

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

- ✓ Create the best CV possible have it reviewed, change for each opportunity
- ✓ https://www.ucc.ie/en/media/support/careers/CVGuideforPhDandPostdoctoralResearchers.pdf (CV Guide)

Step 2

✓ Build Career Intelligence - Know Yourself and professional work sectors

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/

Take Psychometric Profiling Assessments – Profiling for Success - 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.



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



- 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

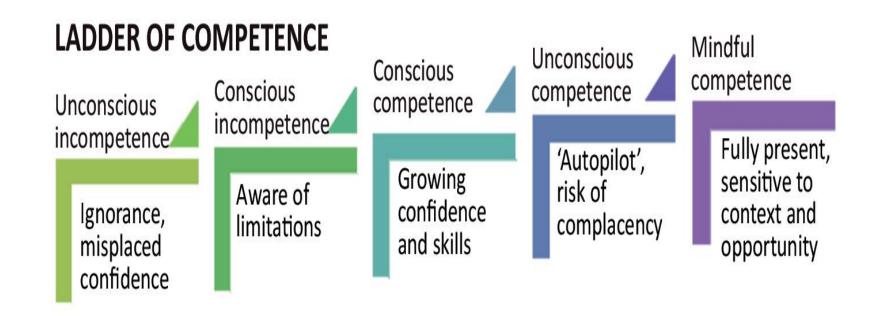
Very few jobs require you to work completely independently, and academia isn't one of them. Your dissertation is a solo project, but on a day to day basis you work with other people on your experiments or preparing a journal manuscript. Doing these tasks successfully requires knowing how to divide up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



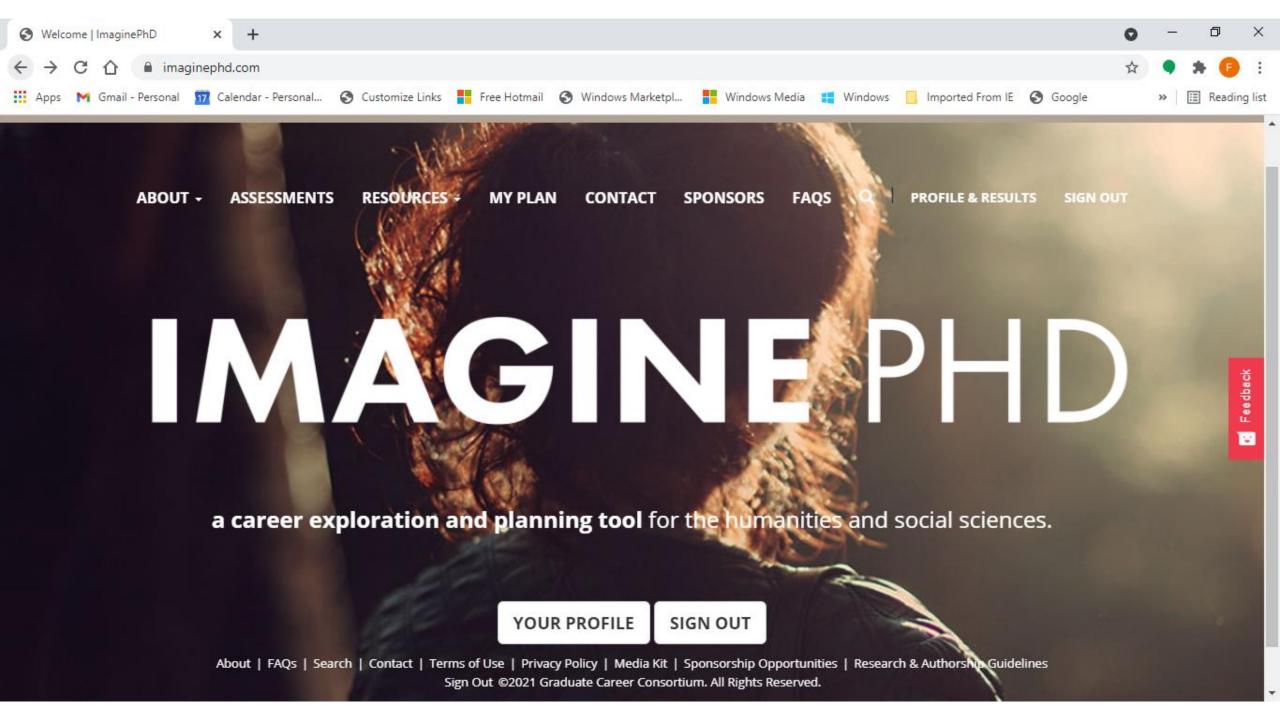
How Skills develop



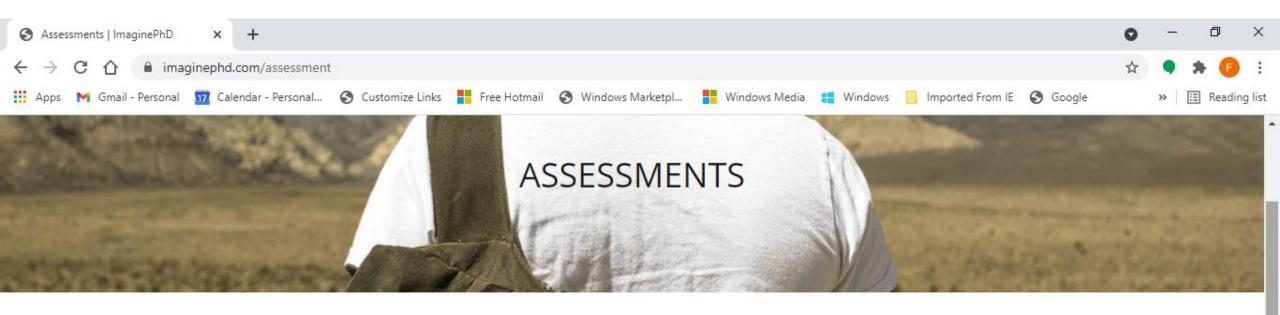


Questions you need answers to

- 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







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 Assessment 04/09/2019



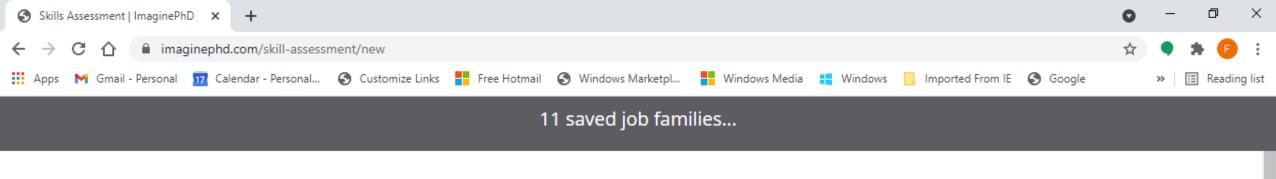
Start A New Skills Assessment

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.



