PhD Career Planning Sourcing and Accessing non academic jobs

Mary McCarthy UCC Career Services

OVERVIEW

- Steps to employment

- The PhD Professional -Where Am I now ? Self Assessment SCOT Analysis-– Your Skills, Capacity and Competencies

- Skills for the 21st Century workplace

- Finding a direction and sector that suits you

- Non academic jobs for PhDs - 10 most common careers

- Building your " Career Intelligence " research the world of work, sectors , jobs and possibilities

- Online Presence, Networking -Where to look – Where are jobs advertised- "unearthing jobs – the hidden market of jobs

-Preparing your personal Profile

- Building connections and networks

- Creating a Career Plan

Steps to Employment You are in the driving seat

Step 1

✓ <mark>**Create the best CV possible**</mark> – have it reviewed, change for each opportunity

✓ https://www.ucc.ie/en/media/support/careers/CVGuideforPhDandPostdoctoralResearchers.pdf (CV Guide)

Step 2

✓ <mark>**Build Career Intelligence - Know Yourself and professional work sectors**</mark>

Know yourself and how YOU could be a good match for specific types of roles and organisations

 Review and reflect on your career relevant interests, innate strengths/ attributes, skills and values

https://www.ucc.ie/en/careers/final-year/careerdecisionmaking/

https://www.ucc.ie/en/careers/areyouacurrentstudent/advice/whatcareerwouldsuitme/

<mark>Take Psychometric Profiling Assessments – Profiling for Success</mark> -
https://www.ucc.ie/en/careers/areyouacurrentstudent/advice/profilingforsuccess/

Personality Types indicator (16 personalities) and Values

Step 3

✓ ==Be inspired and informed by Alumni who have gone before you==

https://www.ucc.ie/en/careers/areyouacurrentstudent/advice/wheredograduatesgo/

==Track down a wide range Alumni of your degree on LinkedIn and see their career paths over a few years –use Linkedin Alumni Networking Guide (attached in Chat)==

Make connections with alumni – ask them about their career journey (conduct Informational Interviews)

Step 4

✓ ==Create your PROFILE and BUILD A NETWORK== Make your self known to potential employers and professionals- Develop your online presence – Create, build and expand your network of contacts

Additional online webinars to view

- Networking, Creative Job search

- Impress with your Elevator Speech

- Informational Interviews

Step 5

✓ ==**Be Aware of current growth sectors**==

If you are interested , there may be subsidised opportunities to upskill if required

Step 6

✓ ==Be Interview Ready – Have an Elevator Speech prepared- Know your Competencies and Skills- Be Able to demonstrate them with STAR Technique==

Step 7

✓ Contact ==Recruitment agencies ,register / job posts/ opportunities ,conduct weekly online jobs research== . Identify organisations – companies of interest and relevance

Step 8

✓ ==Be adaptable and open minded- Embrace the Unexpected== - Consider a nonlinear Career path –Career development is a journey not a on -off Graduate job offer

Step 9

✓ ==Add to your skills portfolio ,acquire micro credentials== through online short learning courses

Planned Happenstance- A Powerful and effective method to build your Career

- John Krumboltz's **planned happenstance theory** makes it OK to not always **plan……Why?**

………… because unplanned events could lead to good careers.

At the core of this **theory** is the fact that:

Unpredictable social factors, chance events and environmental factors are important influences on people's lives. …

Planned Happenstance can be framed as this- The ability to create chance events that turn into actual opportunities. It's a method that can help you capitalize on events that occur or that you can create to occur in your life.

Planned Happenstance

4 core steps

Clarify ideas: Follow your curiosity and identify your interests

**Remove perceived blocks**: Wonder "how can I" rather than "I can't because..."

Expect the unexpected: Be prepared for chance opportunities, such as unexpected phone calls, chance encounters, impromptu conversations and new experiences

Take action: Learn, develop skills, remain open and follow up on chance events

The Role of Happenstance in careers

- **Curiosity** invites you to explore learning opportunities

- **Persistence** helps you to deal with obstacles/challenges

- **Flexibility** equips you to adapt to changing circumstances and events

- **Optimism** equips you to maximise benefits from unplanned events

- **Risk-taking** permits you to be willing to step into new experiences and uncertainty

Planned happenstance theory

Behind everything is a **open mind**…
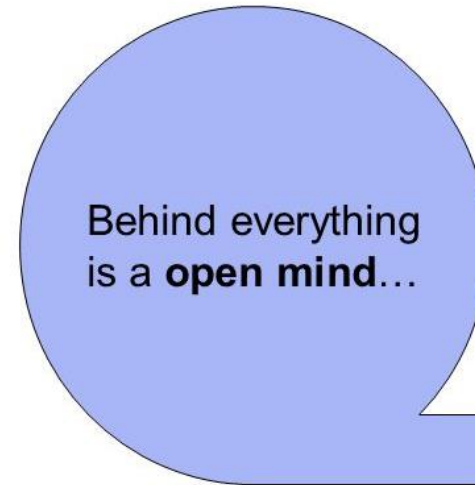
- Curiosity
- Persistence
- Flexibility
- Optimism
- Risk taking

Mitchell, Levin & Krumboltz

The PhD professional- What attracts employers ?

Core skills that PhDs bring to the workplace

Identify the top three

-

-

-

https://www.linkedin.com/pulse/9-skills-phds-have-others-dont-isaiah-hankel-ph-d-/

Essential Skills of a PhD

- **Written Communication**

It takes practice to become a good writer. Fortunately, as PhD student you have years of practice writing papers, your dissertation, conference abstracts, journal manuscripts, and of course your dissertation. The feedback you receive from your supervisor and peer reviewers will help improve your communication skills.

- **Research and Data Analysis** *******

Research skills are valuable even in many fields outside of academia. As a trained researcher, you are able to determine the best approach to a question, find relevant data, design a way to analyze it, understand a large amount of data, and then synthesize your findings. You even know how to use research to persuade others and defend your conclusions.

- **Public Speaking   - Presenting**

Strong oral communications skills always valued, and PhD students get more public speaking opportunities than most. Through conference talks, poster presentations, and teaching, you will learn to feel comfortable in front of a larger audience, engage them, and present complex ideas in a straightforward way. Winning a teaching award or being recognized as the best speaker at a conference is a concrete way to prove your public speaking skills.

- **Project Management** *************

Even if you're not working as a project manager, every job requires some degree of project management. Fortunately, a PhD is an exercise in project management. Finishing your dissertation requires you to design a project, make a realistic timeline, overcome setbacks, and manage stakeholders. During this time, you will also have to manage long-term projects at the same time as short-term goals which requires strong organizational skills.

Essential Skills gained from a PhD

- **Leadership**

Mentoring and teaching are the two main way PhD student can learn leadership and management skills. As a teacher or mentor, you have to figure out how to motivate someone and help them accomplish a goal. You also get experience evaluating someone's performance (grading) and giving constructive feedback.

- **Critical Thinking**

Every researcher learns critical thinking skills whether they realize it or not. You are trained to approach problems systematically, see the links between ideas, evaluate arguments, and analyze information to come up with your own conclusions. Any industry can benefit from someone who knows "how to think".

- **Collaboration**

Very few jobs require you to work completely independently, and academia isn't one of them. Your dissertation is a solo project, but on a day to day basis you work with other people on your experiments or preparing a journal manuscript. Doing these tasks successfully requires knowing how to divide up a task, get along with others, communicate effectively, and resolve conflict.

21st Century Employability Skills

- **Collaboration and teamwork**
- **Creativity and imagination**
- **Critical and independent thinking**
- **Problem solving**
- **Flexibility and adaptability**
- **Global and cultural awareness**
- **Information literacy**
- **Data analysis**
- **Leadership**
- **Civic literacy and citizenship**
- **Oral and written communication skills**
- **Social responsibility and ethics**
- **Technology literacy**
- **Initiative**

How Skills develop

LADDER OF COMPETENCE

Unconscious incompetence
Ignorance, misplaced confidence

Conscious incompetence
Aware of limitations

Conscious competence
Growing confidence and skills

Unconscious competence
'Autopilot', risk of complacency

Mindful competence
Fully present, sensitive to context and opportunity
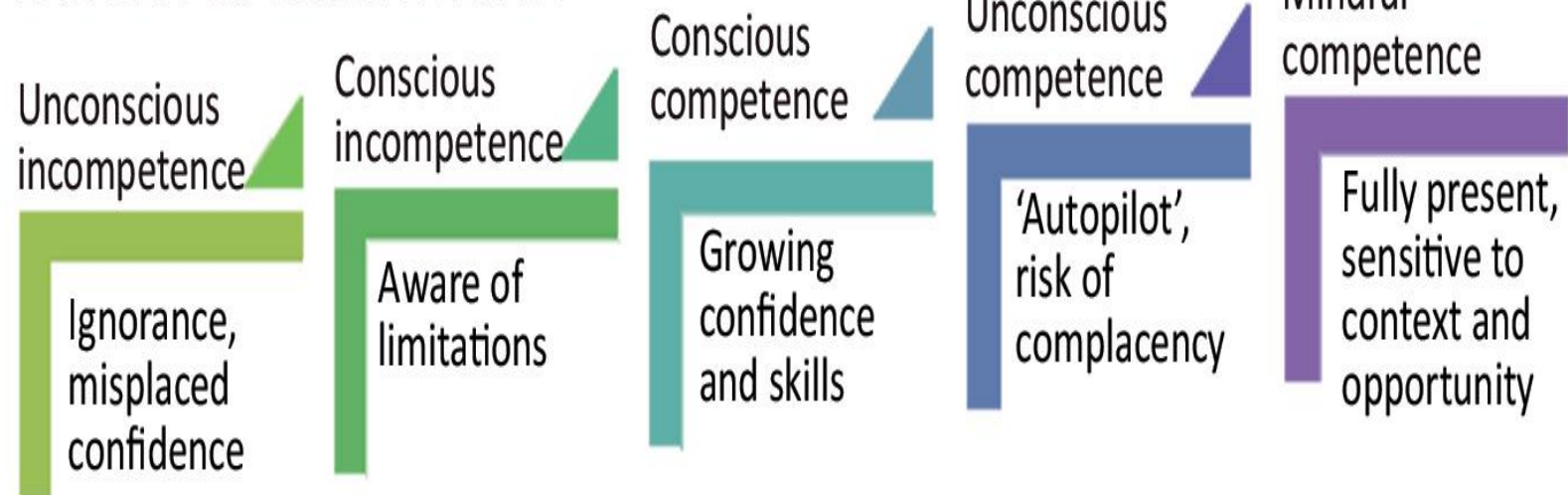
Questions you need answers to

- Can you define your skills?

- Can you define your strengths so that you could promote these to an employer?

-

- Can you define your values (what's important?)

- Can you identify areas for your own personal and career development?

