



# **Career Planning for Researchers Sourcing and Accessing non academic jobs**



# OVERVIEW – TOUCHPOINTS

- 10 Steps to employment
- The PhD Professional –Identifying Skills
- Finding a direction and sector that suits you
- Non academic jobs for PhDs - 10 most common careers
- Additional Information to review
- 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
- Identifying opportunities



# Career Planning

## Things you can do now



# key to finding a career outside academia

- Explore your interests, skills, and experiences
- Be open to different career paths.
- Develop and expand and explore your Network
- Seek out mentorship and career guidance



# You are in the driving seat

## Step 1

- ✓ **Create the best CV possible** – have it reviewed, change for each opportunity
- ✓ You need one detailed generic CV
- ✓ You will edit and TARGET for each application

## Helpful Tools

- ✓ <https://www.ucc.ie/en/media/support/careers/CVGuideforPhDandPostdoctoralResearchers.pdf> ( CV Guide)
- ✓ CareerSet link



## Step 2

- ✓ **Build Career Intelligence - Know Yourself , relevant organisations , Roles and professional work sectors**
- ✓ **Know yourself**
- ✓ Review and reflect on interests, innate strengths/ attributes, skills and values
- ✓ Research Organisations and Roles of interest-
- ✓ **Build Career Intelligence**
- ✓ Note the skillset/competencies and experiences required –
- ✓ Note the close matches and the skills gaps



## Step 4

- ✓ **Be inspired and informed by PhDs /PosDocs who have successfully transitioned to nonacademic careers who have gone before you**

–Make connections and network –

Learn from others about their career journey ( conduct Informational Interviews)

### **Helpful resource**

UCC Linkedin Alumni Networking Guide and apply to your search

## Step 5

- ✓ 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

### **Helpful resource**

- LinkedIn Profiling workbook( email attachment)



## Step 6

- ✓ Be Aware of current growth sectors
- ✓ **Helpful resources**

<http://www.skillsireland.ie/>

**Labour Market trends links attached**

## Step 7

- ✓ Be Interview Ready – Have an Elevator Speech prepared- Know your Competencies and Skills- Be Able to demonstrate them with STAR Technique
- ✓ **Helpful resource**
- ✓ **Shortlistme**
- ✓ <https://www.ucc.ie/en/careers/areyouacurrentstudent/applicationstoolkit/prepareforyourinterview/shortlistmetool/>

## Step 8

- ✓ Contact Recruitment agencies ,register / job posts/ opportunities ,conduct weekly online jobs research . Identify organisations/companies of interest and relevance
- ✓ **Helpful resource**





## Step 9

- ✓ Be adaptable and open minded- Embrace the Unexpected - Consider a nonlinear Career path to get started
  - Career development is a journey not a one -off job offer

## Step 10

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

Popular courses

- ✓ Project Management, Data Analytics, Python.....



# Helpful Career Navigation resources

Hallowell Career Orientation ( email attachment )

Schein's Career Anchors (email attachment )

Career Mindset Exercise ( email attachment )

LinkedIn Profile workbook ( email attachment)

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

Personality Types indicator ( 16 personalities)

Values

Interests

**Cappfinity Strengths Profiling**

<https://www.strengthsprofile.com/en-GB/Products/Free>

**Identify 3 realised strengths, 3 unrealised strengths, 2 learned behaviours**



# CareerSet

**A useful Digital CV Review Tool**

**Learn how to target your CV to specific requirements**



## Login to your account

✓ **Improve your CV**

Receive expert feedback in an instant.

✓ **Target your CV**

Address employer needs and increase your chances of success.

✓ **Enhance your cover letter**



# UCC

**University College Cork, Ireland**  
Coláiste na hOllscoile Corcaigh

Login with your University College Cork email  
address

**Student Login »**

Microsoft Office Home | Mail - McCarthy, Mary (Careers) | CareerSet - My Account


careerset.io/my-home

CareerSet More Logout

### SCORE MY CV

Receive expert feedback via our AI-powered CV review technology.

#### UPLOAD YOUR CV




Get an instant CV review.

### TARGET MY CV

Tailor your CV to a specific role, based on keywords and skills.

#### UPLOAD YOUR CV & JOB DESCRIPTION



Increase your chances of success.


# Identifying and communicating your skills



About DocPro | DOCPRO


mydocpro.org/en/about-docpro

UCC Links (Recommended)



The professional profile of PhD-holders

Login



About DocPro

PhD-holders


Employers and recruiters

Academic advisors

Testimonials

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DocPro gives PhD-holders, businesses, doctoral schools and laboratories a view of the skills that PhD-holders develop throughout their careers. This tool is the fruit of collaboration between stakeholders in academia and the corporate world.

● What are the aims of DocPro?

