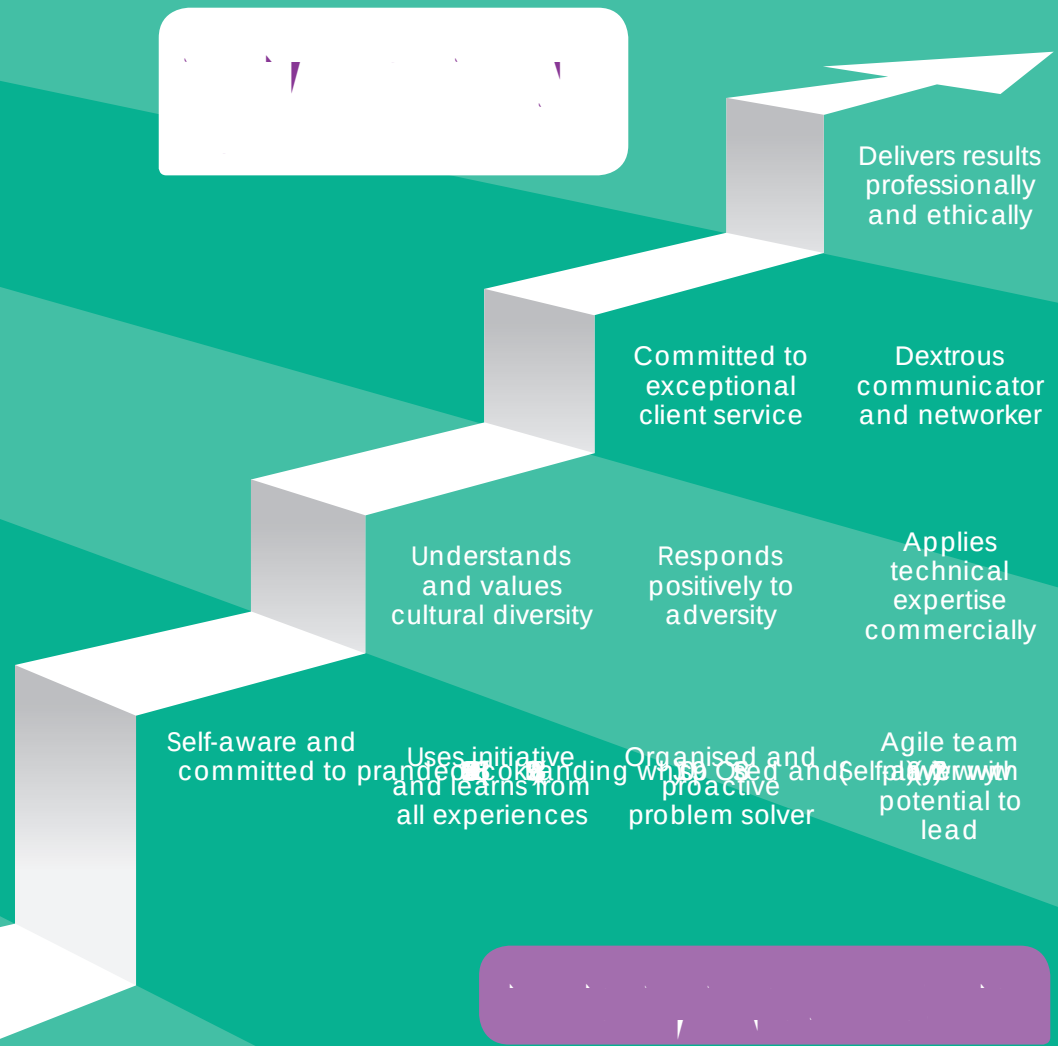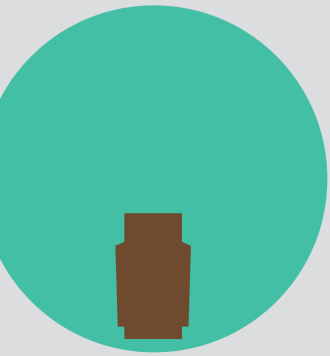In the short term, technical skills are likely to be key to securing a role as junior sta will be heavily involved in the detailed work. However, very quickly a range of other attributes become important and they are often the di erentiators when it comes to advancement. Employers may look for potential as well as immediate capability, so understanding why these skills and behaviours are valued is important. Early development can be rewarded even at entry level.