- Tools -Skills Audit- SCOT ANALYSIS- Hallowell Job Fit Scale -Schein Anchors
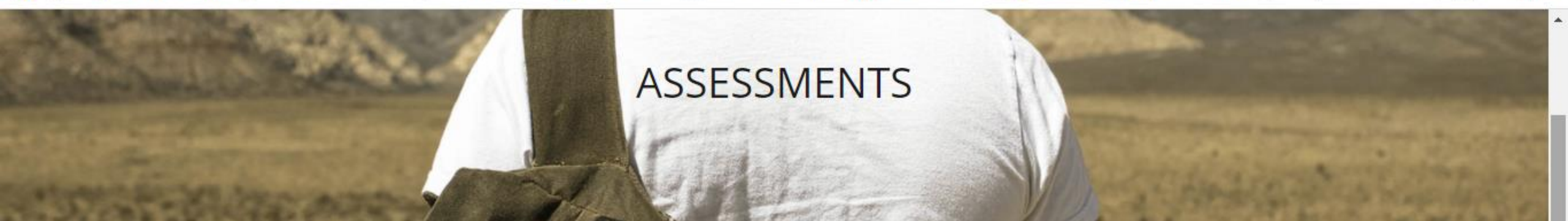
ASSESSMENTS

Skills, Interests & Values Assessments

To gain a better understanding of your career-related skills, interests, and values please take each of the following assessments.

The **Interests assessment** will help you evaluate what career-related activities you enjoy doing most and those you would prefer to avoid. In the **Skills assessment**, you will consider some of the many skills you may already use and determine your level of experience and ability with each. Finally, the **Values assessment** will help you reflect upon what is important to you in order to have a satisfying work environment.

Once you've completed these assessments you can compare the results with the Job Families that are of interest to you.

✿ Interests Assessments

| Start A New Interests Assessment |

Interests Assessment 04/09/2019

✿ Skills Assessments

| Start A New Skills Assessment |

You haven't completed a skills assessment yet. Click the button above to get started.

♥ Values Assessments

| Start A New Values Assessment |

You haven't completed a values assessment yet. Click the button above to get started.

Feedback

Skills Assessment

To begin your skills assessment, save up to 10 job families that interest you from the list below. Your skills will be assessed against these job families.

Advocacy includes work that supports and engages decision makers on behalf of individuals, groups and/or communities. Roles exist in a range of sectors including Non-Profit/NGOs, Government/Politics, Higher Education, and Freelance/Independent opportunities.

CLICK TO SAVE JOB FAMILY

Communications, Public Relations and Marketing includes those positions that share information with public and private audiences and clients in a range of sectors, through many mediums, including writing, social media, visual, audio, film, etc.

CLICK TO SAVE JOB FAMILY

Consulting includes the providers of content specific knowledge either independently or as an employee of an organization.

CLICK TO SAVE JOB FAMILY

imaginephd.com/skill-assessment/new

49 skills remaining

I HAVE NEVER DONE THIS	I HAVE DONE THIS IN LIMITED WAYS	I HAVE MORE EXPERIENCE WITH THIS, BUT STILL NEED GUIDANCE	I CAN DO THIS	I CAN DO THIS WELL

Skills Assessment

Now, consider your experience and ability with each skill listed to the right. **Drag and drop each skill to the appropriate box above.** You may rearrange skills as necessary within each category.

Research & Analysis Skills

Interpretation of data

Creativity and innovation ⓘ

Navigating the publication process

Comprehend large amounts of information

General Resources | ImaginePhD

imaginephd.com/general-resources

Apps   Gmail - Personal   Calendar - Personal...   Customize Links   Free Hotmail   Windows Marketpl...   Windows Media   Windows   Imported From IE   Google   Reading list

These resources provide tips, strategies and general guidelines for professional communication and documents during the application process.

TIP SHEETS

Informational Interviewing
How to talk to people in your field and build your professional network.

Tips & Strategies for Evaluating Job Offers
From the University of Maryland University Career Center

Tips for Writing a Cover Letter

Inside Higher Ed CARPE CAREERS Articles

Questions to ask to avoid sabotaging your career search
by Christine Kelly

How to deal with your career in the midst of upheavals in life
by Leah Colvin

Tips for clear and professional electronic communication on the job
by Natalie Lundsteen

Ways to build a career and life beyond the Ph.D.
by Laura N. Schram

A description of various campus resources that offer career support
by Katharyn L. Stober

Lessons from figure skating to help you advance in your career
by Gaia Vasiliver-Shamis

Feedback

CAREER PLANNING involves……..

Who I Am	Where I Am
Where I would like to be	Three strategies Three skills you need to develop Three people who can help

Brainstorm

- Identify 5 priorities for you in a career

- Identify your top 3 skills

- 3 minutes written exercise

Finding a direction and sector that suits you

Helpful things to consider

Helpful questions to ask when considering entirely new career sectors

What interests me ?

What do I regularly read and keep informed about ?

Are there sectors that link with personal interests ?

What are the growth sectors ?

How do they link to my skills?

Tools

Personality Types Indicator

Hallowell Job Fit (attached)

- Non academic jobs for PhDs - 10 most common careers

to a career move outside of academia?

Are you about to start a PhD and want to know the types of job opportunities open to researchers?

The good news is that for a variety of job roles and career routes the skills and expertise of a researcher are in demand. This e-book will help you to use your research skills and experience to stand out in the job market and to take steps to secure a job. Articles and case studies will bring to life how to make the transition from academia to alternative career paths.

10 career options will be explored to highlight the benefits and opportunities for researchers from a range of disciplines. The ebook ends with activities to focus on your personal situation and to help you develop a career strategy to secure the job you want and to build a successful career.

PhD routes and pathways – generating career ideas and options

PhD

Academic Career – Research and Teaching

Options Using Professional Experience and skills
Academic subject
Professional researcher
Specific PhD research

Total change
Career unrelated to PhD and/or academic background
Using generic employability skills

Broadly speaking PhD and early career researchers build their career with a focus on one of the key routes illustrated in this PhD Career Paths diagram.

Increasingly researchers adopt a portfolio approach throughout their career, building up expertise and experience in all three strands at various stages in their working lives. Whilst the focus of this ebook is on this middle strand we encourage you to reflect on this broader context.

'triggers' for a wider review of possible options, for example do you want to explore using a particular experience or skill, such as communicating your research, as the starting point, or could you also explore options using your generic research experience and skills? This ebook mainly focuses on the middle strand of the diagram but remember that you can also make a complete change and move into careers unrelated to your PhD or academic background. You can also explore options that could enable you to remain in academia but in roles other than research."

Clare Jones, Senior Careers Adviser Research Staff/Postgraduate Research Students

Contents

This ebook builds on content from the popular **jobs.ac.uk ebook Career Planning for PhDs** and covers:

Where do PhDs go?

HEA Graduate Outcomes Survey

http://hea.ie/assets/uploads/2019/02/HEA-Graduate-Outcomes-Survey.pdf

CSO Higher Education Outcomes

https://www.cso.ie/en/csolatestnews/presspages/2018/highereducationoutcomes-graduatesof2010-2014/
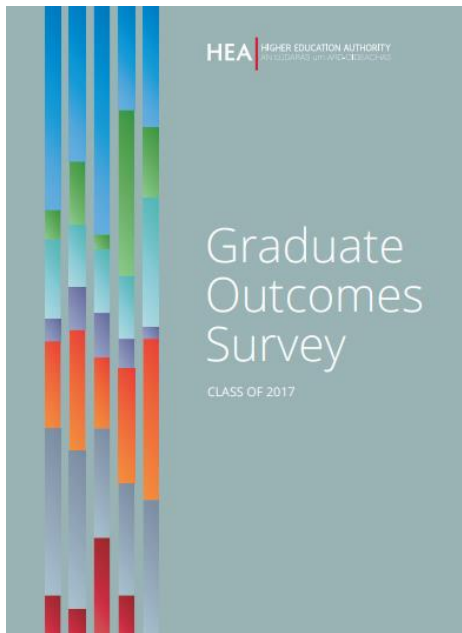
# Two-thirds of PhD graduates find employment in Ireland (HEA Survey)

- **61%** PhDs are in science, technology, engineering and maths (STEM) subjects, with a total of 61pc of all students studying STEM.

- **21%** Natural sciences, mathematics and statistics (NMS) make up of all PhD students, while health and welfare make up

- **19%** Engineering, construction and manufacturing (ECM) count for 14% ECM of all PhD students.

- **12%** Social sciences, journalism, Arts and Humanities.

- **67%** end up in employment in Ireland after their studies.

HEA Employment Survey

- ==65%== of PhD graduates work in non-market services: defined as 'health services, civil and public services, education, and social services'.

- 40% of PhD graduates work in higher education

- 100% of all agriculture, forestry, fisheries and veterinary students end up in employment in Ireland

- ==72%== of NMS students are in employment,

- 21% of Arts and Humanities PhD graduates were on the hunt for a job.

- ==STEM graduates== 30% of Engineering Construction Management graduates and 28% of Natural Sciences Maths Statistics graduates are employed by ==manufacturing industries.==

- 36% (ECM) and 37% (NMS) are employed in non-market services.