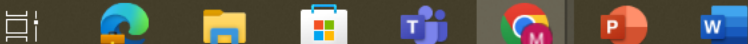
DocPro provides an overview of the competencies of PhD-holders to address three key needs:

● Promoting the idea that a PhD-holder, backed by training in scientific research, is a professional who has acquired all the competencies and people skills needed to meet the needs of the corporate world;

● Building a bridge between the research and corporate worlds through the development of a common language;

● Facilitating communication between PhD-holders seeking new career opportunities, and recruitment officers.

Type here to search



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17:36 16/05/2024

DOCPRO • The professional pro

mydocpro.org/en

UCC Links (Recommended)

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The professional profile of PhD-holders

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Expertise and methods

Information management

Evaluation

Skill development

Core business

Analysis, synthesis and critical thinking

Open-mindedness and creativity

Commitment

Integrity

Personal and relational qualities

DOCPRO

Welcome to DocPro

Project management

Managing change

Managing risks

Decision-making

Business management and value creation

Strategy

Leadership

Strategy and Leadership

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All skills | DOCPRO

mydocpro.org/en/all-skills

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Expertise and methods

PHASE 1

- Masters the basic knowledge and key concepts of his field and knows their history and their significance.
- Is familiar with recent progress in his field.
- Can view his research activities within an international context.
- Is familiar with the investigative methods and techniques of his field (including mathematics and statistics) and can explain why they are appropriate for a given purpose.
- Is able to consider alternative methods and techniques.
- Is able to formulate problems and hypotheses according to needs.

PHASE 2

- Is familiar with recent progress in fields related to his own.
- Is able to engage in dialogue and collaboration with experts in other disciplines or fields of activity.
- Takes ownership of new research methods and techniques.
- Is able to document and evaluate his activities using statistical methods where applicable.
- Can formulate complex problems that correspond to new challenges.
- Is able to develop arguments in support of new projects.
- Knows how to adapt his arguments to his

PHASE 3

- Makes recognized contributions to the advancement of knowledge and innovation.
- Is viewed as an international authority.
- Possesses in-depth and comprehensive understanding of the strategic orientation of his field of expertise.
- Sees opportunities for synergy among different sectors of activity.
- Has the ability to develop new investigative methods.
- Can work in an interdisciplinary setting.
- Is able to devise and coordinate a collective work program focusing on new research problems.

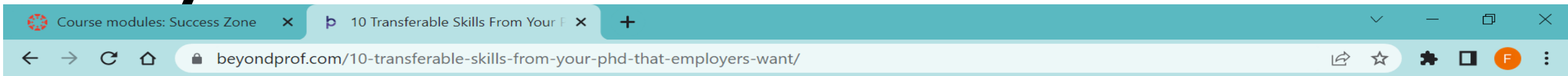
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<https://beyondprof.com/10-transferable-skills-from-your-phd-that-employers-want/>



# 10 Transferable Skills from Your PhD that Employers Want

In a job interview, an employer may ask you: **“What skills do you bring to this position?”**

Do you know how to answer this question?

You may be surprised to find out that your PhD may not be your most important asset. In addition to your work experience and education, employers in the private sector pay close attention to your core skill set.

The good news is that you have valuable skills as a PhD. You have transferable skills that employers want. A transferable skill is a skill you have used in one work context (in this case, in higher education), and that you can use in a different work context (e.g. in



# PhD Skills -Your Skillset

- **Written Communication**

Years of practice writing papers, your thesis, conference abstracts, journal manuscripts, and of course your dissertation.

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

Research skills are valuable even in many fields outside of academia.

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.

- **Communication - Presenting**

PhDs get more public speaking opportunities than most. Through conference talks, poster presentations, and teaching, you will learn Ability to present complex information and ideas in accessible, understandable ways.

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

A PhD is an exercise in project management. You to design a project, make a realistic timeline, overcome setbacks, and manage stakeholders. You also have to manage long-term projects at the same time as short-term goals



# Skills gained from a PhD

- **Critical Thinking**

Your mind is trained to approach problems systematically, see the links between ideas, evaluate arguments, and analyse information to come up with your own conclusions. Every sector and industry can benefit from someone who knows “how to think”.

- **Collaboration**

Your PhD is your project-Post doc Research is collaborative you have to negotiate, work with others on a regular / day to day basis.

The ability and willingness to work effectively in teams, build positive relationships often across multiple disciplines is a premium requirement and asset across all sectors.



