



Leaders in Sustainable Development
Training Programme

Transitioning to a career: mapping opportunities

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Career paths



Consulting

McKinsey, Alacrita, BCG, KMPG, PA Consulting, Keypath Education, PwC, Wawa Consulting...

Policy

government departments, Cancer Research UK, Greenpeace...

Law

Marks & Clerk, Allen & Overy, Bird & Bird, AA Tejuoso & Co., Kochhar & Co. Sibanda & Zantwijk...

Media, Communications & Outreach

BBC, Nature, EMBL, TI Media, ABP Group, South African Broadcasting Corporation, The Vision Group...

Publishing

Nature, The Royal Society, Pearson, SAGE Publications India, Afram Publications...

Charities/NGOs

British Heart Foundation, WWF, National Trust, Save the Children, Muwakhat Foundation, Against Malaria Foundation...

Finance

Barclays, JP Morgan Chase, Cholamandalam, Al Meezan Investment Management, UT Bank Ghana...

Education

any schools and universities



Strengths for careers



If you're good at...	You might like...	
analysing large amounts of data	consulting, industry research, policy advising, finance	
communicating your research	teaching, science communication, public outreach, television production	
organising yourself and others	research and university administration, teaching, charity/NGO sector, public outreach	
Writing, synthesising and giving presentations	publishing, law, science communication, media sector/journalism	

Understanding what's important to you



What's important to each of you? Is it a mix? Does it change over time?

- Staying close to your area of subject expertise but open to job role?
- Staying close to your practical strengths ?
- Gaining experience at a well-respected institution or organisation?
- Gaining experience in a specific job area to excel in that area?
- Decent wages/salary?
- Transferable experience to your 'next step'?
- Work-life balance?
- Job satisfaction overall?



Tip: you still might need to look at your 'less-ideal' job to get to the ideal job! EX: working as a data assistant before moving to a policy team...

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Typical job roles you might expect in the workplace



Senior Positions examples

Chief Executive
Chief of Operations
Finance Director / CFO
HR director
Director of Research
Head of Marketing/Marketing
Director
Chief of / Head of Sales
Strategy Director

Middle management examples

Head of Finance / Head of
Accounts
Operations manager
Policy and public affairs manager
Marketing manager
Partnerships Manager
Project Manager
Purchasing Manager
Strategy Manager
Facilities Manager

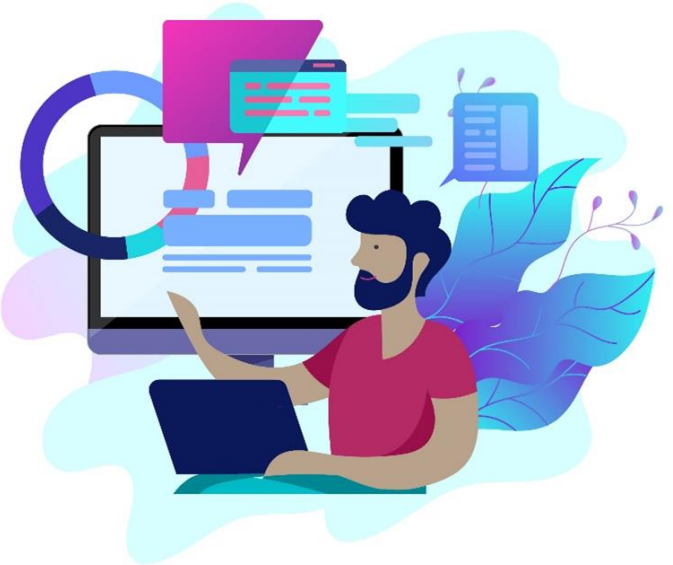
Junior role examples

Strategy Associate
Policy Associate / Officer /
Executive
Sales Associate
Office Manager
Project Officer / Project
Assistant / Project Executive
Administrator
Marketing assistant
Finance officer

Understand your transferable skills

Technical/'hard' transferable research skills

Data analysis	Proposal writing	Managing projects
Managing or coordinating teams/projects	Specific subject knowledge ("landscape")	Presenting and pitching ideas
Practical coding, graphic design or data management tools	Budgeting and managing project finances	Comfort with new technology; common software suites



Talk about these in your CV or Resume – practical examples

Understand your transferable skills

Professional/'soft' transferable research skills

Time management

Critical analysis of issues

Managing sensitive relationships

Conveying complex information simply

Ability to manage senior relationships

Persuading and negotiating

Adaptable and responsive to team needs



These are often conveyed in your covering letter and an interview. Limited space means you need to prioritise your message!

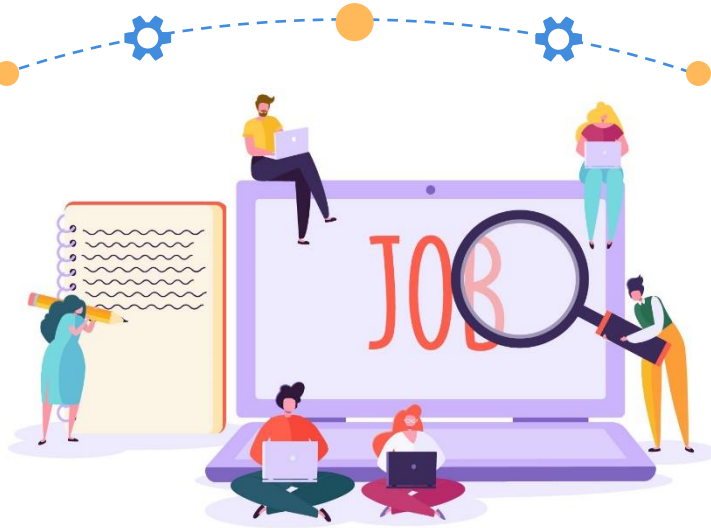
Interpreting Job Adverts

Part of mapping your skills and strengths to a job will be effectively interpreting their language

Jobs that focus on capabilities over responsibilities might have a broader remit ('all rounder')

Language can seem coded; take time to understand what they are asking then understanding its importance based on its prominence

Be clear about the genuine level of experience needed - don't waste your time!



Writing a cover letter



research the company and the role

- company's website, social media (Twitter, LinkedIn...)
- find the right person to address the cover letter to

catch the hiring manager's attention early

- your first two sentences should be clear and direct
- if you have a connection to the company or someone who works there mention it as early as possible

emphasise your personal value

- show them how you can help solve problems

convey enthusiasm to show personality

- show them why you want the position but stay authentic!

keep it short

- under a page – but even shorter is better

What to expect with job rejections



It may take a while to get a response

- always have a plan B – it will help you wait and deal with a possible rejection



You may not find a satisfactory answer as to why you were not hired

- ask for feedback but expect that you may not get any
- sometimes it's about your interviewer's gut feeling

Rejection stings

- quiet negative thoughts
- resist the urge to trash talk
- accept it as a necessary part of life

It may have been out of your control

- there may have been a favoured internal candidate
- the company's preferences may not have been clear in the job description