HEA Survey: Postgraduate Research Graduates in Employment – Relevance of Level and Area of Study
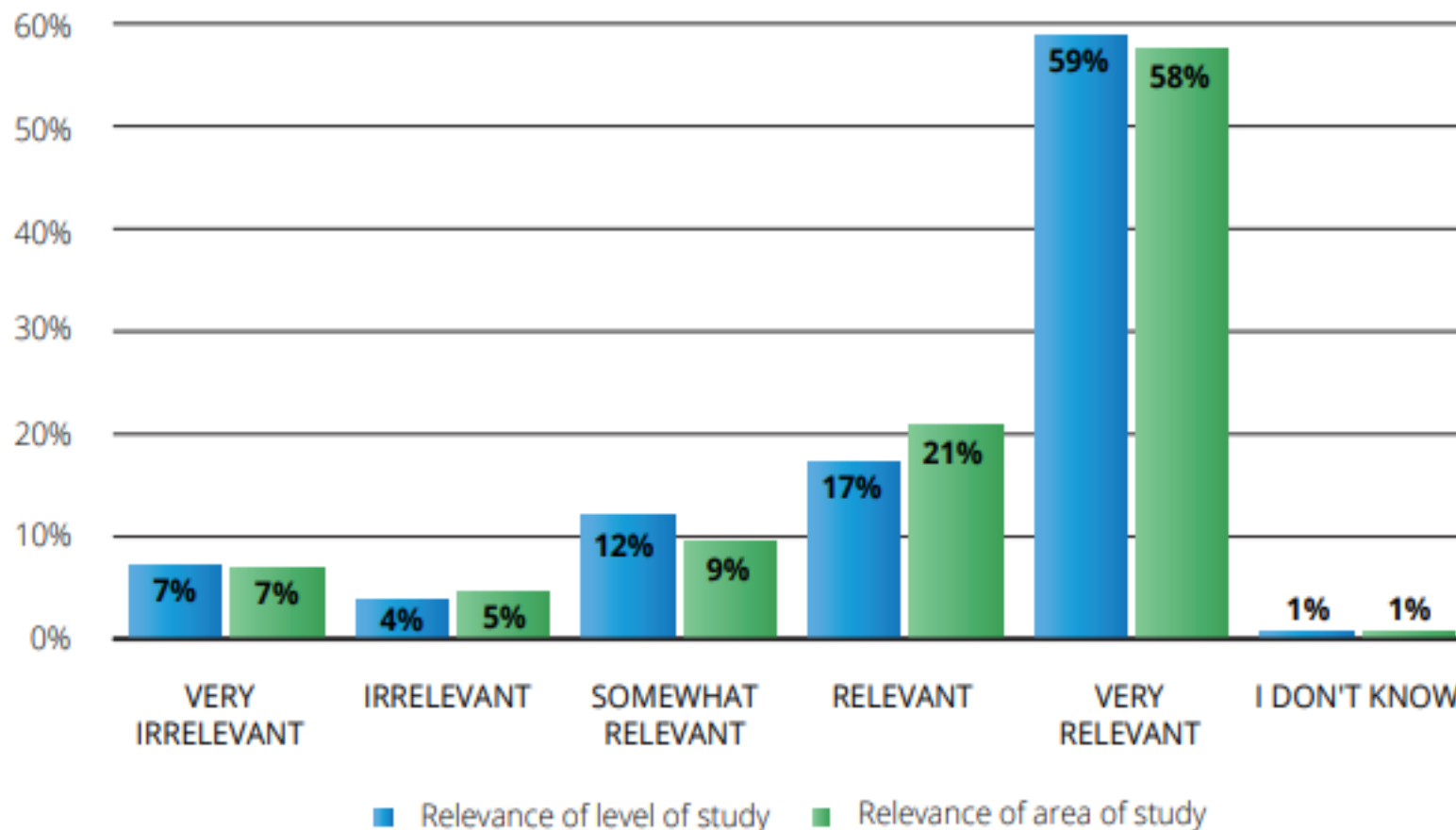
Postgraduate research graduates are most likely of all graduate programme types to rate their level and area of study as 'relevant' or 'very relevant' to their job.

HEA Survey: Employment Status by Field of Study

Legend:
- ■ Working full-time
- ■ Working part-time
- ■ Due to start a job within the next 3 months
- ■ Engaged in full-time further study or training
- ■ Engaged in part-time further study or training
- ■ Unemployed and looking for work
- ■ Other Activity

EDUCATION
- 77%
- 13%
- 0%
- 2%
- 0%
- 0%
- 9%

ARTS AND HUMANITIES
- 61%
- 18%
- 1%
- 3%
- 1%
- 7%
- 9%

SOCIAL SCIENCES, JOURNALISM AND INFORMATION
- 84%
- 9%
- 0%
- 2%
- 0%
- 4%
- 1%

BUSINESS, ADMINISTRATION AND LAW
- 86%
- 5%
- 2%
- 2%
- 0%
- 1%
- 3%

NATURAL SCIENCES, MATHEMATICS AND STATISTICS
- 84%
- 2%
- 2%
- 6%
- 0%
- 4%
- 1%

ENGINEERING, MANUFACTURING AND CONSTRUCTION
- 93%
- 3%
- 1%
- 1%
- 1%
- 2%
- 0%

HEALTH AND WELFARE
- 92%
- 4%
- 1%
- 1%
- 0%
- 1%
- 1%
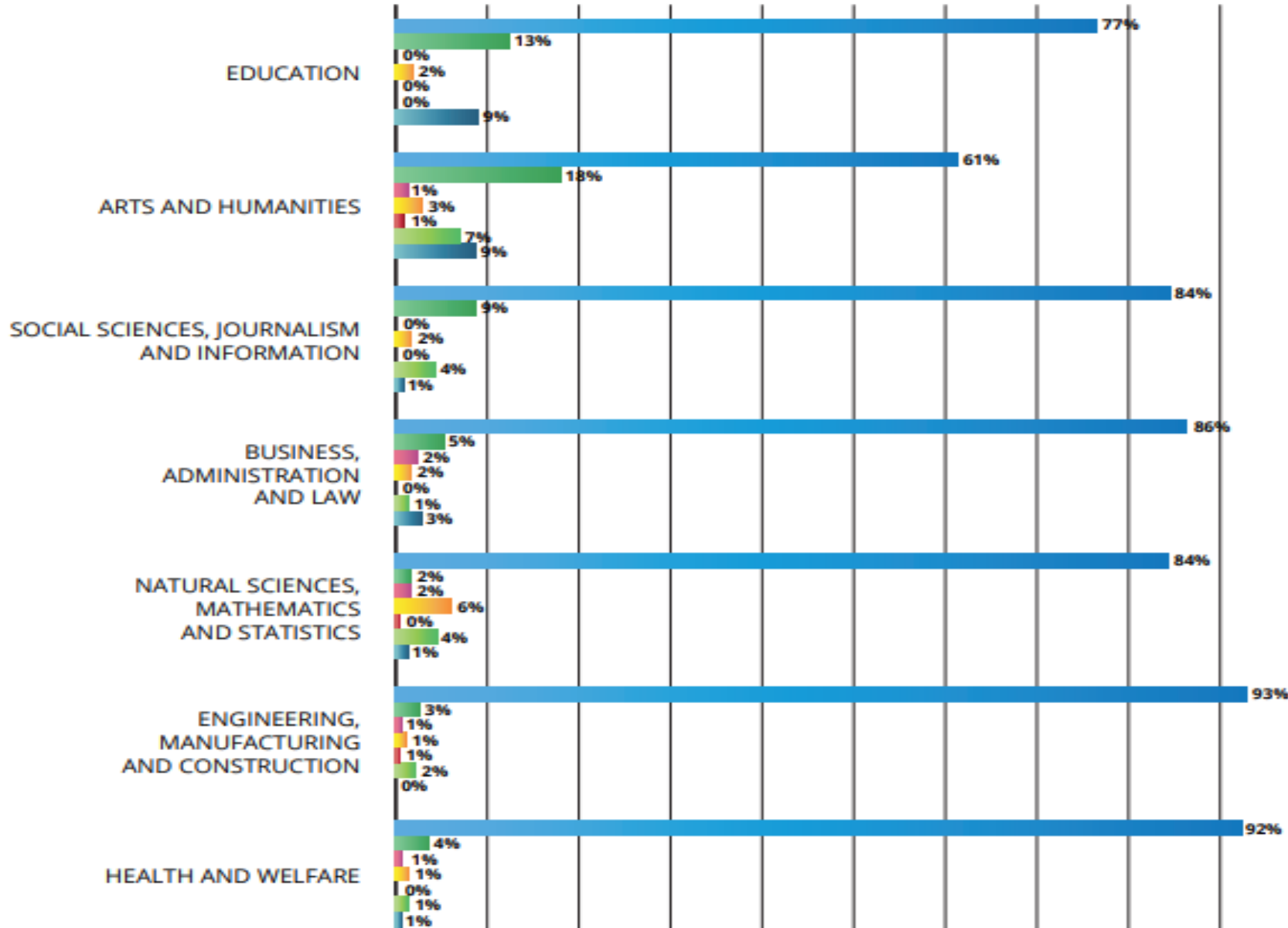
% in employment:

96% engineering

96% health

93% social sciences

91% business

90% education

86% science

79% arts

Doctorate Graduate Employment by ISCED Field of Study 2016

- 🟢 In employment in Ireland
- 🔵 In employment overseas
- 🔴 Unavailable for work or study
- ⚪ Further studies/training
- 🟡 Seeking employment

Field of Study	In employment in Ireland	In employment overseas	Further studies/training	Seeking employment	Unavailable for work or study
Health and Welfare	68%	22%	9%		1%
Agriculture, Forestry, Fisheries and Veterinary	100%				
Engineering, Manufacturing and Construction	68%	18%	8%	5%	1%
ICTs	57%	24%	19%		
Natural Scienes, Mathematics and Statistics	72%	16%	5%	6%	1%
Business, Administration and Law	62%	15%	18%	3%	3%
Social Sciences. Journalism and Information	66%	20%	3%	5%	6%
Arts and Humanities	56%	11%	8%	21%	3%
Education	88%	12%			

Non-Academic Career routes of PhDs

Higher Education Administration

Consultancy *

Nonprofits- NGO

Financial and Business Advisory Services

Secondary School Teaching

Publishing

E Learning

Cultural and Historical Organisations

Start ups - enterprises

- National Policy /**Public Sector** Organisations *
- examples ESRI- EPA
- https://www.cso.ie/en/methods/governmentaccounts/classificationdecisions/registerofpublicsectorbodiesinireland/ *
- Public Jobs- Civil Service

-Enterprise Ireland

-Industrial Development Agency

-Inter trade Ireland

-Irish Research council

-Public procurement of Innovation

-Quality Standards Organization

-HIQA

Some key Growth areas

- Big Data
- Data security/ Cyber security
- Consultancy
- Finance- Financial Technology
- ICT –Digital Technologies
- AI
- Life Sciences- Bio Pharma-Bio Tech
- Sustainable Business practices/Sustainable production
- Environmental protection/ conservation
- Renewables
- Supply Chain Logistics

Growth areas in Recruitment sector 2020

- **Finance & Business Advisory /Accountancy**
- Due to Brexit uncertainty, many financial institutions are now choosing Dublin to set up in. Skilled professionals with the right experience and cultural fit are becoming more difficult to secure.

- **Pharmaceuticals**
- Over the last year, there have been numerous high-profile announcements for new entrants into the pharma and biotech industry in Ireland. In total, the IDA has announced almost 2,000 new jobs countrywide, with more announcements expected throughout 2019.

- **Digital Marketing**
- Digital start-ups, SMEs & large multinational companies are all looking to develop their brands to gain competitive advantage. Whether big or small, almost all companies are now seeking to add digital marketing expertise to their teams.
- .

Growth areas in Recruitment sector

- **Technology**
- The tech sector has been and continues to thrive in Ireland. The demand for tech talent is so competitive companies in Ireland are now increasingly looking to abroad to source the employees they need.
- This has led to spikes in salary expectations, both contract and permenant, and an increase in work from home/flexible working arrangements.
- **Languages & Professional Skills/Qualifications**
- The demand for professionals with language skills is huge. Language skills are in demand across all sectors, especially IT, finance, e-commerce,
- The most in-demand languages in Ireland (other than English) are German, Dutch, French, Russian and Nordic.
- Global companies who are based in Ireland are investing in recruitment campaigns to attract those with the right language skills to Ireland and it is now common to offer competitive salaries and benefits to the right candidates.
- **Insurance**
- The insurance 2020 strategy aims to grow direct employment in the insurance sector to 35,000 by 2020.
- Ireland's appeal as a centre for insurance excellence has been improved further by the EU's Insurance Framework Directives which allows insurance companies in Ireland to carry out business in all EU member states through establishing branches or selling passport rights.
- Areas that have in-demand positions for insurance professionals include Brokerage,compliance and regulation actuary

Consulting at a glance -What they look for

- **Problem solving.**

- You demonstrate strong intellectual abilities to solve problems at University and during your work experiences.