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





















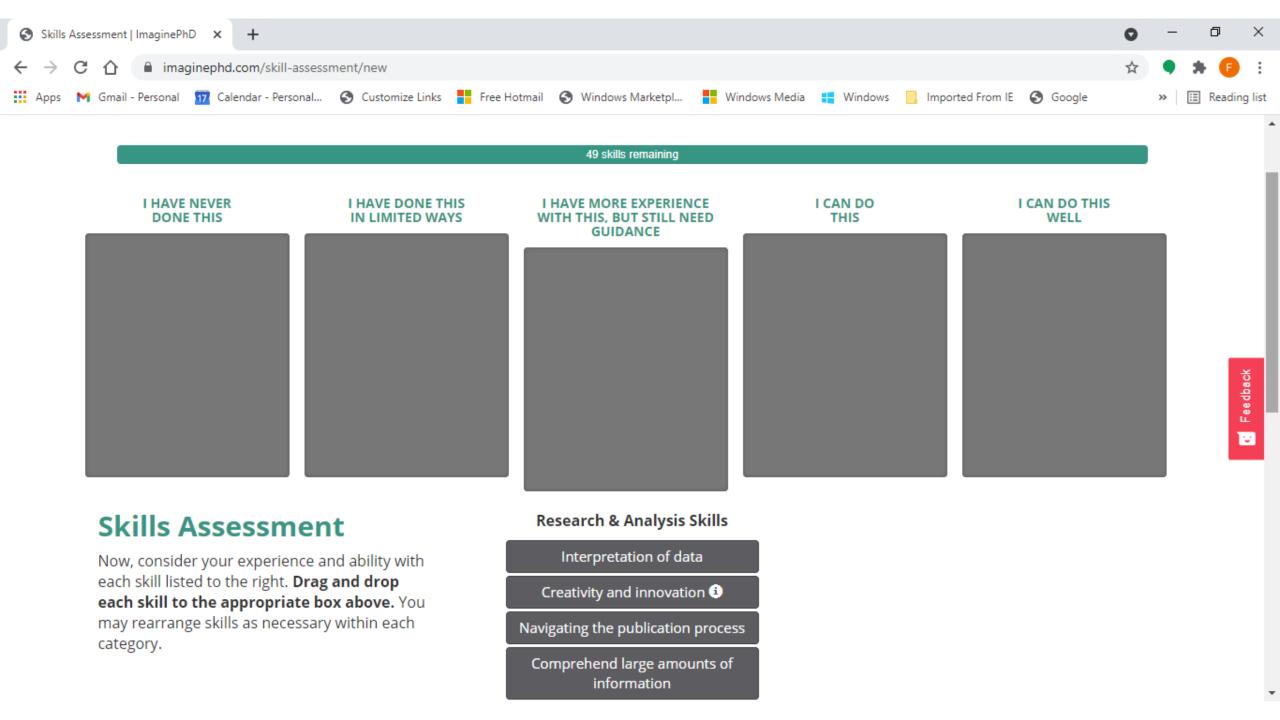






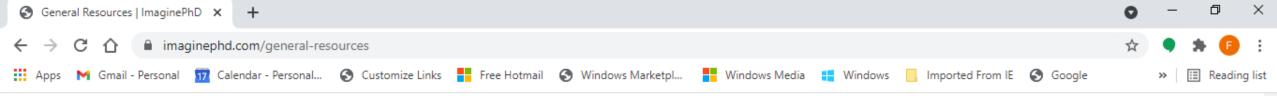


Feedback









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



No. of the depositions of the control of the contro



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

4 ∥

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

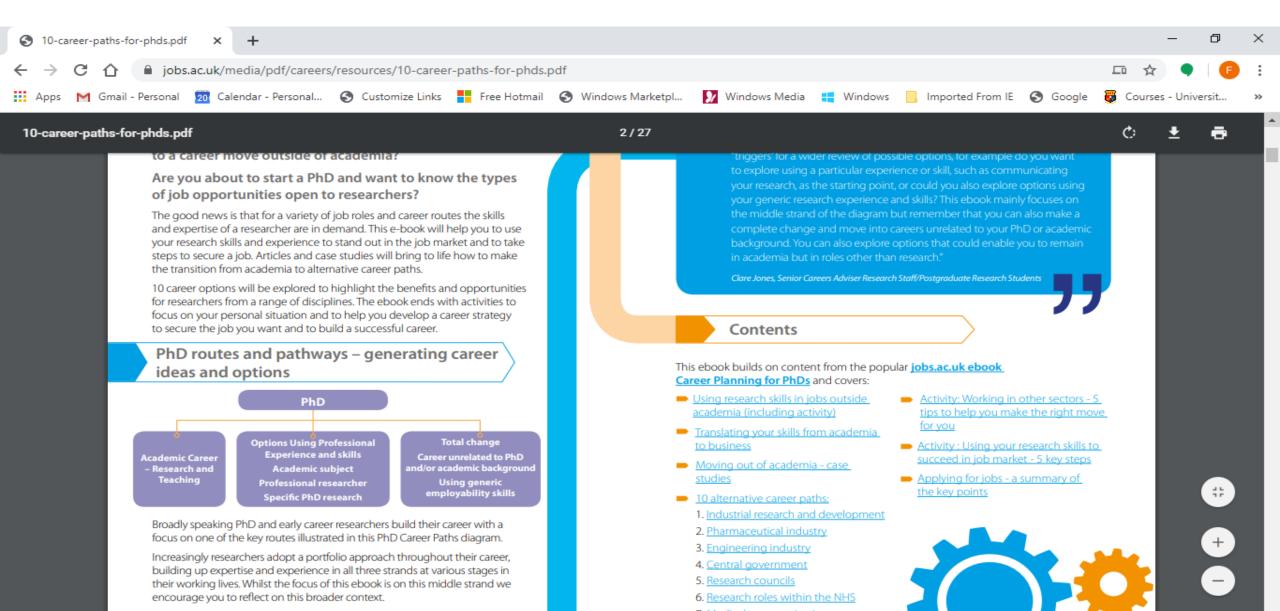
Personality Types Indicator

Hallowell Job Fit (attached)



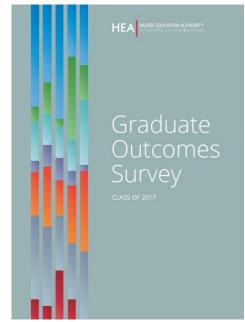
Non academic jobs for PhDs - 10 most common careers

https://www.jobs.ac.uk/media/pdf/careers/resources/10-career-paths-for-phds.pdf ********



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/presspa ges/2018/highereducationoutcomesgraduatesof2010-2014/



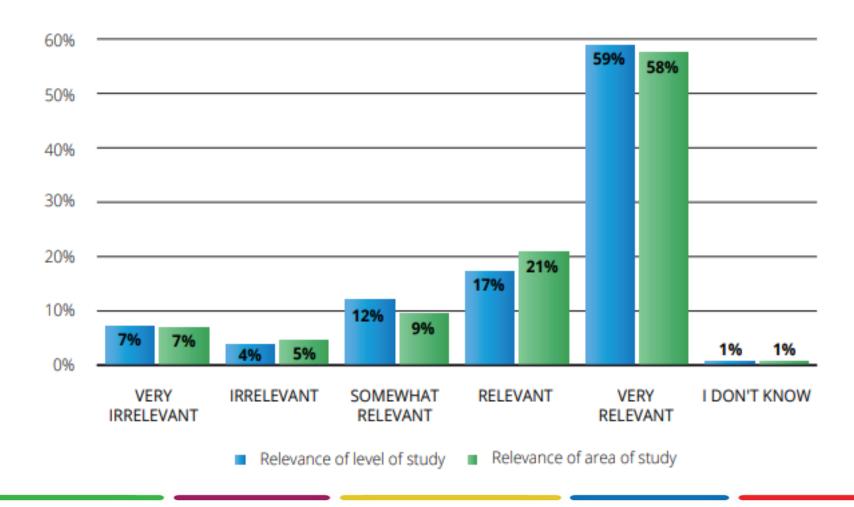
Two-thirds of PhD graduates find employment in Ireland (HEA Survey)

- 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.

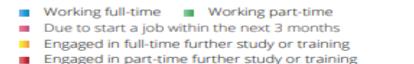
HEA Survey: Postgraduate Research Graduates in Employment – Relevance of Level and Area of Study



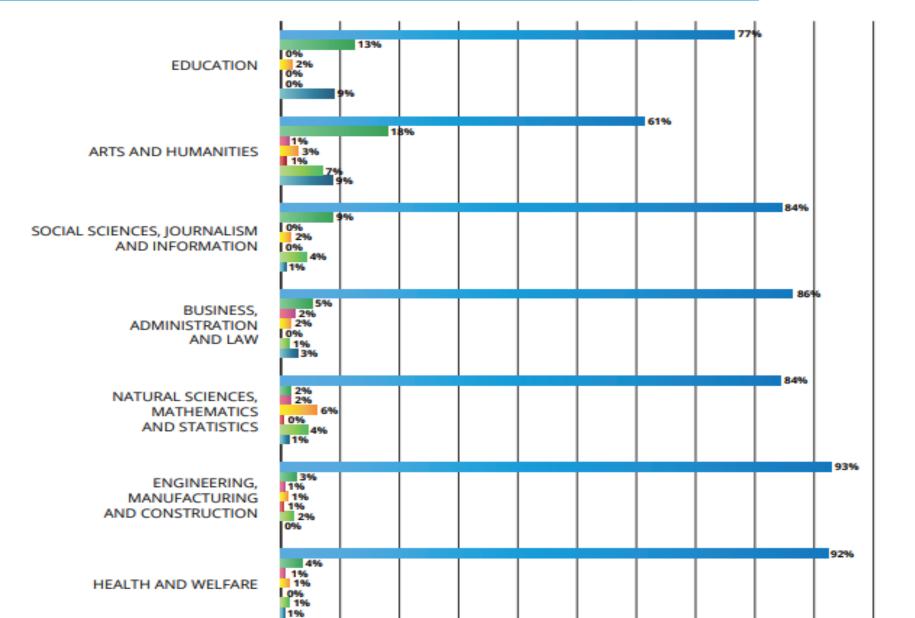
Postgraduate research graduates are most likely of all graduate programme types to rate their level and area of study as 'relevant' or 'very relevant' to their job.



