Your degree what next?
BESS

Sarah Brown
Careers Consultant
09/03/15
1. Your options are endless
Sample options with BESS

Your degree would be useful for:

Accountancy & Financial Management
Banking, insurance & financial services
Fund management/administration and investment banking
Human Resources, recruitment and training
Law, legal services and patents
Management consulting
Management, business & administration
Marketing, advertising & PR
Public Sector and Civil Service
Social, community and youth

Opportunities open to all disciplines: e.g. IT, Law, Medicine, Journalism...and many more!
77% of BESS graduates gained employment

<table>
<thead>
<tr>
<th>Position</th>
<th>Position</th>
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<tbody>
<tr>
<td>Audit Assistant</td>
<td>Mngnt Consultant Intern</td>
</tr>
<tr>
<td>Business Development Intern</td>
<td>Marketing Executive</td>
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<tr>
<td>Clerical Officer</td>
<td>Merchant Sales</td>
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<tr>
<td>Credit Analyst</td>
<td>Pricing Administrator</td>
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<tr>
<td>ECM Intern</td>
<td>Production (Television)</td>
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<tr>
<td>EMEA Partner Manager</td>
<td>Recruitment Consultant</td>
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<tr>
<td>Equity Analyst</td>
<td>Sales Associate</td>
</tr>
<tr>
<td>Junior Engagement Planner</td>
<td>Social Entrepreneur</td>
</tr>
<tr>
<td>Self Employed</td>
<td>Tax Assistant</td>
</tr>
<tr>
<td>Strategy Consultant Intern</td>
<td>Teacher</td>
</tr>
<tr>
<td>Trainee Accountant</td>
<td>Trainee Solicitor</td>
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<tr>
<td></td>
<td>Transaction Specialist</td>
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<td></td>
<td>Volunteer Course Coordinator</td>
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</table>
21% went into further study

MSc Advertising
MSc Corporate Communication
MSc Economics
MSc Finance
MSc International Business
Masters International Politics
MA Journalism
MSc Logistics & Distribution
MSc Management
MSc Marketing Practice
MSc Political Economy
Graduate Entry to Medicine
Master of Public Policy
MPhil Race, Ethnicity & Conflict
PGDip Law
PGDip Primary Teaching
HDip in Computing
Career trajectories

BA Business & Sociology ► Recruitment Consultant ► MBS Human Resource Strategies ► Senior HR Business Partner

BA Economics ► Intern, Research Department Stockbrokers ► Credit Analyst ► High Yield Credit Trader

BA Economics & Politics ► Fundraising Officer ► Team Coordinator ► Development Executive ► Head of Engagement, Nonprofit Organisation

BA Business & Politics ► HDip IT ► IT Project Management ► Diploma in Nutritional Therapy ► Nutrition Coach
Where they live | Where they work | What they do
---|---|---
Ireland | Google | Education
United Kingdom | University College Dublin (UCD) Job vacancies | Research
United States | Accenture | Engineering
London, United Kingdom | IBM | Media and Communication
Greater New York City Area | AIR | Information Technology
2. Decide what’s right for you
There is ONE perfect career out there for me [FALSE]
It’s more likely that many careers will suit you
What will you consider when making choices about your career?
Personality
Values
Interests
Abilities
Skills
Talk to employers and alumni to find out about opportunities
Get LinkedIn!

Sarah Brown
Career Learning & Development | Skills Training | Graduate Recruitment | Career Strategies
Ireland | Professional Training & Coaching
Current: Trinity College Dublin
Previous: EUSA - Academic Internship Programs, Hays, National College of Ireland
Education: University of the West of Scotland

Send a message
500+ connections

Background

Summary
I am a fully qualified career development consultant, coach and trainer, who enjoys instigating change and working with clients to achieve their goals. I am experienced in working with clients in a range of settings and at different stages of their career including:

- students and graduates in higher education and second level
- individuals making a career transition
- professionals considering a career change

In addition to possessing an MSc in Career Guidance and Development, I am a qualified assessor of Psychometric Testing level A and B (accredited by the British Psychological Society). I provide client-centred guidance using a range of solution-focused approaches that enables individuals to explore possibilities and develop successful career strategies.
3. Internships are great!
Recruiters confirmed that 31% of this year’s entry level positions are expected to be filled by graduates who have already worked for their organisation.