- **Personal impact.**

- You demonstrate a track record of dedication and commitment to achieving high standards and outcomes in most projects you undertook in the past. (YOU DLEIVER !)

- You have had a strong personal impact on most projects and group tasks you are part of.

- **Entrepreneurial drive.**

- This means you should have a track record of launching new initiatives. You are not satisfied with doing things the traditional way and like innovating.

- **Leadership potential and ability** This means you've shown you can influence / motivate and lead groups of people in the past either in a work /extracurricular context

What they look for

Thinking/ Learning/Cognition

-The skills that fall under IQ are predominantly <mark>problem solving and analysis</mark>

- The nature of consulting projects is to solve a problem the client is facing- solution and strategy must be built on sound analysis

Emotional Intelligence (your ability to build positive , sustainable relationships)

-highly regarded in consulting for multiple reasons.

   -the work is client facing and so being able to build strong working relationships is important, senior partners and directors need to be confident that you are 'safe' to put in front of a client.

-you will often work on small teams (3 or 4 people) and potentially work away with that team meaning you not only work together but socialise together.

Deloitte

People who are analytical, confident, self-aware, results orientated and want to develop leadership skills early in their career. We encourage applications from a wide range of disciplines including **business, engineering, maths, science, law, technology and arts,** amongst others. Our success consistently lies in the fact that we recruit people who look at complex issues through a different lens. Other requirements include:

- Achieved or are currently on target for a 2.1 honours degree or higher
- A high level of self-motivation and commitment
- The ability to analyse and work through complex problems
- Flexibility, resilience and intellectual curiosity
- A proactive approach to work
- Ability to collaborate and work well within a team environment
- The ability to learn quickly
- Demonstrated leadership, creative problem solving and strong verbal and written communication skills
- Ability to prioritise tasks, work on multiple assignments, and manage change
- Some relevant work experience (e.g. internships, summer positions, school jobs)

Accenture

- We're looking for people with ==intellectual curiosity== and an ==entrepreneurial spirit==, who can ==build relationships==, ==lead others== and who aren't afraid to ==question the norm==.
- Set yourself apart by demonstrating the following skills and attributes:
- **Effective communication**
- **Relationship building**
- **Problem solving**
- **Creativity**
- **High learning agility**
- **Adaptability**
- **Taking initiative**
- **Results-focused**

McKinsey

- We hire exceptional people from many different educational and professional backgrounds who are eager to learn and share their knowledge with others.
- We look for people who ==excel at problem solving,== show great ==potential== for ==leadership== and have a record of achievement at university, at work and in their personal lives.

- **Personal Impact**

- Working with clients on their toughest issues requires the involvement and support of many individuals. Interacting effectively with people, sometimes in challenging situations, is key to creating positive, enduring change.

- **Entrepreneurial Drive**

- Overcoming obstacles and achieving goals requires an innovative mindset, an openness to new approaches, and a continuous quest for learning and growth.

McKinsey

- **Inclusive Leadership**

- Harnessing the power of diverse thinking to drive results requires the ability to lead teams of people with different backgrounds and create a sense of belonging where everyone can be at their best.

- **Problem Solving Skills**

- Helping clients solve tough problems and implement solutions requires strong intellectual abilities and rigor, as well as a practical sense of what works and what does not.

Consulting Careers –Everything you need to know

The wide world of Consulting

https://lincoln.ie/what-to-expect-from-consulting-in-ireland/

https://www.pwc.ie/services/consulting/strategy.html

https://www.cmc-global.org/content/institute-management-consultants-and-advisers-ireland

List of consulting firms in Dublin

https://www.consultingcase101.com/list-of-consulting-firms-in-dublin-ireland/

https://www.mckinsey.com/ie

https://www.linkedin.com/jobs/strategy-consulting-jobs/?originalSubdomain=ie

https://www.consultancy.uk/firms

https://www.insidecareers.co.uk/professions/management-consultancy/

https://www.consulting.com/types-of-consulting-careers

https://www.consulting.com/types-of-consulting-careers (6.5 min video)

https://info.lse.ac.uk/current-students/careers/resources/employment-sectors/consultancy

https://clutch.co/ie/consulting

Management Consulting Case Interviews

| Home | Case Partners | Management Consulting | Case Interview | Consulting Firm | Resources | Reading List | Blog |

← List of consulting firms in Reykjavik, Iceland

List of consulting firms in Cork, Ireland →

| Search |

List of consulting firms in Dublin, Ireland

Looking for case interview practice partners?

1. Accenture
2. Aon Consulting
3. Atkins Global
4. Axiom Consulting Partners
5. BearingPoint
6. BMC Software Consulting
7. Booz & Company
8. Buck Consultants
9. CCS Fundraising
10. CDM Consulting
11. Cognizant
12. Computer Associates
13. Computer Sciences Corporation (CSC)
14. Deloitte Consulting
15. Ernst & Young
16. Fidelity Consulting Group
17. FTI Consulting
18. Gartner
19. Grant Thornton
20. Harris & Associates
21. Hay Group
22. Hewitt Associates

Categories

- Behavioral & Fit Interviews (138)
- Case Frameworks (3)
- Case Interview Questions (1382)
  - add capacity & growth (99)
  - business competition (88)
  - business turnaround (57)
  - estimate/guesstimate (81)
  - finance & economics (50)
  - improve profitability (185)
  - increase sale/revenue (152)
  - industry analysis (83)
  - market entry (91)
  - market sizing (115)
  - marketing (24)
  - math problem (136)
  - merger & acquisition (88)
  - new business (148)
  - new product (152)
  - operations strategy (150)
  - organizational behavior (115)
  - PE & investment (98)
  - pricing & valuation (105)
  - reduce cost (126)
  - supply chain optimization (25)

Welcome to Interactions Research

Respected Market Research Expertise
Making a difference in a sustainable world

Nothing shapes, drives or influences 'real' change like the insights our world-class research expertise can reveal.
At Interactions, this is just the kind of knowledge we harness and it's a skill that has seen our services in demand throughout Europe and at home across a range of sustainable and transport projects.

As a research consultancy working with local, national and international businesses and the European Commission, we provide market research surveys covering customer satisfaction, user needs and market feasibility studies as well as independent auditing of service standards.

Welcome to Interactions Research

and it's a skill that has seen our services in demand throughout Europe and at home across a range of

ALL-STAR
ACCREDITED

NEWS

Only 40% of adults believe student climate protests will make a difference

Interactions in the News: Interactions Research shows more than a third of Irish adults sa...

Tweets by @interactionsie

Interactions
@interactionsie

Read here on how @IrishTimes takes a stand on biodiversity collapse...irishtimes.com/opinion/editor... via @IrishTimesOpEd

Embed   View on Twitter

Clients:

Ireland | McKinsey & Company

mckinsey.com/ie

Apps | Gmail - Personal | Calendar - Personal... | Customize Links | Free Hotmail | Windows Marketpl... | Windows Media | Windows | Imported From IE | Google | Courses - Universit...

Welcome to

McKinsey Ireland

Our Dublin office combines local and global perspectives to bring new ideas to business and public-sector organisations.

We serve clients in areas ranging from the public sector and healthcare to financial services and banking. Our consultants in Ireland advise large and medium-size Irish corporations, government bodies, and nonprofit organisations on their toughest challenges, and in this way help to sustain the Irish economy.

embracing AI and automation for the Northern European
countries, but sees a requirement for new skill sets among
employees and a policy response around education, training,
and the social contract.

Report

Is Ireland's population ready for retirement?

October 1, 2015 – This new research-based
report assesses the current situation of the Irish
pension system; the retirement readiness of Irish
households,...

Report - McKinsey Global Institute

Can long-term global growth be saved?

January 1, 2015 – Without action, global
economic growth will almost halve in the next 50
years. A new McKinsey Global Institute report
offers a...

Issue

McKinsey on Defense, Number 9

December 1, 2014 – As austerity settles in, our
latest collection explains the ways that defense
ministries, NATO, and defense companies are
adapting.

Management Consultancy

Build your " Career Intelligence " research the amazing world of work, sectors , jobs and possibilities – Be Inspired

.

10 Good Minutes Career Advice from Young professionals

- https://podcasts.apple.com/ie/podcast/10gm-career-advice/id297143488

Squiggly Careers

https://podcasts.apple.com/ie/podcast/squiggly-careers/id1202842065

- Career Decisions

https://podcasts.apple.com/ie/podcast/career-decisions/id1484099776

PhD Career Stories

https://podcasts.apple.com/ie/podcast/phd-career-stories/id1150156933

Cheeky Scientist Radio

https://podcasts.apple.com/ie/podcast/cheeky-scientist-radio/id1183346190

- Recovering Academic
https://podcasts.apple.com/ie/podcast/recovering-academic/id1146802786

Beyond the Lab

https://podcasts.apple.com/ie/podcast/vanderbilt-beyond-the-lab-podcast/id1329787147

PhD in Progress Your Education Your Life Your Career

https://podcasts.apple.com/ie/podcast/phd-in-progress-podcast-education-career-life/id858594298

The Career Farm - Grow your own Career

https://podcasts.apple.com/ie/podcast/the-career-farm-grow-your-own-career-with-jane-barrett/id929948746

PhD Career Stories

- https://www.vitae.ac.uk/researcher-careers/researcher-career-stories/career-stories-planned-happenstance

Researcher career stories

All Vitae career stories

Career stories on film

What do research staff do next? Career stories

Career stories: mature researchers

Career stories: career change

Career stories: doctoral entrepreneurs

Career stories: planned happenstance

Researcher career stories

Over 150 career stories from researchers.

Careers stories are personal narratives focused on the experiences and decisions that the story tellers found significant. They offer inspiration and insight into the lives and career decisions of the story tellers.