HEA Survey: Employment Status by Field of Study







% in employment:

96% engineering

96% health

93% social sciences

91% business

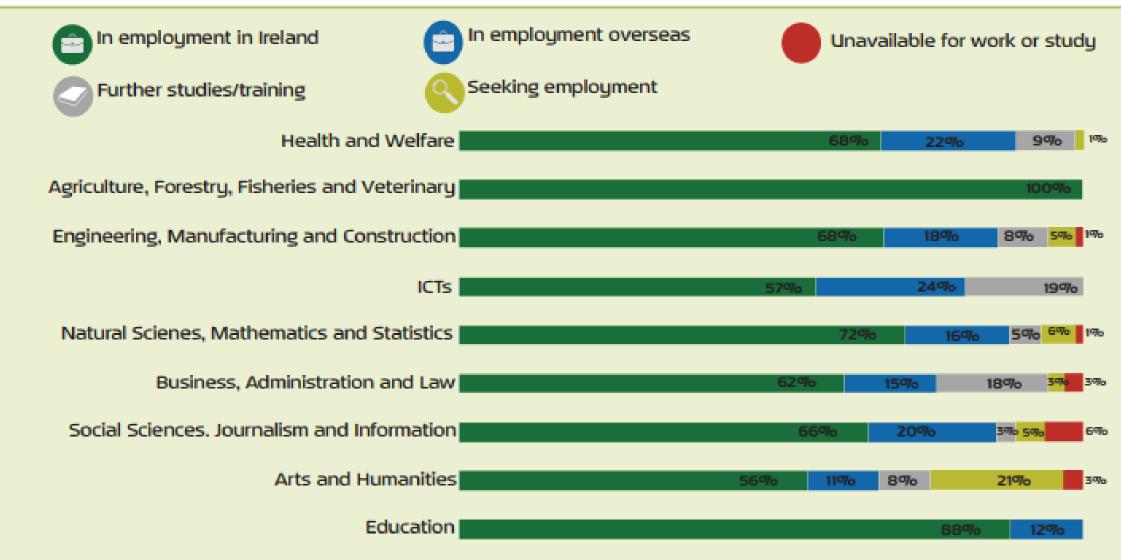
90% education

86% science

79% arts



Doctorate Graduate Employment by ISCED Field of Study 2016



Non-Academic Career routes of PhDs in Ireland



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



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 problem solving and analysis
- 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.



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)

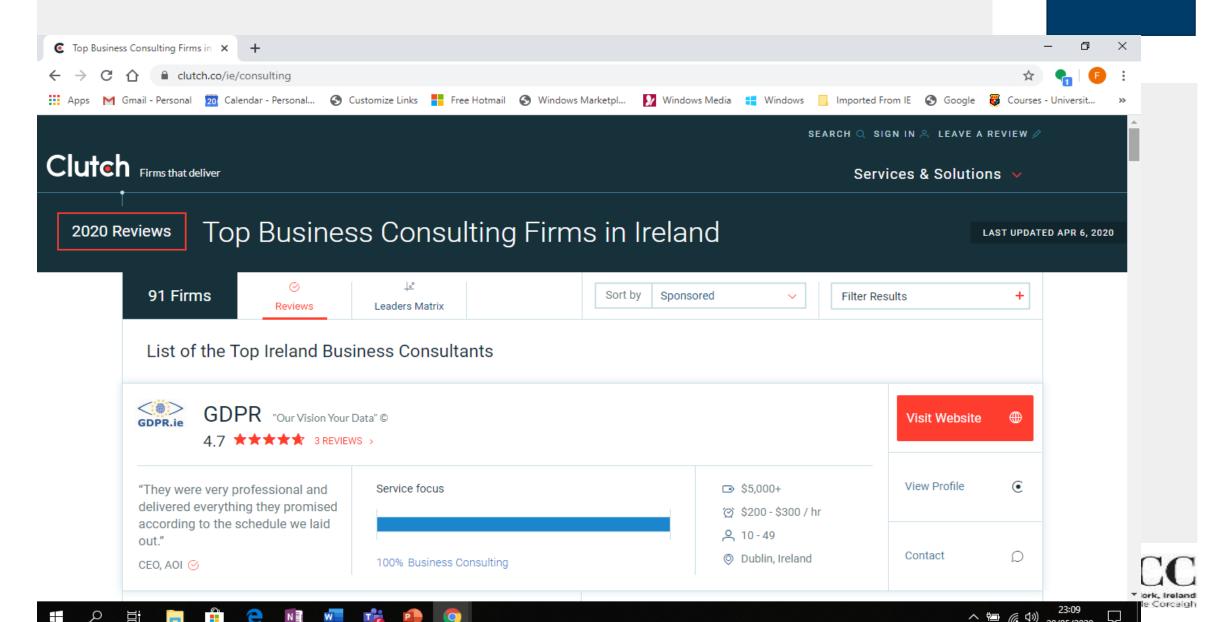
https://info.lse.ac.uk/current-

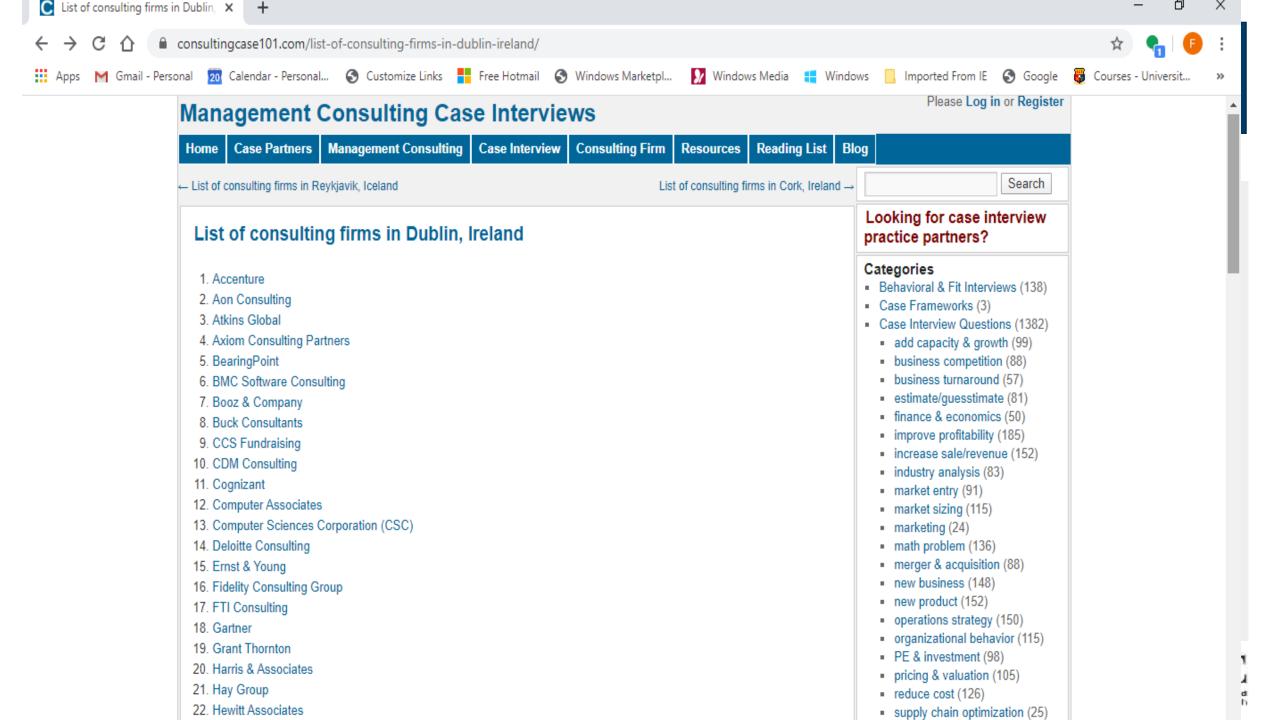
students/careers/resources/employment-sectors/consultancy





https://clutch.co/ie/consulting





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.







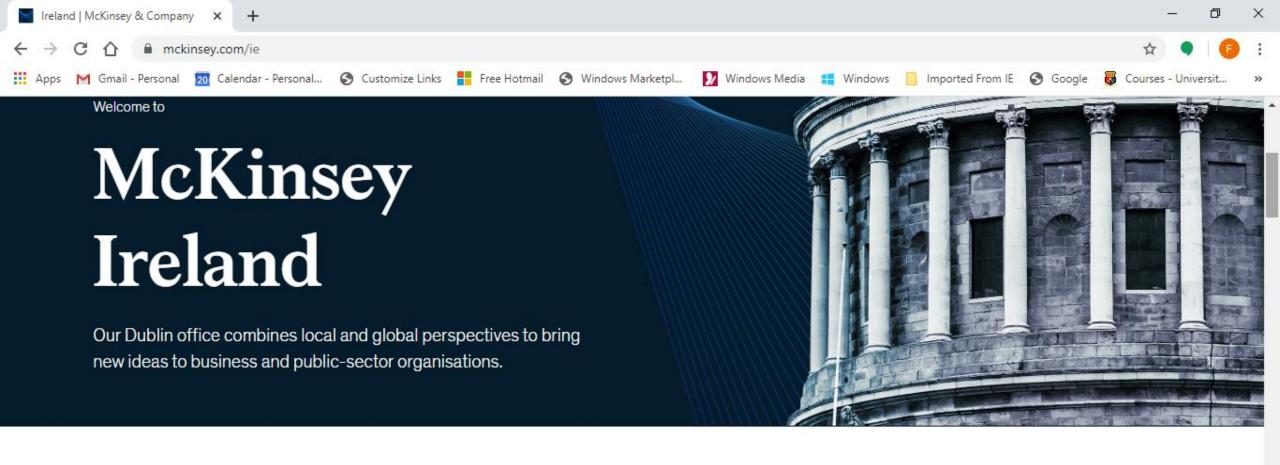
Only 40% of adults believe student climate protests will make a difference

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



Clients:

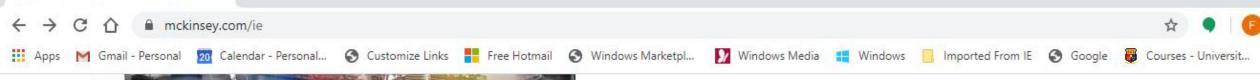
Embed View on Twitter



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.