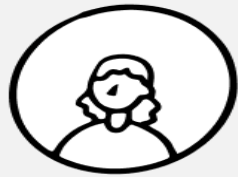


### EURAXIND (EURAXESS for Industry) project rankings

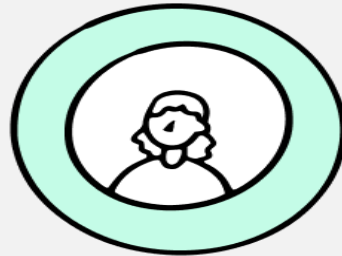
Researchers believe they are good at:	Employers want employees with:
1. Problem solving	1. Problem solving
2. Research skills	2. Technical/subject expertise
3. Collaboration	3. Research skills
4. Technical/subject expertise	4. Communication
5. Self organisation	5. Creativity
6. Adaptability	6. Self-organisation
7. Creativity	7. Collaboration
8. Emotional intelligence	8. Innovation
9. Communication	9. Project management
10. Project management	10. Emotional intelligence

<https://euraxess.ec.europa.eu/career-development/researchers/discover-careers-beyond-academia>

## Top 15 skills of 2025



2020



2025

1. Analytical thinking and innovation
2. Active learning and learning strategies
3. Complex problem-solving
4. Critical thinking and analysis
5. Creativity, originality and initiative
6. Leadership and social influence
7. Technology use, monitoring and control
8. Technology design and programming
9. Resilience, stress tolerance and flexibility
10. Reasoning, problem-solving and ideation
11. Emotional intelligence
12. Troubleshooting and user experience
13. Service orientation
14. Systems analysis and evaluation
15. Persuasion and negotiation

**Source:** WEF Future of Jobs report 2020



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# IMAGINE PHD

a **career exploration and planning tool** for the humanities and social sciences.

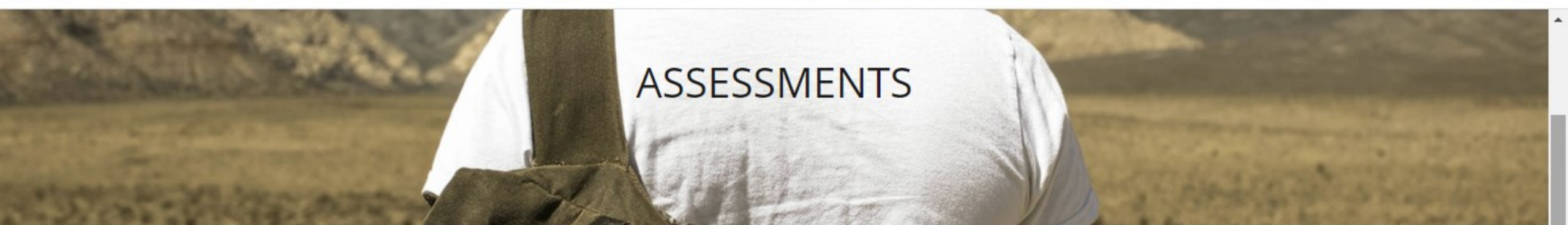
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Feedback



## 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.



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

Feedback

## 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

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

### TIP SHEETS



**Informational Interview**  
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

# How Skills develop

## LADDER OF COMPETENCE



# Career Planning



- 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-



## SCOT ANALYSIS

### Strengths (Internal)

What do I do well?  
What are the things that I am naturally good at doing?  
What Skills and knowledge have I developed from my academic experience?

### Challenges (Internal)

What am not happy with?  
What might stand in my way ?  
What can I improve on?

### Opportunities (External Environment)

Who can help me?  
What Information resources are helpful ?  
What can help me?

### Threats and Obstacles (External Environment)

Are there challenges/ obstacles ?  
How can I resolve to these?



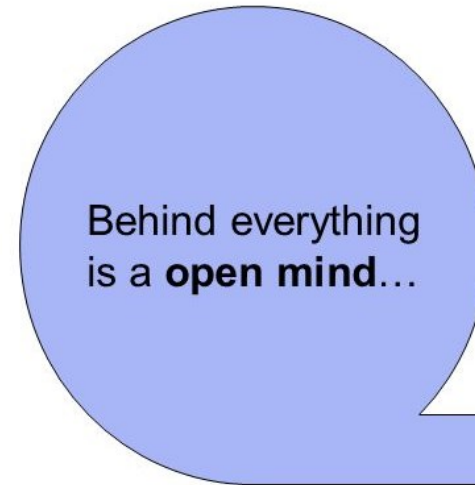
# Navigating your career



# 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



# 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





# 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 there novel ways of creating my own career path /opportunities ?

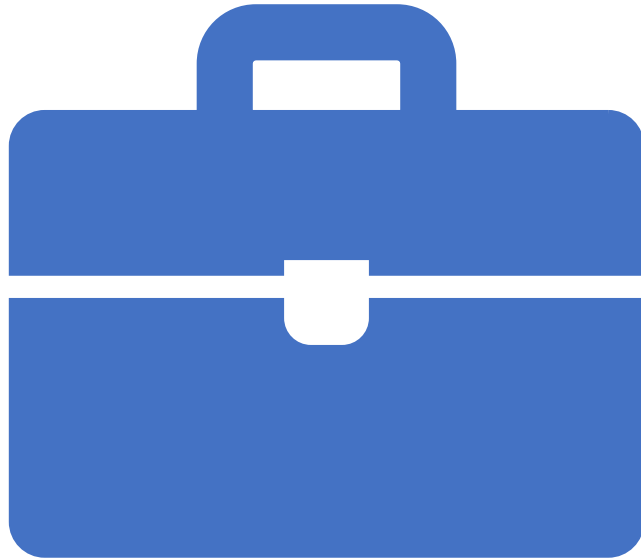


How am I going to continue to learn, network and develop new skills



How will I stay responsive to changing needs ?