Search Researcher career stories

Search

Career stories on film

Hear researchers talking about their career history and choices

Entrepreneurial researchers

See how researchers have used skills gained during doctoral training to develop careers as entrepreneurs

Mature researchers

A large proportion of researchers complete doctoral studies after gaining significant work experience

https://gradireland.com/gradstories/research

Where to look – Where are jobs advertised- "unearthing jobs – the hidden market of jobs

LinkedIn ********

Recruitment Agencies

Referrals

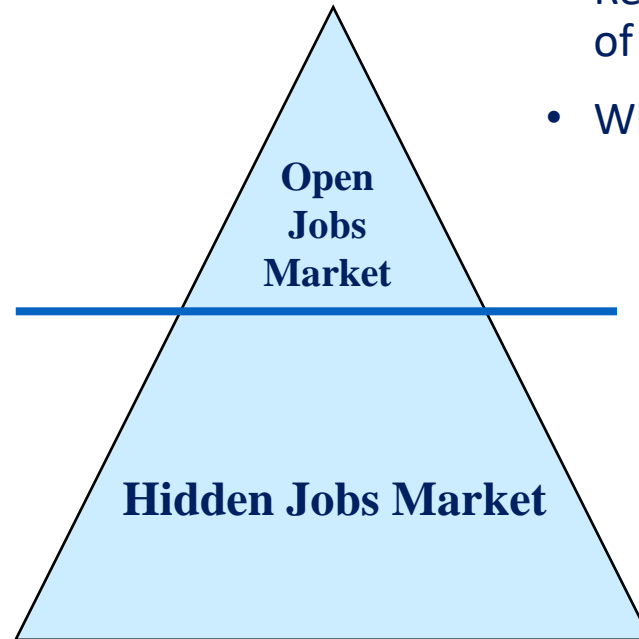Networking

Creative Job Searching

Creative Job Searching is systematic approach to finding a job

It's a **pro-active** approach rather than a **re-active** approach
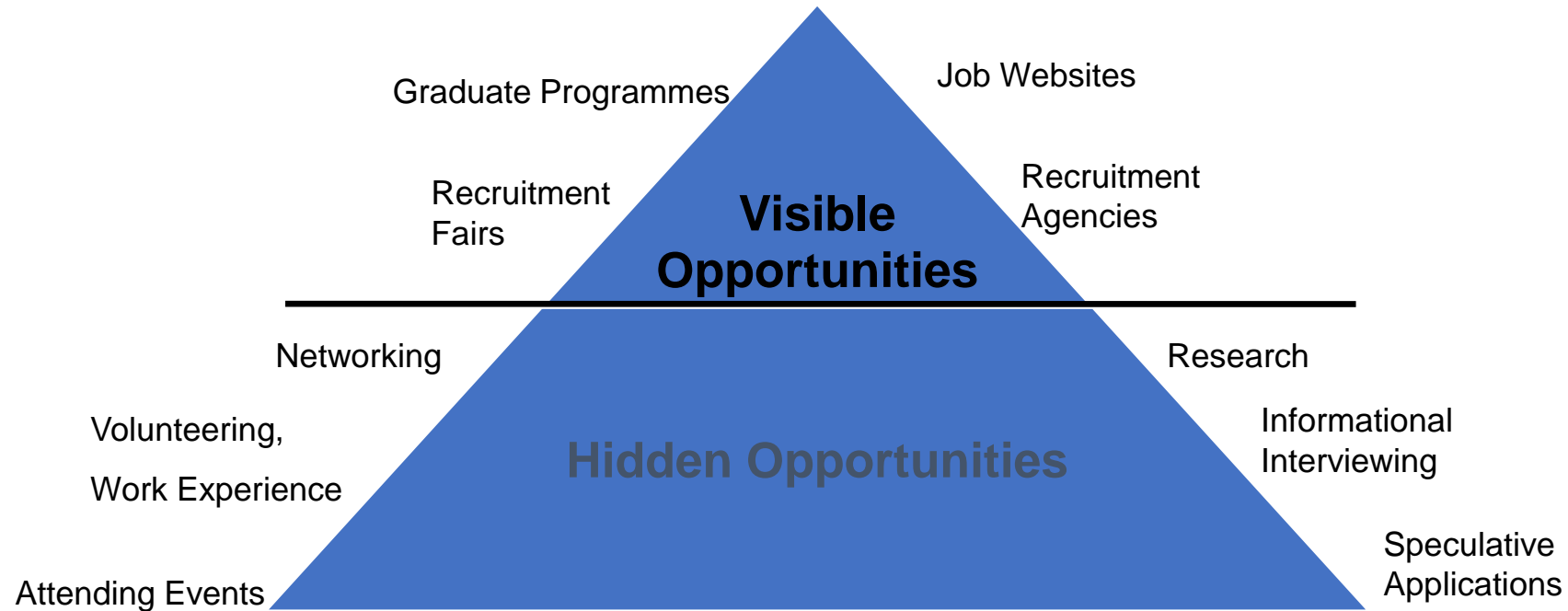
Incorporating elements such as:

- **Researching** information on: occupations/employers/job opportunities
- Developing a **network of contacts**, through work shadowing, volunteering, work experience, networking events, employer engagement events etc.
- Maximising your **online profile** to encourage recruiters and employers to recruit you.
- Making focused **speculative applications** to employers to Access the **"Hidden Jobs Market"**

"Hidden Jobs Market"

Open
Jobs
Market

Hidden Jobs Market

- Research shows that up to 70% of jobs are **not** advertised

- Why?
  - Costs money
  - Attracts too many applications
  - CVs on file already

"Hidden" Jobs Market

Graduate Programmes

Job Websites

Recruitment Fairs

Visible Opportunities

Recruitment Agencies

Networking

Research

Volunteering, Work Experience

Hidden Opportunities

Informational Interviewing

Attending Events

Speculative Applications

Video: "The Outsider Problem"

https://www.youtube.com/watch?v=006MM0eoGlE

Networking

What is Networking?

Networking is the development of mutually beneficial relationships...
before you need them!

3 Elements of Networking

- **Strategic:**
WHO needs to be in my network?

- **Tactical:**
HOW will I integrate the right people?

- **Online:**
HOW can I network online?

Strategic Networking (Who)

- Who needs to be in your network?

- What does your Networking look like now?

- How would you like your Network to Look?

Networking

Building Relationships with job relevant contacts

Who are Job Relevant Connections?

- Referees
- Company Representatives
- Graduates working in target roles
- Professionals in your field
- Recruitment Consultants
- Peers, Friends, Family, Colleagues

Tactical Networking Methods (How)

Graduate Programmes

Job Websites

Recruitment Fairs

Visible

Recruitment Agencies

Hidden

Engaging with Relevant Groups and Networks

*Informational Interviewing

Volunteering*

*Prospective Applications

Attending Events*
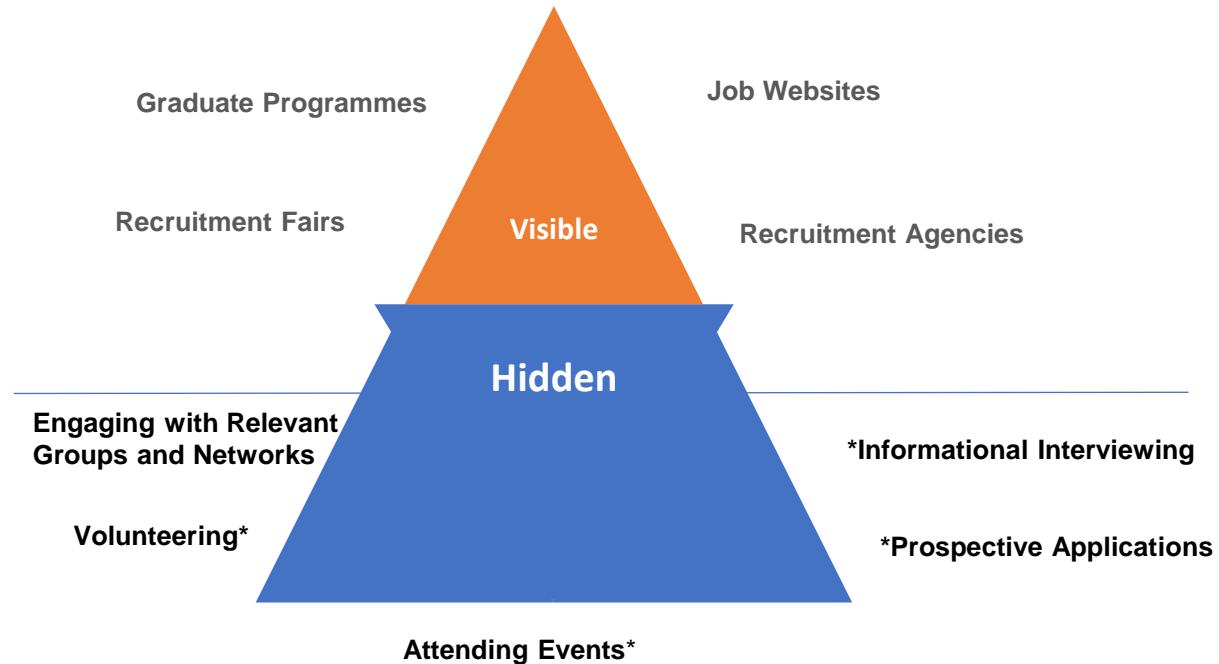
Networking Tactics

- Join groups and networks both online and offline
- Join or Engage with relevant professional industry and business networks
- Attend events, participate and be visible
- Interview people in careers of interest
- **Research and send speculative applications**
- Create a positive relevant online presence

At events:
- Research the speakers and list of attendees
- Prepare an Elevator Pitch (90 second introduction)
- Prepare questions to ask
- Connect online after the event

Networking Tactics
Begin Conducting Regular Informational Interviews

An informational interview involves talking with people who are currently working in an organisation or career of interest to gain a better understanding of an role or industry — and to build a network of contacts.

Advantages of Informational Interviews

- A new professional relationship in a career area of interest

- Information on roles and careers you didn't know existed

- An opportunity to meet people who may forward you job leads in the future

- First hand relevant information about working in a particular industry, field or profession

- The culture and atmosphere in an organisation

- Tips and insider knowledge on how to prepare and land your first career position

Tactical Networking Checklist 1

Name of Top 50 Target Connection	When will you contact them?	By which method?	What mutual contact will help open the door?
1. Name/Title			
2. Name/Title			
3. Name/Title			
4. Name/Title			
5. Name/Title			

Tactical Networking Checklist 2

Professional and Industry Networks or Societies or Associations	Professional and Industry Events	Voluntary Roles in Charities, Clubs or Professional Societies	Professional Working in Your Dream Role, Company or Sector
Name 3 networks you will join: 1. 2. 3.	Name 3 events you will attend: 1. 2. 3.	Name 3 voluntary roles you will apply for: 1. 2. 3.	Name 3 people that you will contact for an informational interview: 1. 2. 3.

Optimise Your Online Networking

- **Develop your profile** – essential before you start networking

- **Understand the platforms** – the audience, tone, etiquette of

- **Grow your connections** – your access to other connections depends on this.

- **Join an online community/group** – great way to interact with people in a specialist area.