Ireland | McKinsey & Company X

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...



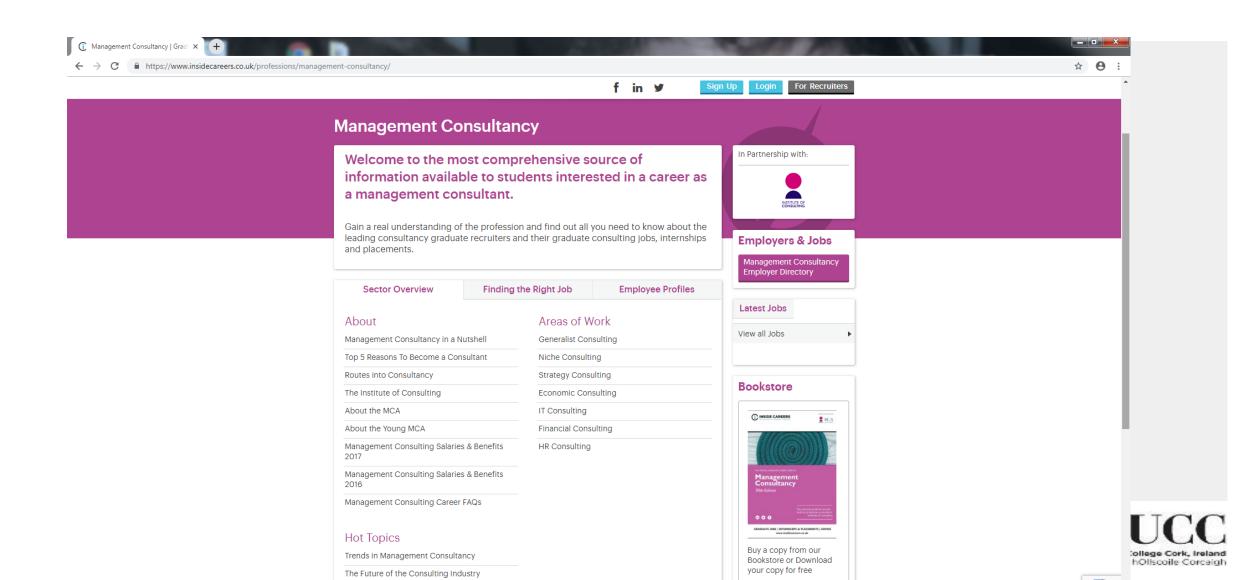
Issue

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

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



Buildyour "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/10gmcareer-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/phdcareer-stories/id1150156933

Cheeky Scientist Radio

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

 Recovering Academic <u>https://podcasts.apple.com/ie/podcas</u> t/recovering-academic/id1146802786

Beyond the Lab

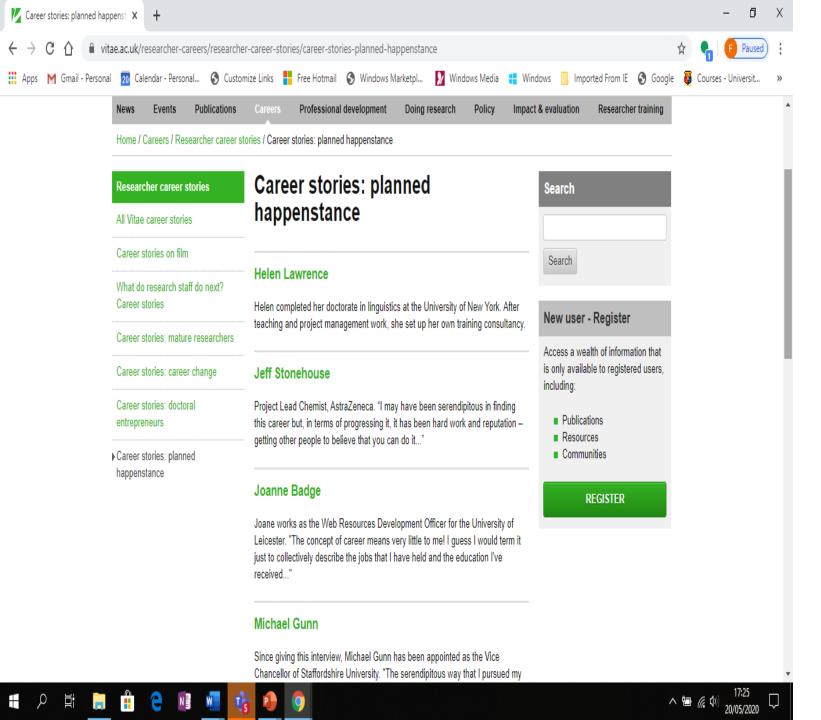
https://podcasts.apple.com/ie/podcas t/vanderbilt-beyond-the-labpodcast/id1329787147

PhD in Progress Your Education Your Life Your Career

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

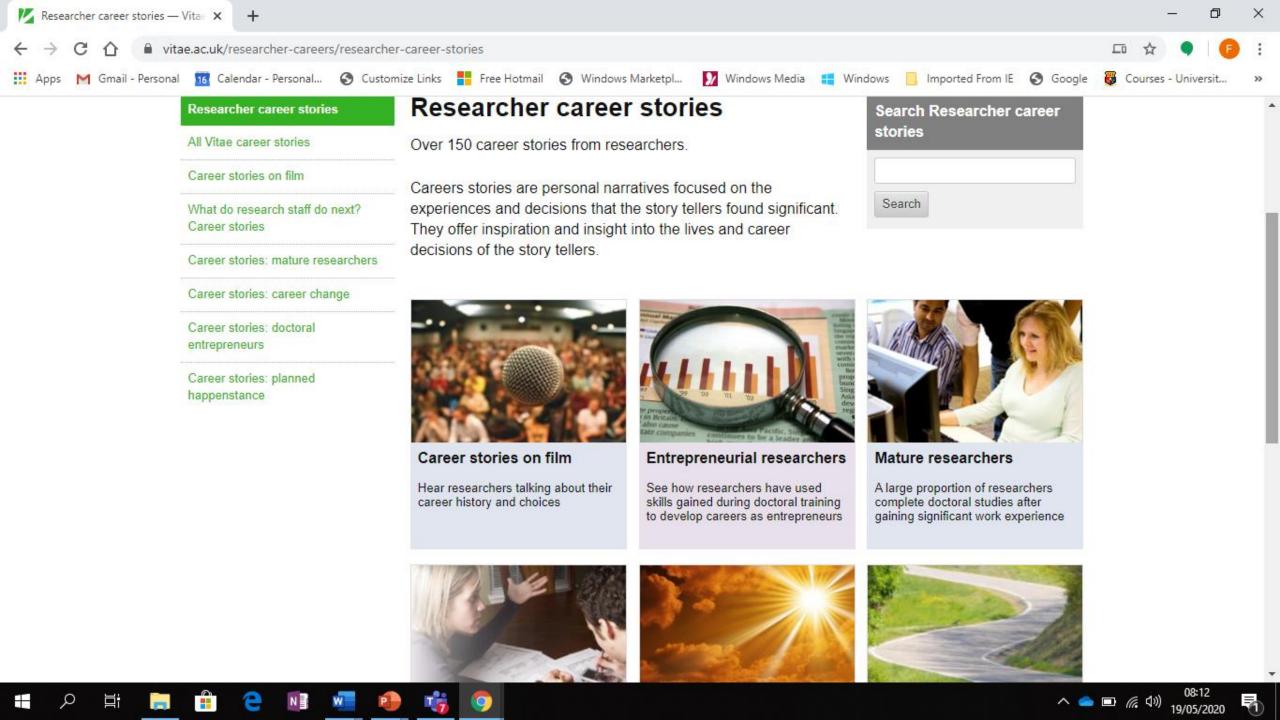
The Career Farm - Grow your own Career

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

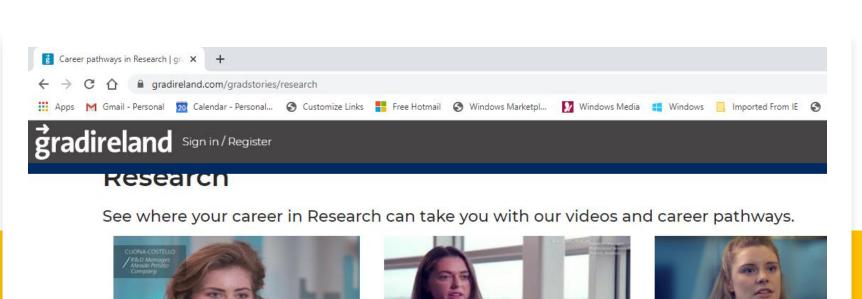


PhD Career Stories

 https://www.vitae.ac.uk/researche r-careers/researcher-careerstories/career-stories-plannedhappenstance