# 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)



<p><b>Ascending</b></p> <p><b>Motto:</b> Climb as high as you can</p> <p><b>Method:</b> Gain promotion and advancement</p> <p><b>Desires:</b> Money, status, responsibility, power</p> <p><b>Dreads:</b> Getting stuck at a level below my potential</p> <p><b>Question:</b> How quickly can I get there?</p>	<p><b>Growing</b></p> <p><b>Motto:</b> Become a more rounded person</p> <p><b>Method:</b> Take on roles that allow development</p> <p><b>Desires:</b> Self actualisation, wisdom, competence</p> <p><b>Dreads:</b> Staying the same person</p> <p><b>Question:</b> How will this change me?</p>
<p><b>Securing</b></p> <p><b>Motto:</b> Stay safe</p> <p><b>Method:</b> Manage risks, hedge your bets</p> <p><b>Desires:</b> Stability, employability, continuity</p> <p><b>Dreads:</b> Losing my job, changing my lifestyle</p> <p><b>Question:</b> How can I keep things going?</p>	<p><b>Relating</b></p> <p><b>Motto:</b> Be somewhere you belong</p> <p><b>Method:</b> Focus on nurturing important relationships</p> <p><b>Desires:</b> Community, family, being valued</p> <p><b>Dreads:</b> Being isolated, not fitting in, conflict</p> <p><b>Question:</b> Who do I connect with?</p>
<p><b>Learning</b></p> <p><b>Motto:</b> Follow your passion</p> <p><b>Method:</b> Find opportunities to pursue your interests</p> <p><b>Desires:</b> Education, subject focus, new ideas</p> <p><b>Dreads:</b> Rehashing the same knowledge</p> <p><b>Question:</b> How can I explore this topic further?</p>	<p><b>Exploring</b></p> <p><b>Motto:</b> Keep trying new things</p> <p><b>Method:</b> Always looking for intriguing new opportunities</p> <p><b>Desires:</b> Variety, new challenges, the unexpected</p> <p><b>Dreads:</b> Getting stuck repeating the same old actions</p> <p><b>Question:</b> Where could this take me next?</p>

**Choosing**

**Motto:** Be in control

**Method:** Take charge whenever you can

**Desires:** Autonomy, independence, decision making

**Dreads:** Having to answer to someone else

**Question:** How can I do it my way?

**Auditioning**

**Motto:** My time will come

**Method:** Get your talents noticed by someone **Desires:** Recognition, nurturing, reward

**Dreads:** Being overlooked

**Question:** Who will give me my big chance?

**Investing**

**Motto:** It will be worth it in the end

**Method:** Work hard to lay a foundation for the future

**Desires:** Building resources, enabling the dream **Dreads:** Not making it by wasting time

**Question:** What will it take to get there?

**Fulfilling**

**Motto:** Live up to your promise

**Method:** Accept challenging goals and push yourself

**Desires:** Achievement, being worthy, fulfilling duty

**Dreads:** Giving up on the mission

**Question:** How can I achieve my purpose?

**Defining**

**Motto:** What you do is who you are

**Method:** Seek clearly defined roles

**Desires:** Sense of identity, status, respect

**Dreads:** Undermining or devaluing of role **Question:** What does it say about me?

**Expressing**

**Motto:** Articulate your individuality

**Method:** Pursue opportunities allowing self-expression

**Desires:** Being creative, being oneself, being authentic

**Dreads:** Having to conform

**Question:** Can I be myself?

# How are your thoughts influencing your career?

- Select the 2 strongest Career approaches that influence your experience and approach to your Career.
- Select the most influencing 2 career mottos and 2 desires.

Write them out.

- How do your influencing career mottos and desires support your personal and professional career development ?
- Do they impact it in a positive way ? Do they stand in your way ?
- Do they need re-evaluation?
- Take 5 minutes to reflect and write.



- Non academic jobs for PhDs - 10 most common careers

<https://career-advice.jobs.ac.uk/phd-studentship/10-career-paths-for-phds/>\*\*\*\*\* ( Useful Career Resource Guide )

10-career-paths-for-phds.pdf x +

jobs.ac.uk/media/pdf/careers/resources/10-career-paths-for-phds.pdf

Apps Gmail - Personal 20 Calendar - Personal... Customize Links Free Hotmail Windows Marketpl... Windows Media Windows Imported From IE Google Courses - Universit...