Optimise Your Online Networking contd.
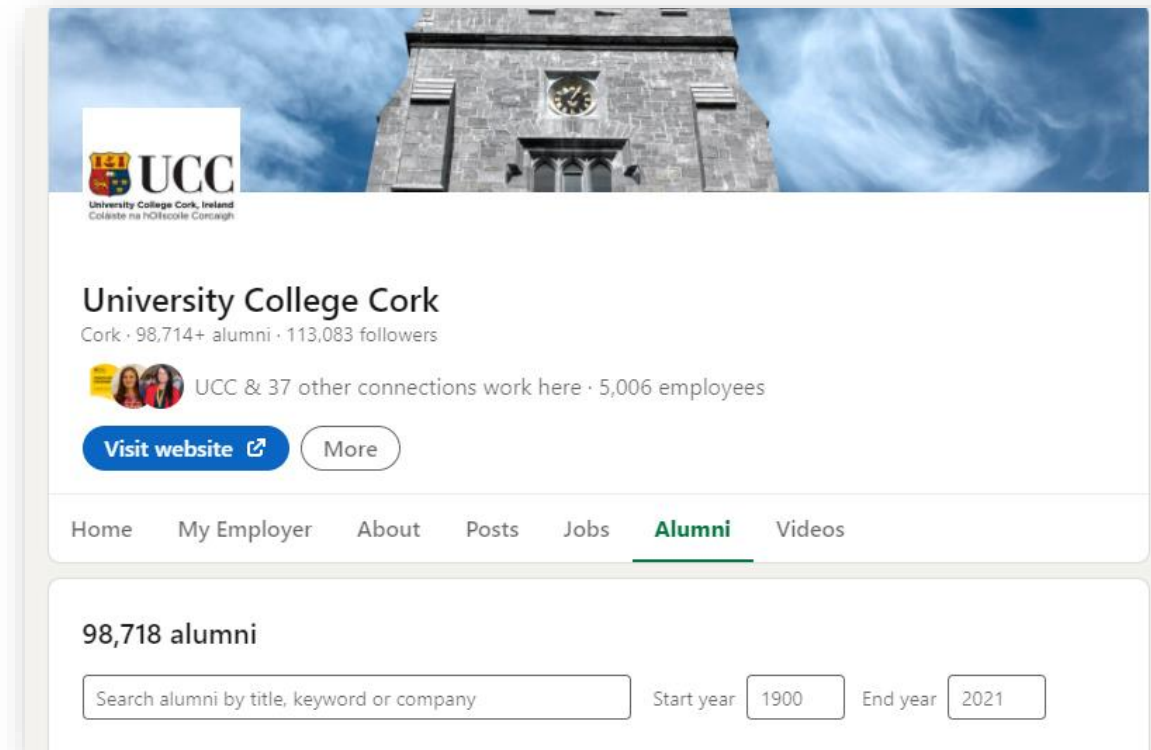
- **Be active** - comment, like, interact and contribute.

- **It's not all one-way** - give more than you receive, share an article.

- **Be professional** – you're not interacting with your friends on Facebook, it's professional interaction not personal.

Research & Networking Using LinkedIn

- Research an industry or a particular company

- Get career advice from experienced professionals in the industry, possible mentorship opportunities

- Talk to recently employed graduates in an industry or specific company

- Get advice from students who graduated with your degree

- Get advice from a graduate who found a job during a challenging job market

Demo – LinkedIn Alumni Tool

Optimise Your LinkedIn Profile –
for Recruiters

- Photo, background banner, headline
- Open to work – photo filter and recruiter section
- Summary/About section – keywords
- Look at others in the industry
- Connect
- Engage
- Publish
- Perfect your profile
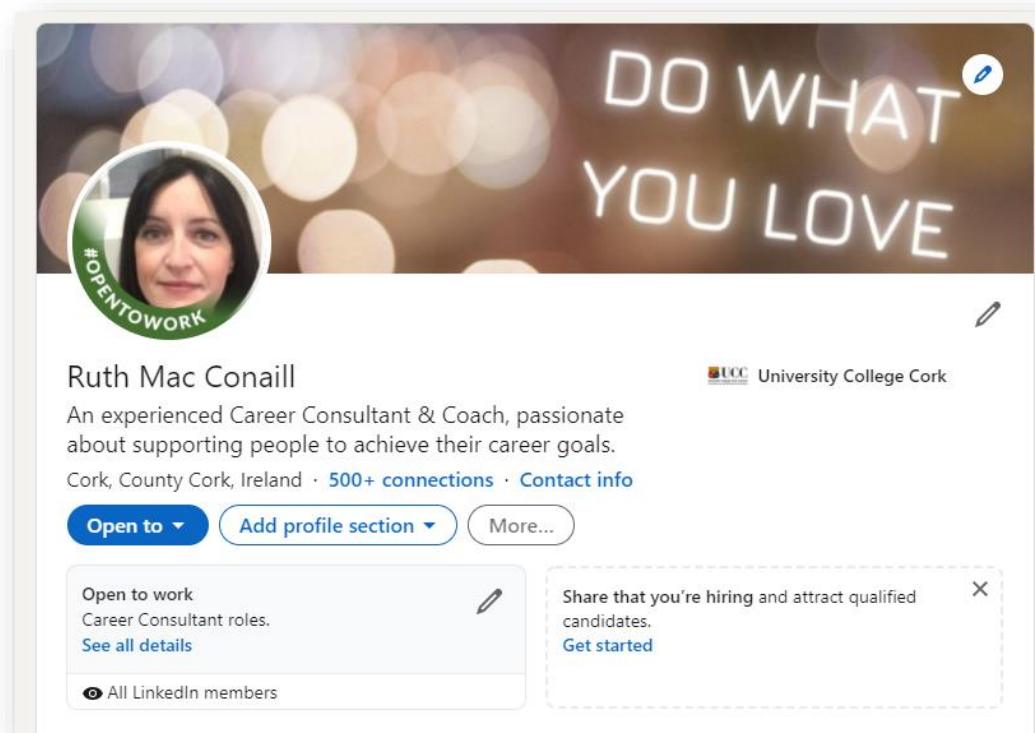
Your online professional presence

Keep your LinkedIn /Twitter Profile active

Respond to/ Share posts

Check in regularly

It reflects professional energy, enthusiasm, active interest

TOP TIPS FOR JOB SEARCH

- Share links with what you read concerning your industry or profession

- Comment on the current affairs or hot topics of your industry or profession

- Re-tweet either of the above from people that you follow

- Let the world know if you are attending a professional event…and share the link!

- Reach out to your industry peers, potential mentors, and thought leaders…you will be surprised how easy it is to communicate with and potentially develop relationships with people that you've never met on Twitter

- Search for hash tags and keywords relevant to your chosen career area, read up and share as much content as you can. Basically, if you want a career in a certain field, you'll need to prove that you know your stuff and that you're constantly learning.

- Once you have identified some key people, Twitter makes it easy for you to find more people to follow. Click on the "who to follow" tab and you will get a list of people and institutions followed by the people you already follow.

TOP TIPS FOR JOB SEARCH

- Desperate to work for a certain company? Follow them on Twitter. Many companies use Twitter as a first port of call to advertise their vacancies.

- Use that Twitter bio to sell yourself. That little space should be your sales pitch, and its often the deciding factor for whether people will follow you or not. Give them a reason to follow you.

- Communicate! Chat to other people, use it as a networking tool and share other peoples content. You never know what opportunities you could pick up from these new contacts.

- Got a blog or website? Tweet your latest posts (2-3 times a day to catch different time zones). Your followers can then easily access your About Me and Hire Me pages.

- Don't over share. Twitter is social, but a potential employer can see what you're saying, and many employers now do a social media search before inviting candidates to interview. Try to keep your hangover/relationship/bored statuses to Facebook when possible.

- Try a Twitter job search engine, like TwitJobSearch.com, which can help you find the latest jobs that agencies and employers have tweeted about.

Online Networking: Panopto Presentation
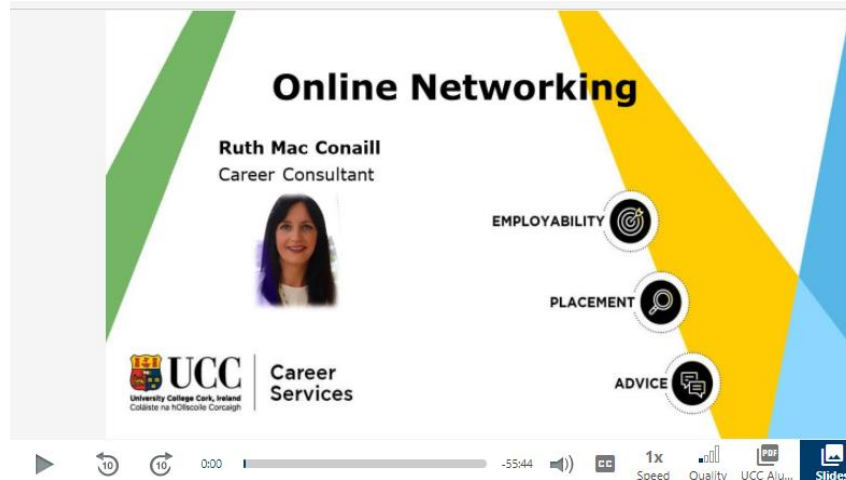
Guide to the LinkedIn Alumni Tool

https://ucc.cloud.panopto.eu/Panopto/Pages/Viewer.aspx?id=1688badf-ee62-462e-90c0-ac7f01290104

https://www.ucc.ie/en/media/support/careers/UCCAlumniLinkedinforCareerResearch(1).pdf