(High Fliers Research, 2015)
Here’s a taster of what CAS is currently advertising...

- Brand Management, Procter & Gamble
- Business Interns, Google
- Legal Intern, A&L Goodbody
- Public Affairs & Media Internship, OECD
- Risk Management Intern, Citi
- Strategy Consulting Internship, AMR International
- HR, Penguin Publishing UK
- Business Intern, Horse Racing Ireland
- Purchasing Intern, Ford

**64 internships are currently being advertised on CAS**
Where are internships advertised?

www.tcd.ie/careers/vacancies  - Opportunities specifically for Trinity students
http://gradireland.com/    - Irish graduate jobs and internships
http://www.activelink.ie/   - Online network for non-profit organisations
www.volunteer.ie     - Volunteer Ireland

http://www.prospects.ac.uk/ - UK graduate jobs and internships
http://targetjobs.co.uk/   - UK graduate jobs and internships
Can’t see anything that appeals?

If you don’t see any internships or work experience being advertised that matches with what you are looking for, why not make some speculative applications?

• Identify organisations of interest
• Conduct some research
• Identify how you can help them
• Get in touch!
4. Graduate programmes & further study are popular options
Choices going forward

Employment - Graduate programme/ Entry role/ Contract work/ Paid internship

Work abroad

Voluntary work/ unpaid internship

Self employment

Further study - Postgraduate Taught/ Postgraduate Research/ Conversion Course

Time out

**Pros and cons of each option?**
Graduate Programmes

• Most large companies employing graduates have graduate training programmes in place.

• They usually last between 1 and 2 years, and many offer you several different areas of the business before you choose.

• Graduate programmes are available in many sectors, particularly accountancy and finance.

• If you want to apply for a graduate programme for after you complete your degree, you will need to start applications this September.
For 80% of employers, degree subject is less important in the selection of future employees than employability skills and work experience.

Where are the graduate opportunities?
gradireland Graduate Trends Survey 2012

<table>
<thead>
<tr>
<th>Job area</th>
<th>Median salary 2011 (€)</th>
<th>Percentage of jobs 2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accountancy and financial management</td>
<td>22,500</td>
<td>48.4%</td>
</tr>
<tr>
<td>IT and telecoms</td>
<td>29,000</td>
<td>13.6%</td>
</tr>
<tr>
<td>Banking, insurance and financial services</td>
<td>25,000</td>
<td>7.4%</td>
</tr>
<tr>
<td>Engineering and manufacturing</td>
<td>30,000</td>
<td>6.2%</td>
</tr>
<tr>
<td>Science, research and development</td>
<td>25,000</td>
<td>4.2%</td>
</tr>
<tr>
<td>Other</td>
<td>-</td>
<td>3.9%</td>
</tr>
<tr>
<td>Investment banking and fund management</td>
<td>-</td>
<td>3.0%</td>
</tr>
<tr>
<td>Hospitality, leisure and tourism</td>
<td>-</td>
<td>2.4%</td>
</tr>
<tr>
<td>Marketing, advertising and media</td>
<td>26,000</td>
<td>2.3%</td>
</tr>
<tr>
<td>Law, legal services and patents</td>
<td>26,000</td>
<td>2.2%</td>
</tr>
<tr>
<td>Retail and sales</td>
<td>27,500</td>
<td>1.9%</td>
</tr>
<tr>
<td>Management consulting</td>
<td>30,000</td>
<td>1.8%</td>
</tr>
<tr>
<td>Construction, built environment and property</td>
<td>24,700</td>
<td>1.0%</td>
</tr>
<tr>
<td>Public sector and voluntary sector</td>
<td>-</td>
<td>0.8%</td>
</tr>
<tr>
<td>HR, recruitment and training</td>
<td>25,000</td>
<td>0.7%</td>
</tr>
<tr>
<td>Logistics and transport</td>
<td>25,000</td>
<td>0.2%</td>
</tr>
</tbody>
</table>
Postgraduate study resources