10-career-paths-for-phds.pdf 2 / 27

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**

```

graph TD
    PhD[PhD] --> Academic[Academic Career - Research and Teaching]
    PhD --> Options[Options Using Professional Experience and skills  
Academic subject  
Professional researcher  
Specific PhD research]
    PhD --> TotalChange[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.”

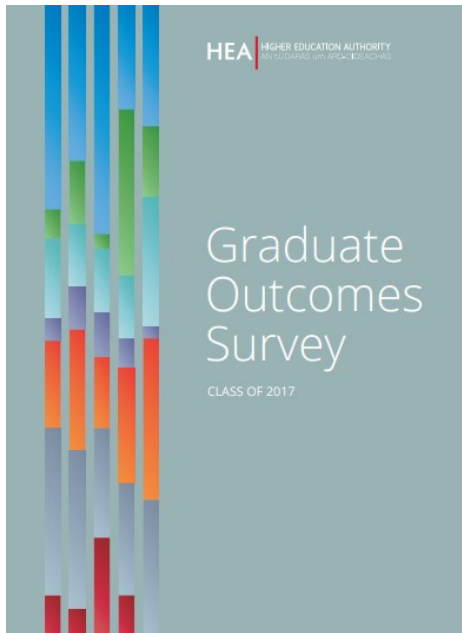
Clare Jones, Senior Careers Adviser Research Staff/Postgraduate Research Students

**Contents**

This ebook builds on content from the popular [jobs.ac.uk ebook Career Planning for PhDs](#) and covers:

- Using research skills in jobs outside academia (including activity)
- Translating your skills from academia to business
- Moving out of academia - case studies
- 10 alternative career paths:
  - Industrial research and development
  - Pharmaceutical industry
  - Engineering industry
  - Central government
  - Research councils
  - Research roles within the NHS
  - Academic research
  - Research support roles
  - Research management
  - Research policy
- Activity: Working in other sectors - 5 tips to help you make the right move for you
- Activity: Using your research skills to succeed in job market - 5 key steps
- Applying for jobs - a summary of the key points

## 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/>



# Non-Academic Career routes

- **Industry:** Many industries hire PhDs for research and development positions. These can include pharmaceuticals, biotechnology, engineering, and technology companies, among others.
- **Government:** Many government agencies, such as the National Institutes of Health, the National Science Foundation, and the Department of Energy, hire PhDs for research and policy positions.
- **Consulting:** Consulting firms often hire PhDs as subject matter experts in fields such as healthcare, finance, and technology.
- **Science communication:** PhDs can work as science journalists, writers, editors, and communicators, helping to translate complex scientific concepts for the general public.
- **Non-profit and advocacy organisations:** Many non-profit and advocacy organisations require research and policy expertise, making them a potential career option for PhDs.
- **Entrepreneurship:** Some PhDs choose to start their own businesses, either as consultants or by creating their own products or services.
- **Education:** PhDs can work as educators in non-academic settings, such as in museums, science centres, or educational software companies. They can also opt to become active in the lower education levels such as secondary school. ( European Data )

# 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 61% 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.



## Non-Academic Career routes of PhDs in Ireland

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Higher Education Administration

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**Consultancy \***

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Nonprofits- NGO