Jennifer Kavanagh, Enterprise

https://gradireland.com/gradstories/research







Cliona Costello, R&D Manager, Meade

Potato Company









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



LinkedIn ******



Recruitment Agencies



Referrals



Networking

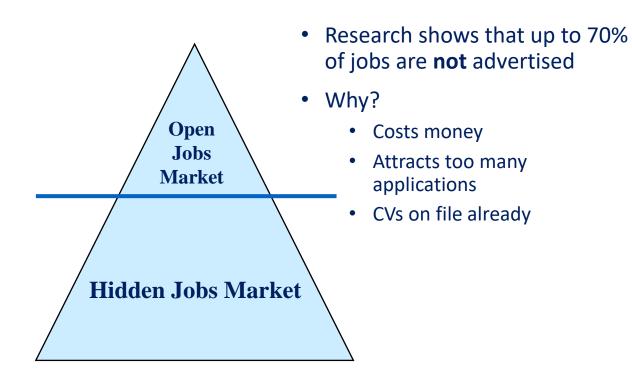
Creative Job Searching

Creative Job Searching is systematic approach to finding a job It's a **pro-active** approach rather than a **re-active** approach

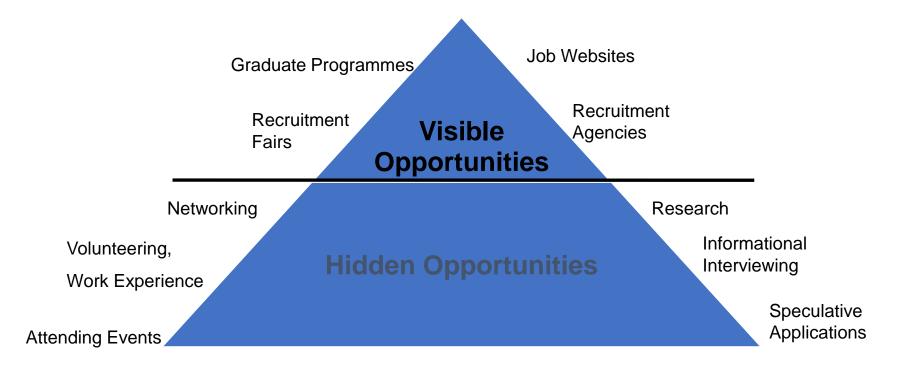
Incorporating elements:

- 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"



"Hidden" Jobs Market





Video:
"The
Outsider
Problem"

https://www.youtube.com/watch ?v=006MM0eoGIE

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)



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

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:	Name 3 events you will attend:	Name 3 voluntary roles you will apply for: 1.	Name 3 people that you will contact for an informational interview:
 2. 	 2. 	 3. 	 2.
3.	3.	5.	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.



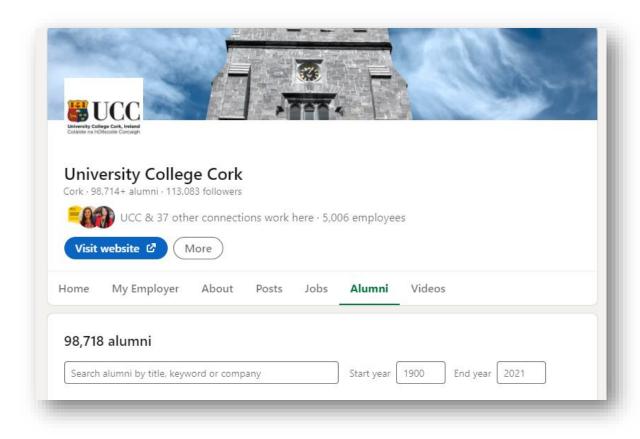
- Be active comment, like, interact and contribute.
- It's not all one-way give more than you receive, share an article.
- **Be professional** you're not interacting with your friends on Facebook, it's professional interaction not personal.

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

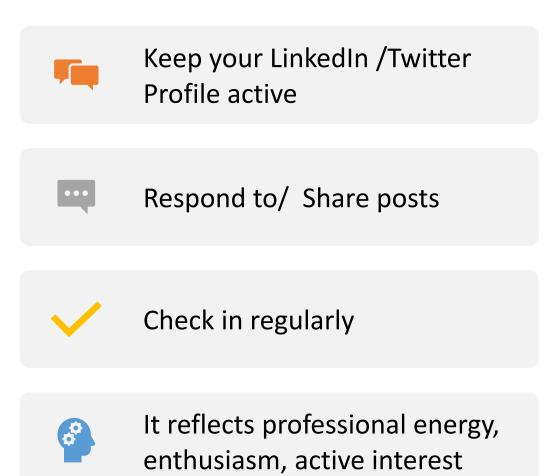


Optimise Your LinkedIn Profile –for Recruiters

- 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





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

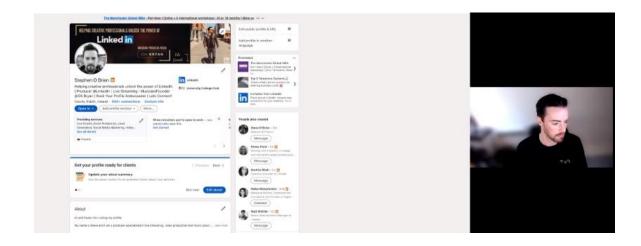


https://ucc.cloud.panopto.eu/Pan opto/Pages/Viewer.aspx?id=1688 badf-ee62-462e-90c0ac7f01290104

Guide to the LinkedIn Alumni Tool

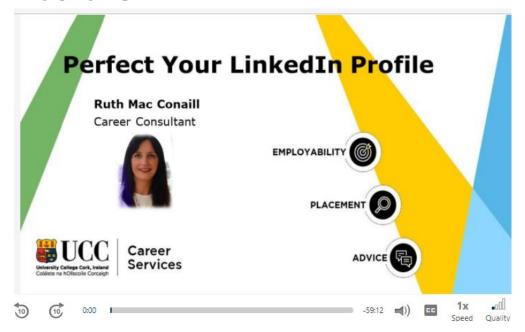
https://www.ucc.ie/en/media/s upport/careers/UCCAlumniLinke dinforCareerResearch(1).pdf

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



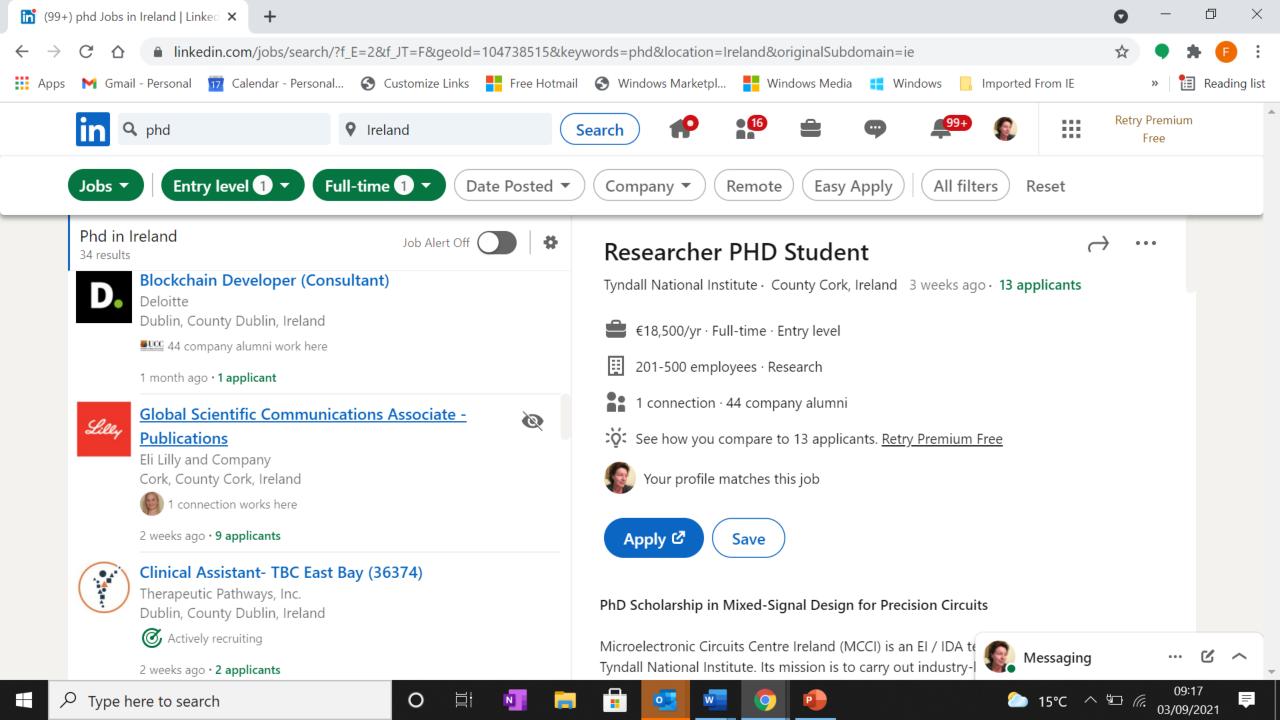
https://ucc.cloud.panopto.eu/Panopto/Pages/Viewer.aspx?id=ab54f322-9af1-4c86-b733-ac7f00fbead2