Rock Your LinkedIn Profile: Panopto Presentation

https://ucc.cloud.panopto.eu/Panopto/Pages/Viewer.aspx?id=78a5a61b-8604-46fe-950a-acca00bfdc18
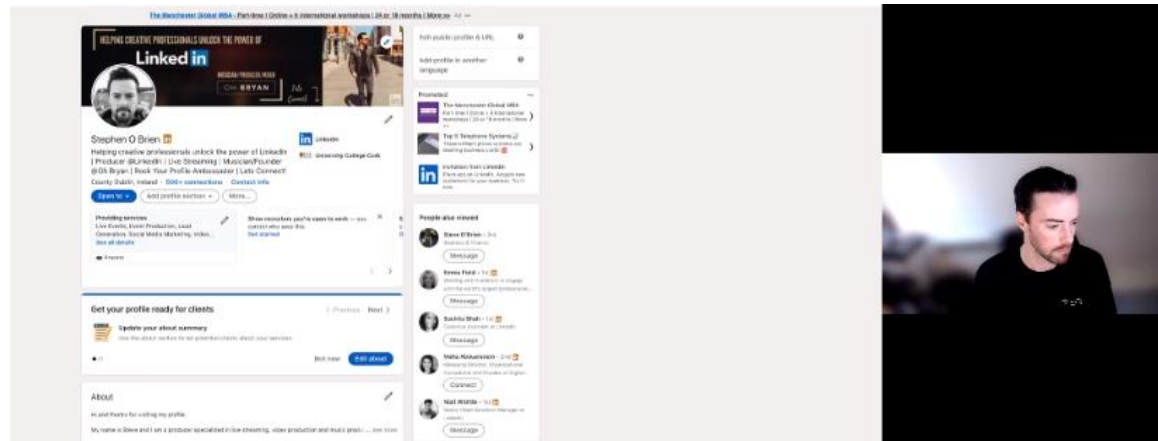
Perfect Your LinkedIn Profile: Panopto Presentation

https://ucc.cloud.panopto.eu/Panopto/Pages/Viewer.aspx?id=8c6f69c6-b2c0-415d-a36a-ac5c01386dc6
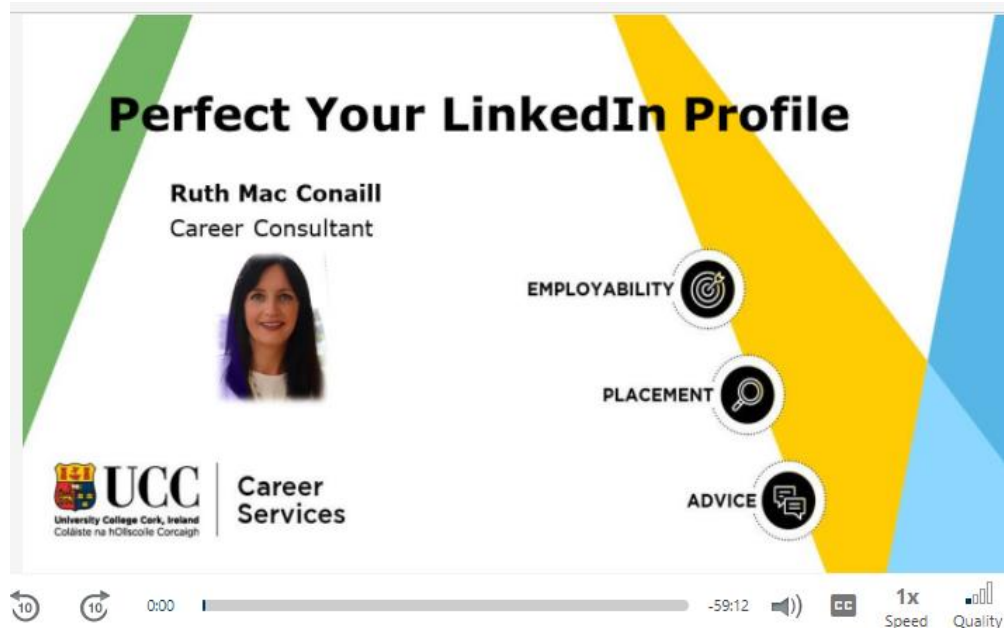
Personal Branding: Panopto Presentation

https://ucc.cloud.panopto.eu/Panopto/Pages/Viewer.aspx?id=ab54f322-9af1-4c86-b733-ac7f00fbead2

LinkedIn - a week on the life at a glance

508 listed jobs for Phds April 23rd

linkedin.com/jobs/phd-jobs/?originalSubdomain=ie

phd

Ireland

Search

Jobs ▾

Date Posted ▾ | Experience Level ▾ | Company ▾ | Job Type ▾ | Remote | Easily Apply | All filters

Phd in Ireland
523 results

Job Alert Off ⚙

Data Scientist
Stripe
Dublin, County Dublin, Ireland
🏫 4 company alumni work here
Promoted

Assoc Scientist
PPD
Athlone, County Roscommon, Ireland
🏫 3 company alumni work here
Promoted · **6 applicants**

Senior PE Scientist
Trinity Biotech
Bray, County Wicklow, Ireland
🏫 1 company alum works here
Promoted · **11 applicants**

Lecturer, Education Focused
UNSW

Data Scientist

Stripe · Dublin, County Dublin, Ireland

Posted 3 weeks ago · 530 views

Apply ⧉ | **Save**

See how you compare to 49 applicants

🟧 **Retry Premium Free**

Job	Company	Connections
• 49 applicants	• 1,001-5,000 employees	🏫 4 company alumni
• Mid-Senior level	• Internet	

Stripe's core mission is to reduce the barriers faced by large and emerging businesses around the world by abstracting away the complexities of payments. The Global team is responsible for building the payment products & infrastructure needed to launch new markets and process payments successfully around the world.
Data scientists work closely with the Global EMEA team to help unde
build better products. We're looking for a data scientist who can wo
problems like determining the core metrics and targets for our prod

Messaging 1

linkedin.com/jobs/search/?f_E=2&keywords=phd&originalSubdomain=ie

Apps   Gmail - Personal   Calendar - Personal...   Customize Links   Free Hotmail   Windows Marketpl...   Windows Media   Windows   Imported From IE   Google   Reading list

phd

Ireland

Search

Jobs ▾ | **Entry level 1 ▾** Date Posted ▾   Company ▾   Job Type ▾   Remote   Easily Apply | All filters   Reset

Phd in Ireland
108 results

Job Alert Off ⬜

Research And Development Engineer
National University of Ireland, Galway
Galway, County Galway, Ireland

🏛 49 company alumni work here

2 weeks ago · **5 applicants** · in **Easily Apply**

Process Development and Commercialisation engineer
Morgan McKinley
Tipperary, County Tipperary, Ireland

🏛 8 company alumni work here

2 months ago · **3 applicants**

PhD scholarship on the Ethics of Carbon Pricing - Dublin
Dublin City University
Dublin, County Dublin, Ireland

👥 5 connections work here

2 days ago · **5 applicants**

App Studio Machine Learning Engineer

Senior New Product Introduction Scientist

Azon Recruitment Group · Dublin, County Dublin, Ireland

Posted 3 days ago · 57 views

Apply on LinkedIn   **Save**

See how you compare to 9 applicants

🟨 Retry Premium Free

Job	Company	Connections
• 9 applicants	• 11-50 employees	You have 0 connections at this company.
• Entry level	• Staffing & Recruiting	Add >

Posted by

Emma Wickham 2nd
Senior Recruitment Consultant - Science | Qualified Sci...

💬 Messaging 1

phd   Ireland   Search

Jobs   Date Posted   Experience Level   Company   Job Type   Remote   Easily Apply   All filters

Phd in Ireland
523 results

Job Alert Off

Research Scientist
Accenture
Dublin, County Dublin, Ireland
43 company alumni work here

Promoted · 13 applicants

Research Scientist - Workforce Intelligence
Accenture
Dublin, County Dublin, Ireland
43 company alumni work here

Promoted · 5 applicants

C++ Algorithm Developers (all levels) - Qualcomm, Cork, Ireland
Qualcomm
Cork, County Cork, Ireland
19 company alumni work here

Promoted · 7 applicants

statistician Neuroscience FSP (Remote)

https://www.linkedin.com/company/stripe/life/

Data Scientist

Stripe · Dublin, County Dublin, Ireland

Posted 3 weeks ago · 530 views

Apply   Save

See how you compare to 49 applicants

Retry Premium Free

Job	Company	Connections
• 49 applicants	• 1,001-5,000 employees	4 company alumni
• Mid-Senior level	• Internet	

Stripe's core mission is to reduce the barriers faced by large and emerging businesses around the world by abstracting away the complexities of payments. The Global team is responsible for building the payment products & infrastructure needed to launch new markets and process payments successfully around the world.
Data scientists work closely with the Global EMEA team to help und
build better products. We're looking for a data scientist who can wo
problems like determining the core metrics and targets for our prod

Messaging

10:36
23/04/2021

linkedin.com/school/university-college-cork-ireland-ucc-/?originalSubdomain=ie

in · Search

Home | My Network | Jobs | Messaging | Notifications (10) | Me ▼ | Work ▼ | Reactivate Premium

University College Cork

Cork · 82,250+ alumni · 102,734 followers

✓ Following · •••

UCC & 91 other connections work here

See all 4,702 employees on LinkedIn →

Visit website ↗

Home
About
Jobs
Alumni
Videos
Ads

21 recently posted jobs

Research Support Officer, R...
Cork, IE

Research Assistant, School ...
Cork, IE

+19 more jobs

All | Images | Documents | Videos

Sort by: Top ▼

University College Cork
102,734 followers
18h · Edited · 🌐

Affiliated pages

Blackstone LaunchPad at...
+ Follow
Education Manage...
800 followers

Your dream job is close...

Messaging ✎ •••

10:40
21/05/2020

linkedin.com/in/ucc-alumni-and-development-3a7362104/?originalSubdomain=ie

Search

Home **My Network** **Jobs** **Messaging** **Notifications** 10 **Me** ▾ **Work** ▾

Reactivate Premium

than you think

See jobs

Linked in
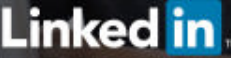
Message **More...**

UCC Alumni and Development · 1st

Alumni and Development at University College Cork, Ireland (UCC)

Ireland · **500+ connections** · **Contact info**

University College Cork, Ireland (UCC)

University College Cork

People Also Viewed

Cork University Business School · 1st
Alumni Relations at University College Cork

McCarthy, you're skilled in Research

✕

You've both worked at University College Cork
Want to endorse UCC for Research?

Skip | **Endorse**

Thia Hennessy · 2nd
Dean, Cork University Business School, UCC

Patrick G. O'Shea · 2nd
President, University College Cork, Ireland

Bronagh Kearns · 2nd
Asset Valuation Tutor at University C

Messaging

10:41
21/05/2020

Recruitment Agencies-

STEM

- https://careerwise.ie
- https://lifescience.ie/
- http://biotechnology.ie/
- https://www.linkedin.com/jobs/research-scientist-jobs/?originalSubdomain=ie
- https://www.eurosciencejobs.com

Generalist
- https://www.careerjet.ie/post-researcher-jobs.html
- https://ie.indeed.com/PhD-Graduate-jobs
- https://www.irishjobs.ie/Researcher-Jobs
- https://www.linkedin.com/jobs/researcher-jobs-dublin/?originalSubdomain=ie
- https://www.publicjobs.ie/en/we-recruit-for/career-areas/300-research-analysis

Indeed.com   23 jobs for PhDs

Preparing your personal Profile Build connections and network

Meet Today's Recruiter
To support the demands of modern business, recruiters must be as dynamic as the tools they use.