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Financial and Business Advisory Services

---

Secondary School Teaching

---

Publishing

---

E Learning

---

Cultural and Historical Organisations

---

Start ups - enterprises

- **National Policy /Public Sector Organisations \***

- ESRI

- EPA

- Public Jobs- Civil Service

- Enterprise Ireland

- Industrial Development Agency

- Inter trade Ireland

- Irish Research council

- Public procurement of Innovation

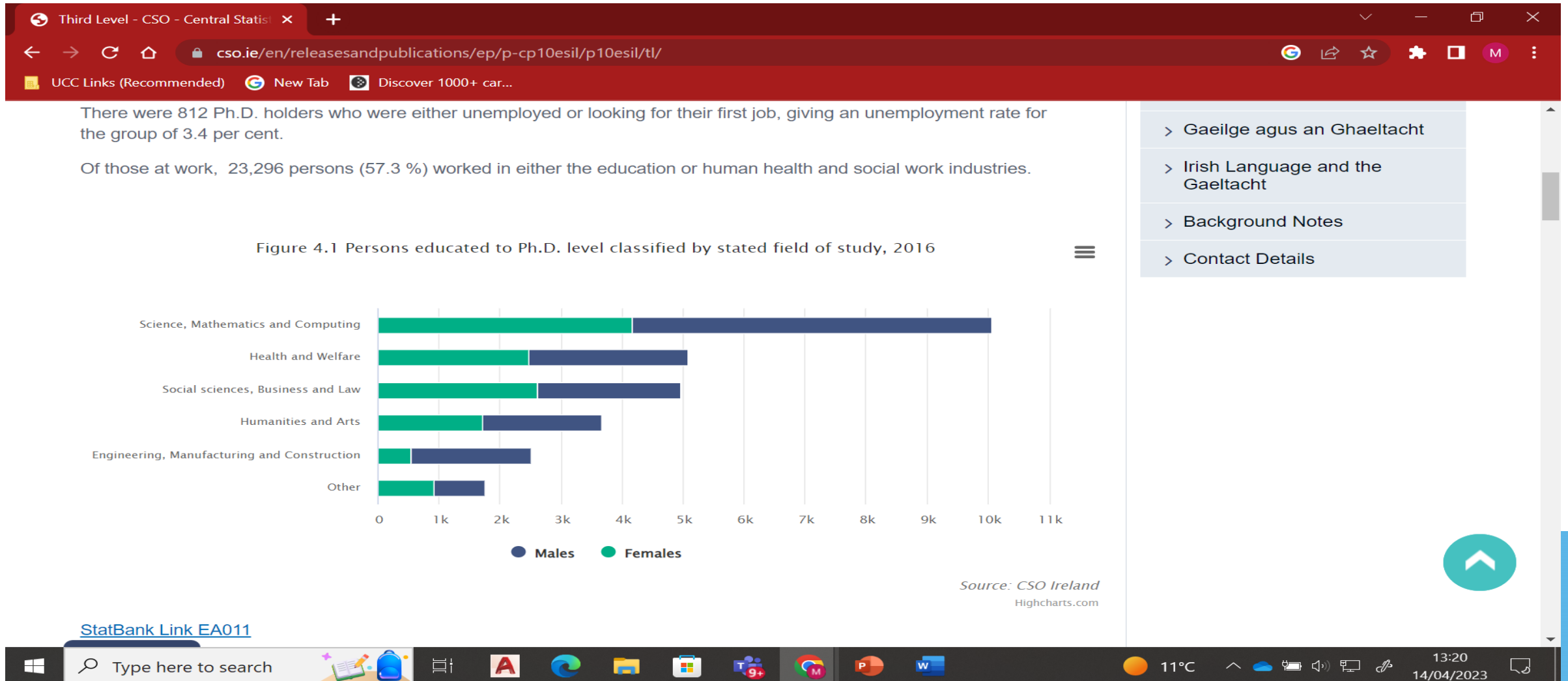
- Quality Standards Organization

- HIQA



# CSO Data- Career Destinations of PhDs in Ireland

<https://www.cso.ie/en/releasesandpublications/ep/p-cp10esil/p10esil/tl/>



● Males ● Females

Source: CSO Ireland  
Highcharts.com

[StatBank Link EA011](#)

**Table 4.1 Persons aged 15 and over, at work with a doctorate or higher qualification, by industry, 2016**

Industry group	Number at work	% of total at work
Education	9,372	40.2
Human health and social work activities	3,986	17.1
Manufacturing	2,581	11.1
Professional, scientific and technical activities	2,435	10.5
Public administration and defence; compulsory social security	1,128	4.8
Information and communication activities	1,042	4.5
Wholesale and retail trade; repair of motor vehicles and motorcycles	476	2.0
Financial and insurance activities	466	2.0
Other (including not stated)	1,810	7.8

Open in Excel: [Census 2016 Profile 10 - Education, Skills and the Irish Language Table 4.1 \(XLS 11KB\)](#)

[StatBank Link EA007](#)

## Location of Ph.D. holders

Figure 4.2 presents the percentage of Ph.D. holders by county, along with the percentage of all persons who had completed their education. One in five holders of a Ph.D. were in Dublin City and, as can be clearly seen from the graph,



# Growth areas

- Big Data
- Data security/ Cyber security
- Finance- Financial Technology
- ICT –Digital Technologies
- AI
- Life Sciences- Bio Pharma-Bio Tech
- Sustainable Business practices/Sustainable production
- Environmental protection/ conservation
- Consultancy
- Renewables
- Supply Chain Logistics
- <https://www.bartrawealthadvisors.com/ireland-job-market-which-professional-sectors-are-in-high-demand/>



# Consulting at a glance -What they look for

## Problem Solving and Analysis - Thinking/ Learning/Cognition

- The nature of consulting projects is to solve a problem the client is facing- solution and strategy must be built on sound analysis
- You demonstrate strong intellectual abilities to solve complex problems
- **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 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.





# What they look for

## **Emotional Intelligence ( An 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.

## **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



# 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

<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>



# Management Consulting Case Interviews

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## List of consulting firms in Dublin, Ireland