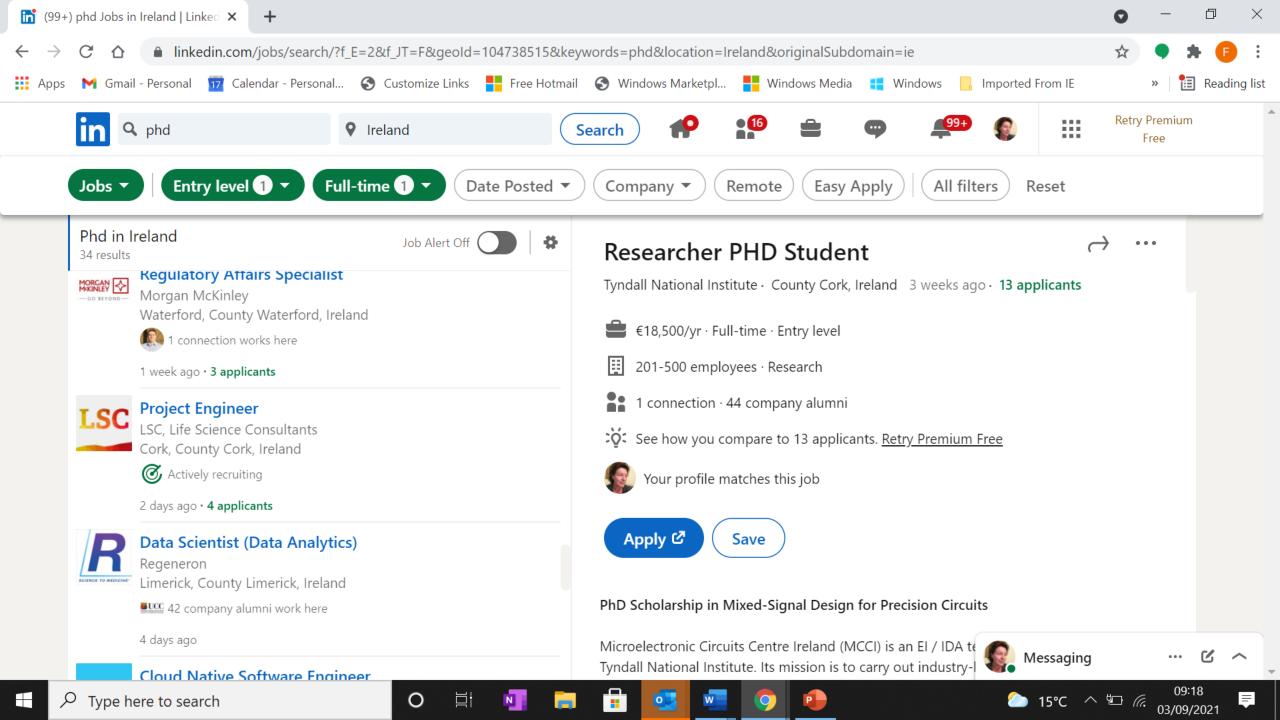
PhD Jobs - a week in the life at a glance

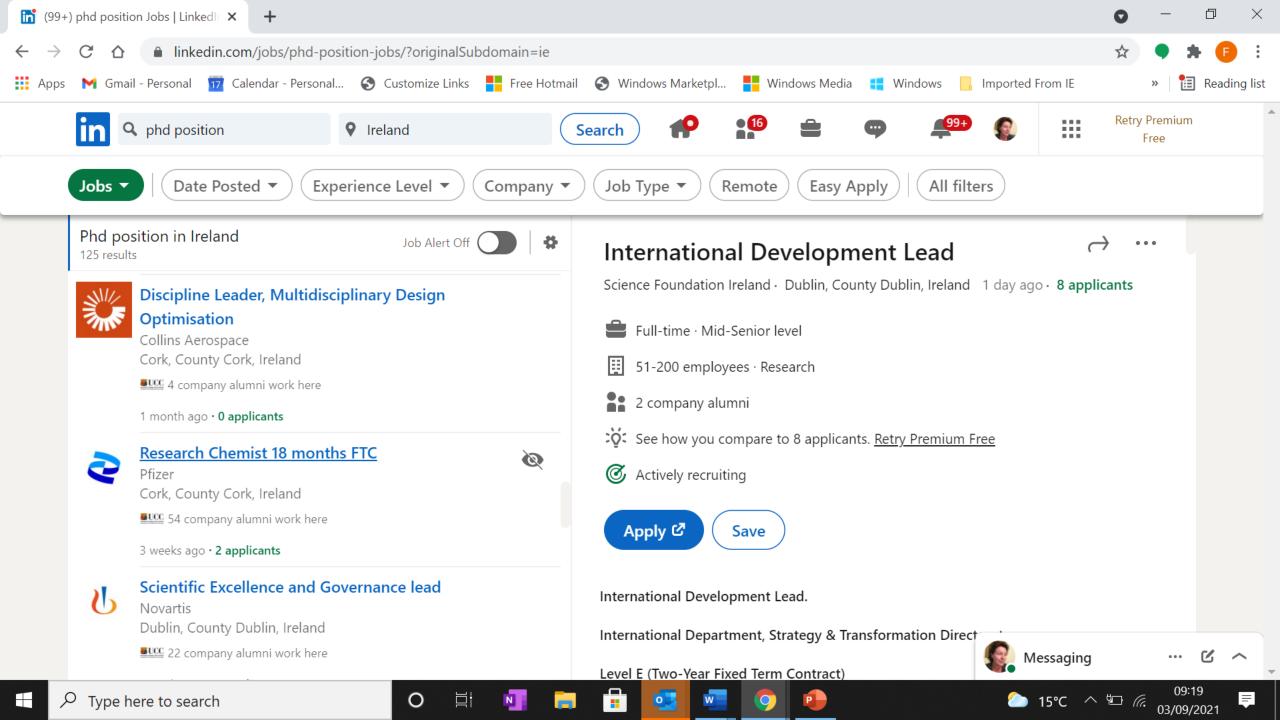
LinkedIn -311 listed jobs for Phds Sep 2nd 2021