◁ SOCIAL

Only 4% of recruiters DON'T use social media in the recruiting process.
4% aren't sure, but the **92%** of recruiters that do use social media cast a wider net than ever:

- in **87%**
- f **55%**
- ✦ **47%**
- D **38%**
- ▶ **21%**
- g+ **14%**
- ⊙ **13%**
- ⚬ **5%**

Other networks and apps recruiters are using to evaluate and engage talent include Vimeo, Tumblr, Pinterest, and even Periscope!
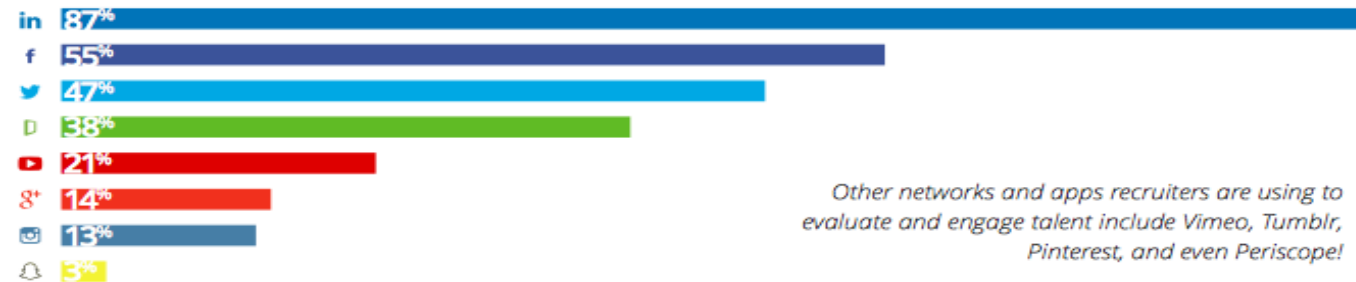
☁ DATA ANALYTICS
Data is no longer an option — it's a prerequisite.

72%

Of recruiters say data analytics is somewhat or very important in the hiring process.

☐ MOBILE

19%

Of recruiters find quality hires via mobile career sites, which is spurring adoption — 37% of companies use mobile career sites to support recruiting efforts.

⚙ AUTOMATION

24%

Said that they expect to replace some jobs with technology in the next 2-3 years.

The Realities of Modern Recruiting

Here's a snapshot of recruiting today, from introduction to onboarding.

Recruiters find candidates from various places, but referrals remain the most effective source of quality hires.

Source	Percentage
Referrals	78%
Social networks	56%
Intern hires	55%
Direct applications	46%
Outside recruiters	38%
Internet job boards	37%
Mobile career site	19%

Average time-to-hire:

Days	Percentage
1-10 Days	5%
11-30 Days	30%
31-60 Days	41%
61-90 Days	18%
91+ Days	6%
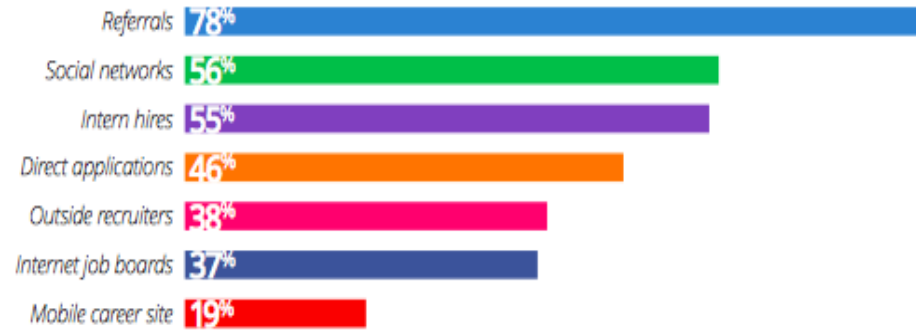
Average number of applications per requisition:

Applications	Percentage
50 or less	49%
51-100	27%
101-150	10%
151-200	5%
201-250	2
251+	7%
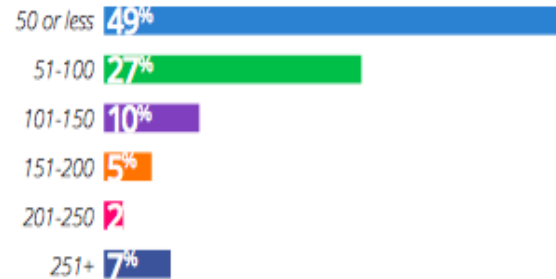
Sectors more likely than average to receive **251+** applications include:

LinkedIn Groups

Each Group has:

- Members – i.e. potential contacts for YOU
- Discussion Board
- Promotions
- Job Vacancies

- Contribute to Discussions – be SEEN online by industry players
- Ask for advice

Creating a Plan for an Alternative Career

- **Assess your strengths** – knowing yourself is critical in the beginning of your career.

- **Identify alternative career directions**

- **Explore careers outside of academia -Define your direction** – Set your intention: what do you want to do and where? Be flexible; know it is OK to change career direction.

- **Communicate your story** – Re design your CV and LinkedIn profile

- Communication builds bridges and creates opportunities, speak of your experience early on. Build your CV/LinkedIn/ Profile / to have a meaningful flow, construct your career path with the awareness – you are the architect. Present your well-thought-out plan to hiring managers , recruiters and key people in your network in/outside academia Be patient.

- **Build a network –Network with others who have made the transition**

- While you progress along your plan, make strategic l connections via diverse platforms, including LinkedIn,Twitter

- Build genuine connections with like-minded individuals, keep up with science, share your interests, and learn from others in the field.

- **Be Proactive- Create a career plan Take some action steps – allocate time**

The Art of Action Thinking

- How can I be more responsive and seize opportunities ?

- What can I do to be more proactive and move forward ?

- Are they're novel ways of creating my own career path /opportunities ?

- How am I going to continue to learn, network and develop new skills

- How will I stay responsive to changing needs ?

Recommended resources

- http://jobsontoast.com/
- https://www.imaginephd.com/
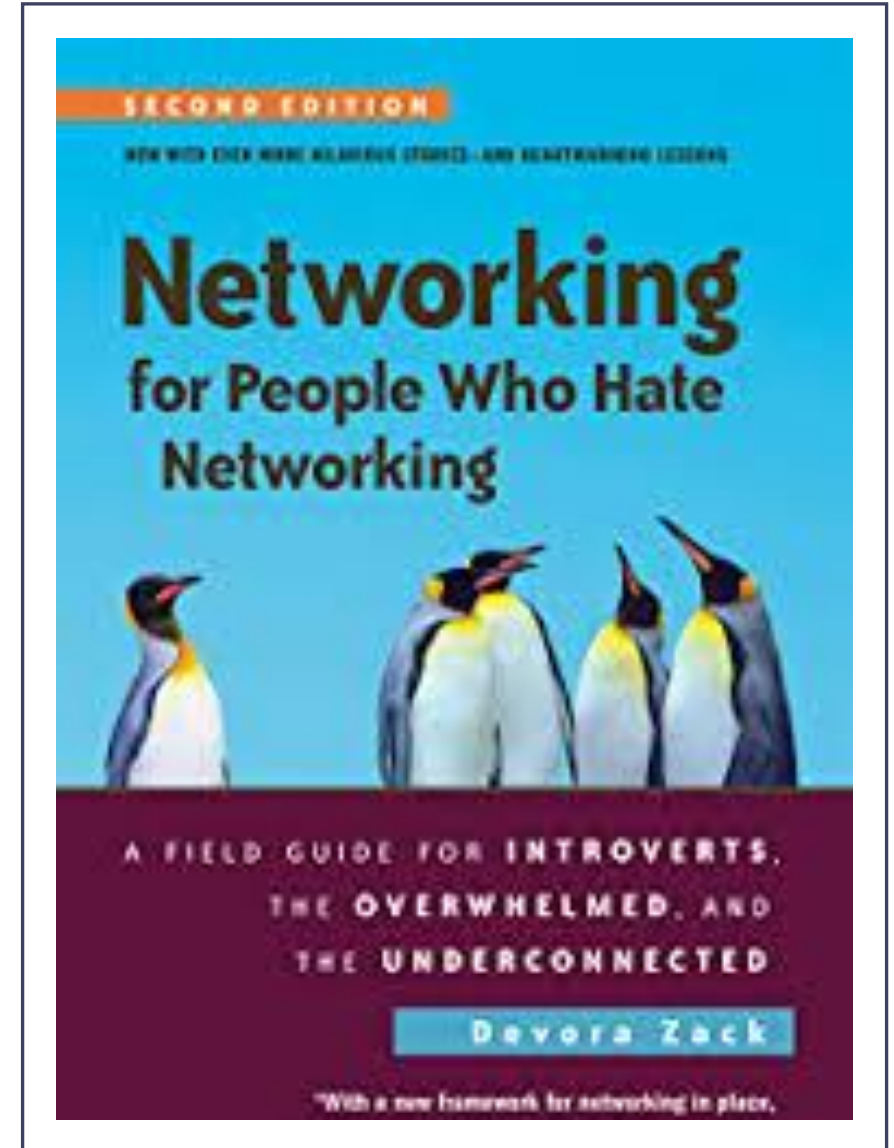
PhD Careers Beyond Academia Club at Karoli...

Research · Stockholm · 429 followers

Inspire researchers of the opportunities in the life science industry by inviting persons who've done this transition.

[+ Follow] [Visit website ↗]

See all 4 employees on LinkedIn →

Home

About

Jobs

People

Updates

Sort by: Top ▼

PhD Careers Beyond Academia Club at Karolinska I...
+ Follow ···
429 followers
1mo

Join us next Thursday the 28th of March to listen to Patrik Blomquists personal story from a PhD at Karolinska institutet to project management at KAROLINSKA INSTITUTET INNOVATIONS AB passing a station at Sobi - Swedish Orp ...see more

PhD Careers Beyond Academia - Project Management • 1 page

PhD Careers Beyond Academia

Project management – Patrik Blomquist

Karolinska Institutet

Get the latest jobs and industry news

McCarthy, explore relevant opportunities with LauraLynn

[Follow]

Similar pages

Helpful Digital Tools

Useful follow up resources

- PhD Careers outside of Academia
- https://www.jobs.ac.uk/media/pdf/ca
- https://www.jobs.ac.uk/media/pdf/careers/resources/10-career-paths-for-phds.pdf
- https://career-advice.jobs.ac.uk/resources/jobs-ac-uk-live-qa-alternative-career-pathways-after-your-phd

- https://www.findaphd.com/advice/doing/phd-non-academic-careers.aspx
- https://www.linkedin.com/pulse/most-direct-path-huge-job-offers-3-foundations-phds-hankel-ph-d-/
- https://www.linkedin.com/company/kibeyondacademia/
- https://academicpositions.com/career-advice/the-7-essential-transferable-skills-all-phds-have
- https://www.themuse.com/advice/3-things-phd-need-to-know-get-job-outside-academia   ***
- https://www.enago.com/academy/you-have-a-phd-what-next/

Useful follow up resources

- https://versatilephd.com/phd-career-finder/

- https://www.imaginephd.com/

- https://www.insidehighered.com/blogs/gradhacker/exploring-alternative-academic-careers

- https://www.vitae.ac.uk/researcher-careers/researcher-career-stories