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

## Looking for case interview practice partners?

### 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)

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>



Career stories: planned happenstance

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

News Events Publications **Careers** Professional development Doing research Policy Impact & evaluation Researcher training

Home / 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

## Career stories: planned happenstance

**Helen Lawrence**

Helen completed her doctorate in linguistics at the University of New York. After teaching and project management work, she set up her own training consultancy.

**Jeff Stonehouse**

Project Lead Chemist, AstraZeneca. "I may have been serendipitous in finding this career but, in terms of progressing it, it has been hard work and reputation – getting other people to believe that you can do it..."

**Joanne Badge**

Joane works as the Web Resources Development Officer for the University of Leicester. "The concept of career means very little to me! I guess I would term it just to collectively describe the jobs that I have held and the education I've received..."

**Michael Gunn**

Since giving this interview, Michael Gunn has been appointed as the Vice Chancellor of Staffordshire University. "The serendipitous way that I pursued my

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# PhD Career Stories

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

# Career Narratives

- <https://www.tcd.ie/Careers/events/careers-beyond-academia.php>
- <https://theauditorium.blog/2024/01/03/pathfinder-career-narratives-20-research-development-manager/>





## 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


### Career stories on film

Hear researchers talking about their career history and choices



### Entrepreneurial researchers

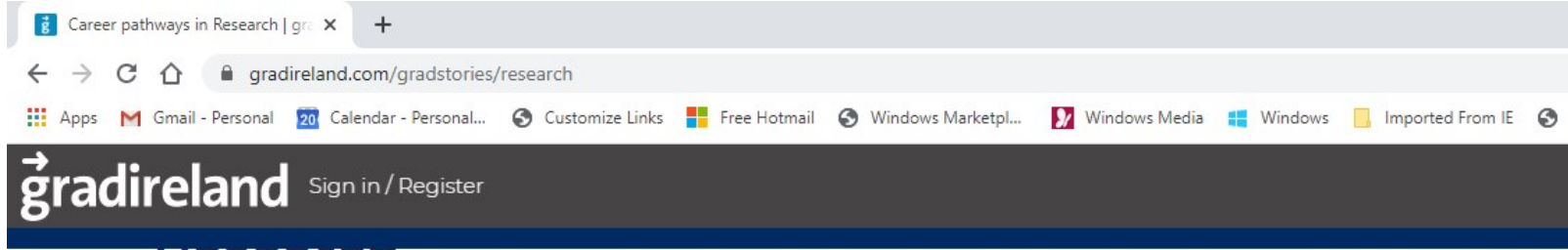
See how researchers have used skills gained during doctoral training to develop careers as entrepreneurs



### Mature researchers

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





See where your career in Research can take you with our videos and career pathways.



Cliona Costello, R&D Manager, Meade Potato Company



Kate McHugh, Research Manager, GLG



Jennifer Kavanagh, Enterprise Scheme, Irish Research Council



Naomh O'Connor, Research Careers



Kieran Brennan, Enterprise Partnership Scheme



Magda Staniek, Postdoctoral Researcher

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<https://www.findaphd.com/guides/phd-non-academic-careers>

Non-Academic Careers – Jobs for PhD graduates

Help us understand your PhD situation

findaphd.com/guides/phd-non-academic-careers

UCC Links (Recommended) New Tab Discover 1000+ careers




### PhD Application Tips

Applications Advice

The tips and advice on this page cover how to get onto a PhD programme, with information on navigating your funding options, contacting supervisors and writing a research proposal.