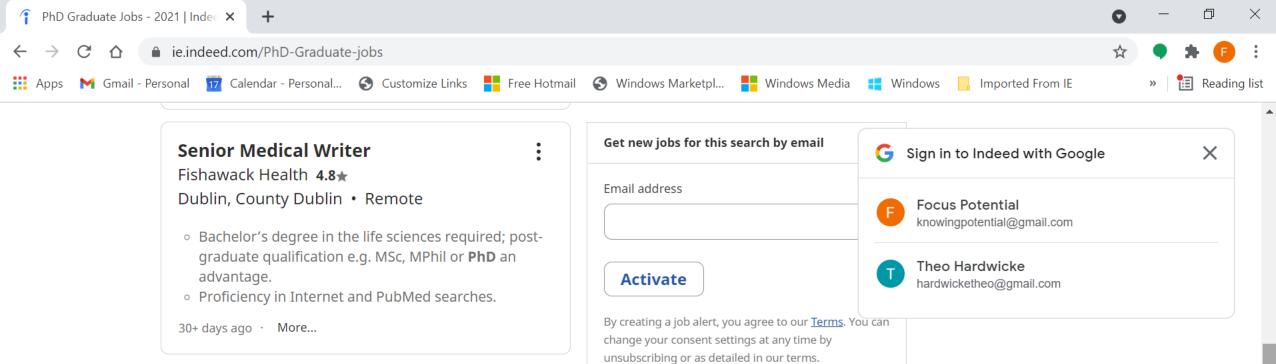
Indeed- 20 PhD roles

CareerJet – 58 jobs

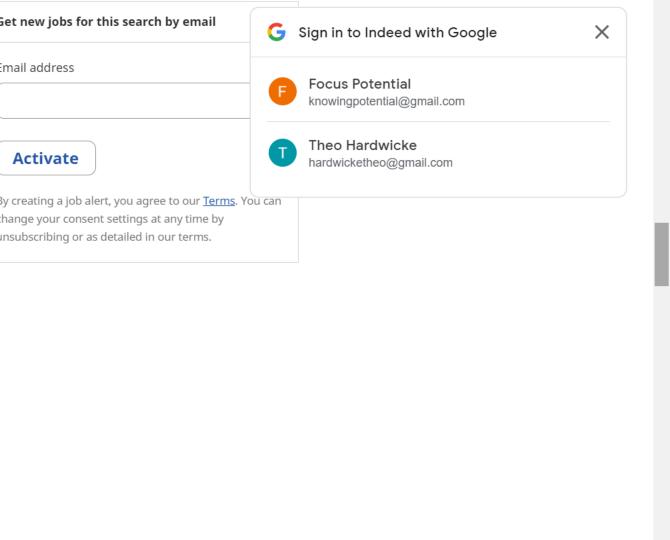




























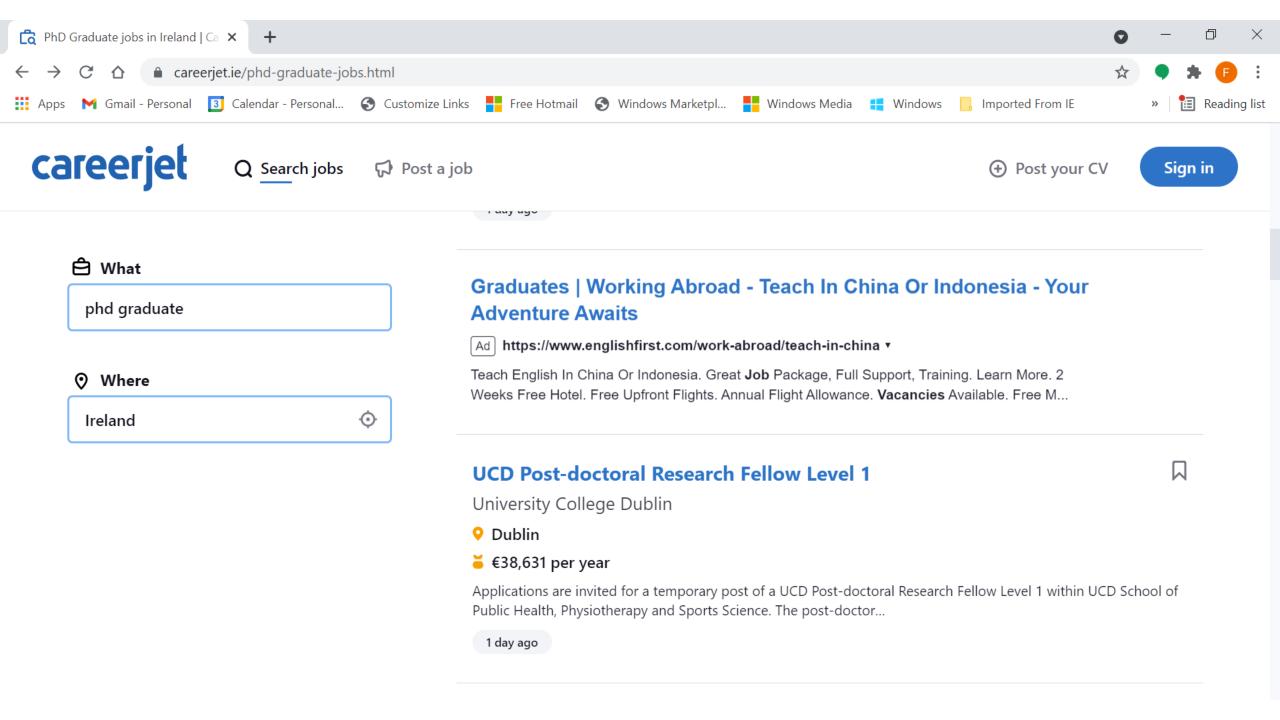


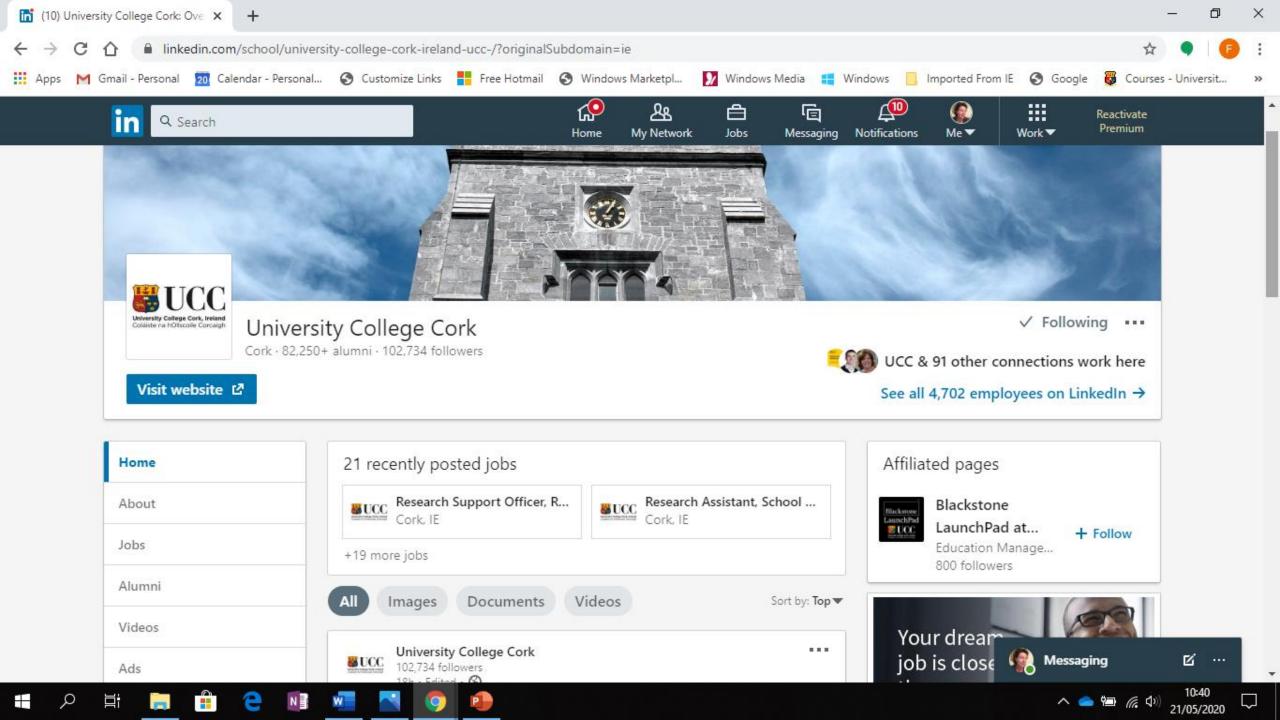


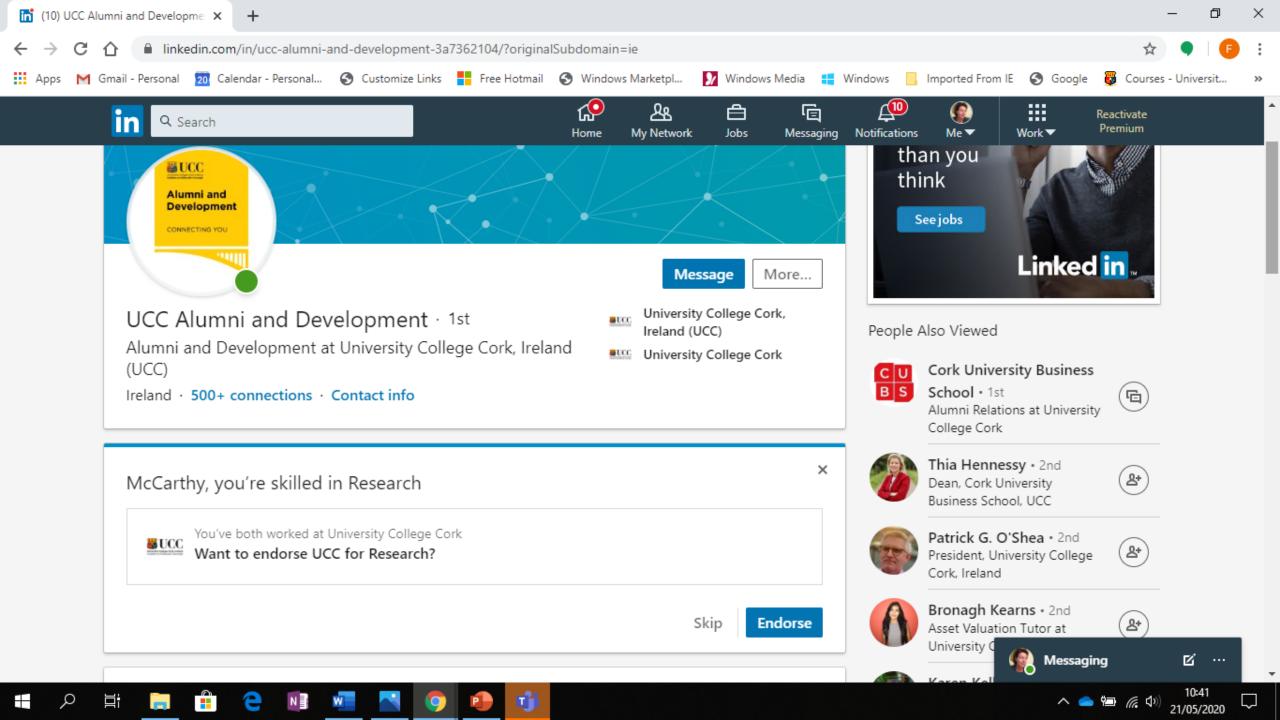












Recruitment Agencies-

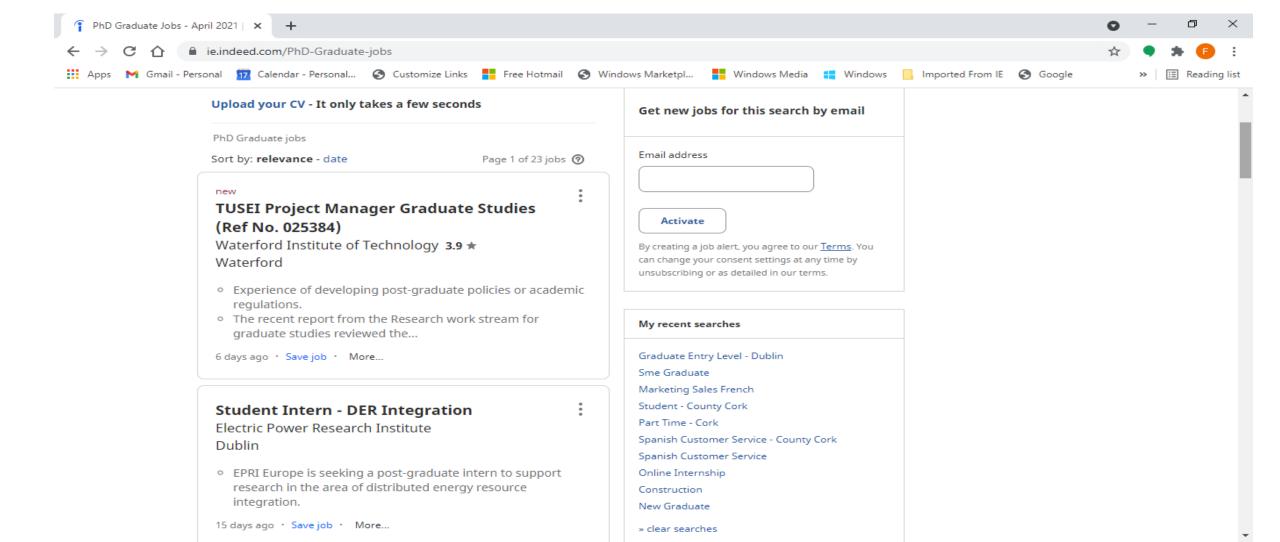
STEM

- 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

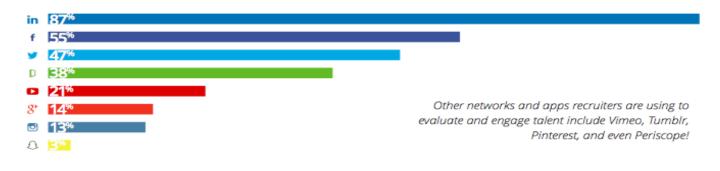
Meet Today's Recruiter

To support the demands of modern business, recruiters must be as dynamic as the tools they use.



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:



DATA ANALYTICS

Data is no longer an option
— it's a prerequisite.



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

☐ MOBILE



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

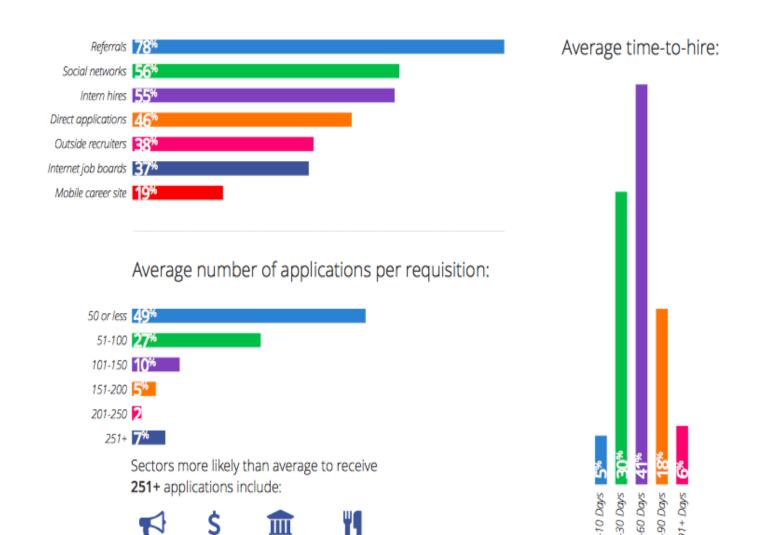


Said that they expect to replace some jobs with technology in the next 2-3 years.

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.



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-thoughtout 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 I 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?



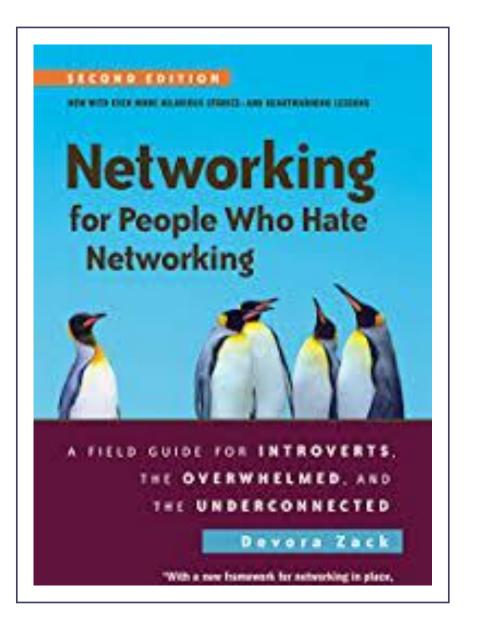