[Read more >](#)



### PhD Careers – What to Do After a PhD



Careers

From teaching and lecturing to non-academic careers: we've explained what you can do after finishing a doctorate and the transferrable skills you'll get from a PhD.

[Read more >](#)

#### On this page

- Non-Academic Careers – Jobs for PhD Graduates
- Why leave academia?
- PhD careers outside of academia
- > [How to make the transition to a non-academic career](#)



11°C 13:25 14/04/2023

# 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

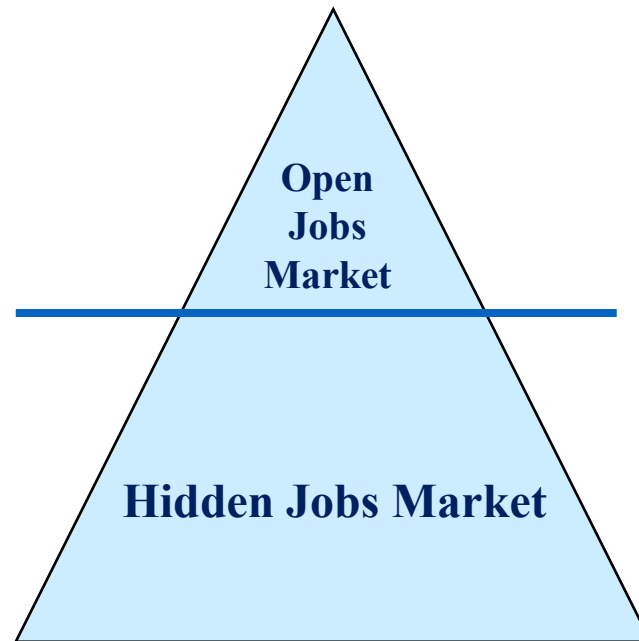
It's a **pro-active** approach rather than a **re-active** approach

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”



- Research shows that up to 70% of jobs are **not** advertised
- Why?
  - Costs money
  - Attracts too many applications
  - CVs on file already



# 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 Potential job relevant contacts**

## **Who are Job Relevant Connections?**

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



# 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



## Do Informational Interviews with professionals of interest

- 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
<p>Name 3 networks you will join:</p> <p>1.</p> <p>2.</p> <p>3.</p>	<p>Name 3 events you will attend:</p> <p>1.</p> <p>2.</p> <p>3.</p>	<p>Name 3 voluntary roles you will apply for:</p> <p>1.</p> <p>2.</p> <p>3.</p>	<p>Name 3 people that you will contact for an informational interview:</p> <p>1.</p> <p>2.</p> <p>3.</p>



# 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.

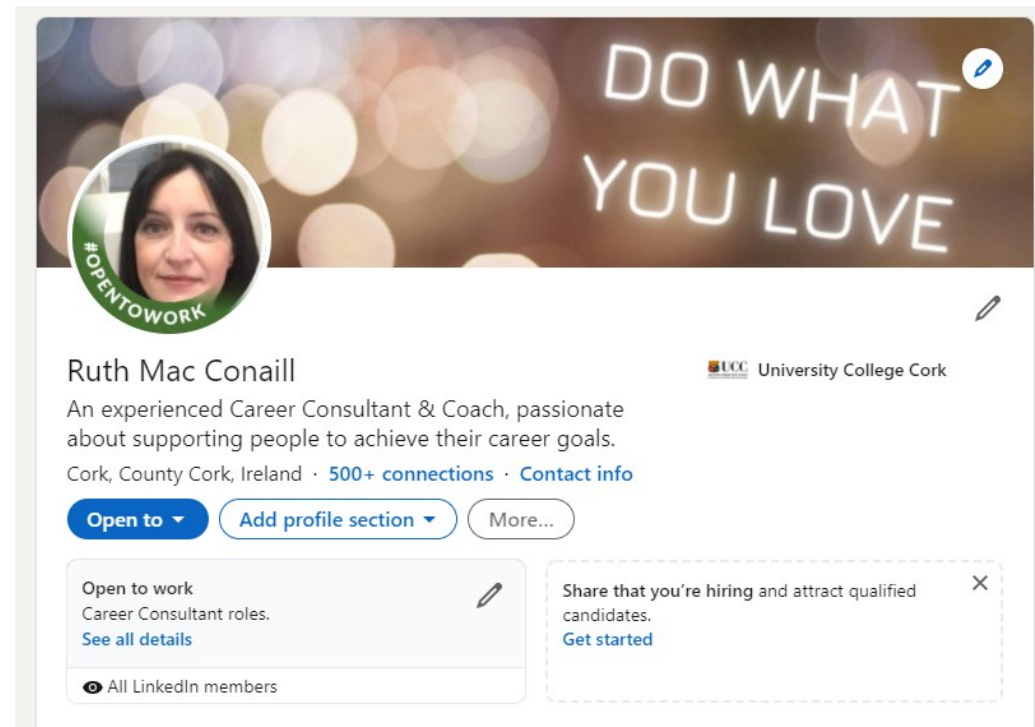


- **Be active** - comment, like, interact and contribute.
- **It's not all one-way** - give more than you receive, share an article.
- **Be professional** – you're not interacting with your friends on Facebook, it's professional interaction not personal.



# 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





■ ■

- <https://www.universityvacancies.com/>
- <https://www.nijobs.com/Phd-Jobs>
- <https://www.publicjobs.ie/en/graduate-opportunities>
- <https://www.irishjobs.ie/>
- <https://ie.indeed.com/PhD-Ireland->
- <https://www.careerjet.ie/phd-graduate-jobs.html>



# 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





# 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>
- <https://www.academictransfer.com/en/blog/six-career-paths-for-phd-graduates/>



# Useful follow up resources

- <https://www.linkedin.com/jobs/phd-jobs/?currentJobId=3922224611&originalSubdomain=ie>
- <https://ie.indeed.com/q-phd-graduate-jobs.html?vjk=826b6317072dad4>
- <https://www.careerjet.ie/phd-graduate-jobs>
- <https://www.jobs.ie/jobs/phd>
- <https://arqus-alliance.eu/research/phd-portal/careers-beyond-academia/>
- <https://www.mydocpro.org/en> Europe
- <https://eu-recruit.com/jobs/stem-phds-masters/> Europe STEM
- <https://brighterbox.com/blog/article/post-phd-job-hunting-outside-academia> UK
- <https://minerva-recruitment.com/> uk
- <https://www.bestinireland.com/best-recruitment-agency-ireland/>