How am I going to continue to learn, network and develop new skills



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 2

See all 4 employees on LinkedIn →

...

Home About Jobs People

Updates



PhD Careers Beyond Academia Club at Karolinska I... 429 followers

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 Prid Careers Beyond Academia

Project management - Patrik Blomquist

ASKA INST

Sort by: Top ▼

+ Follow ***

Similar pages

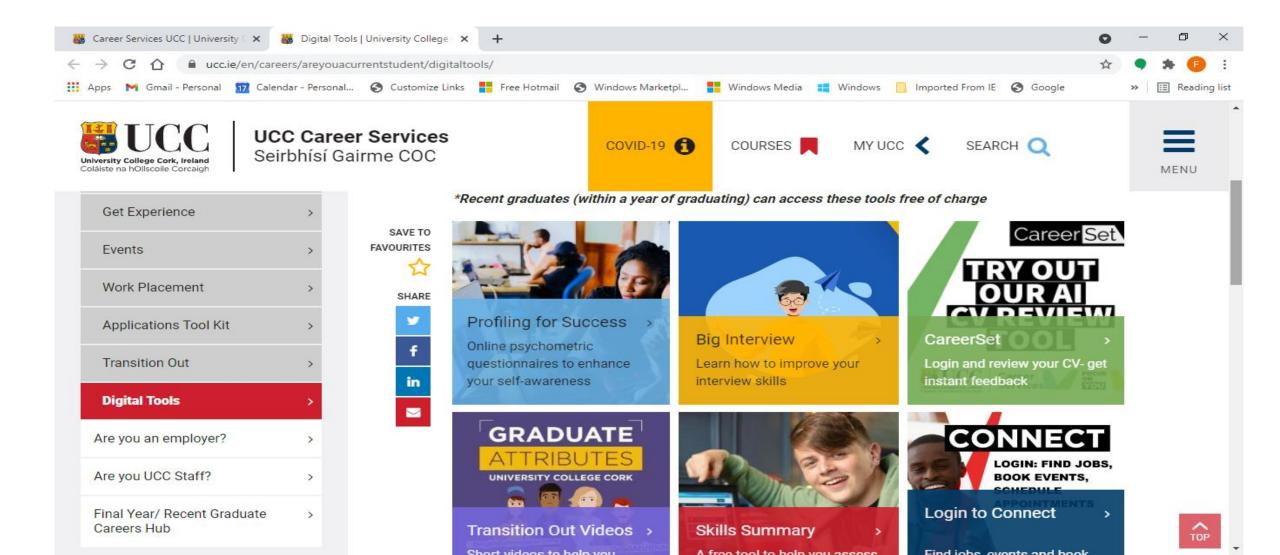
Get the latest jobs and industry news



McCarthy, explore relevant opportunities with LauraLynn

Follow

Helpful Digital Tools



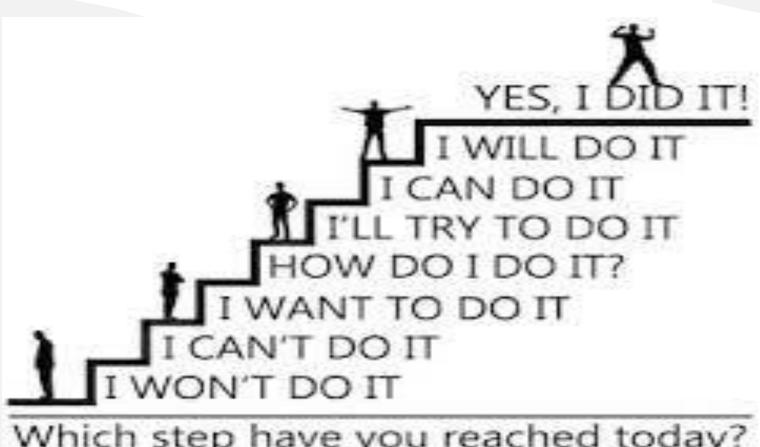
Useful follow up resources

- 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-3foundations-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-outsideacademia ***
- https://www.enago.com/academy/you-have-a-phd-what-next/

Useful follow up resources

- https://versatilephd.com/phdcareer-finder/
- https://www.imaginephd.com/
- https://www.insidehighered.com/ blogs/gradhacker/exploringalternative-academic-careers
- https://www.vitae.ac.uk/researche
 r-careers/researcher-career-stories





Which step have you reached today?

shutterstock.com • 1373219918