Ireland
Postgradireland  www.postgradireland.com & Postgrad Career Fair
Qualifax  www.qualifax.ie

UK
Prospects Postgraduate Directory  www.prospects.ac.uk/
Find a Masters  http://www.findamasters.com/
Discuss with others  http://www.postgraduateforum.com/

Europe
http://ec.europa.eu/ploteus/
http://www.mastersportal.eu/
5. Employers look for ‘rounded’ applicants
What do employers value in applicants?

Gradireland Survey 2012

- Relevant work experience: 33.3%
- Postgraduate qualifications: 10.7%
- Both equal: 53.3%
- Neither: 2.7%
Top 10 transferable skills

http://targetjobs.co.uk/

Commercial awareness
Good Communication Skills
Teamwork
Negotiation and persuasion
Ability to solve problems
Leadership ability
Organisation
Perseverance and motivation
Ability to work under pressure
Confidence
What skills do recruiters want?

45.2% of employers observe a lack in communication skills, analytical skills, managing own learning, problem solving and confidence.

To improve soft skills:

• Complete an internship/industrial placement
• Gain international experience (study or work abroad)
• Carry out team-based exercises at university
• Take on a leadership position (e.g. student society)
• Undertake skills workshops run by the Careers Service

gradIreland Graduate salary and recruitment trends survey, 2013
6. Take time when applying
Employers need to find out...

- CAN YOU?
- Skills
- Values and Interests
- Personality
- WILL YOU FIT?
- WILL YOU?
What makes you stand out?
What does the employer want?

Risk Analytics Intern, Bank of Ireland

Key Responsibilities

- Produce a timely, accurate and comprehensive MI reporting suite, and respond to subsequent actions for further investigation.
- Develop new reports in an efficient and flexible production environment.
- Use their analytical skills to solve business issues using data analysis and report back to relevant stakeholders.
- Respond to regular and ad hoc requests for reports and data from financial regulators.
- Develop understanding of the Retail Credit portfolios and the metrics used to monitor performance.

Essential Requirements

- Third Level qualification (or student) in mathematics, statistics or another discipline including a numerical element.
- Excellent written and verbal communication skills.
- Ability to deliver and achieve results within demanding timescales.
- Ability to work on own initiative or as part of a team.
- Strong computer skills: Word/Excel/PowerPoint.

Desirable Requirements

- Experience working with large datasets from multiple sources.
- The ability to translate business issues into the appropriate analysis and then communicate the results of that analysis back to the business.
- Credit, finance or risk reporting experience.
Create a professional CV

CV type - chronological/skills/combination?

Sample CV structure

• Personal Details
• Personal Profile
• Education
• Experience
• Interests & Achievements
• Skills Profile
• Referees

International CVs
Stand out from the crowd!

Highlight the benefits of hiring you

- Achievements e.g. Dean of Students’ Roll of Honour for Contribution to College Life
- Distinctions e.g. scholarship, prizes, place in class
- Key Contributions/ special projects

Customise every application

Be specific

- “Responsibility for training two new research assistants in Summer 2014”
- “Managed and motivated a team of five sales agents to exceed quarterly sales targets in all four quarters in 2013”

Include outcomes where possible

- “Led a team of three in presenting our research in the Economic Forum where we achieved 90%, came first in the College and will represent Trinity in the National competition.”

Demonstrate teamwork, leadership potential and confidence
Top 10 CV faux pas according to survey of 500 employers by the National Citizen Service, UK

Bad grammar
Spelling mistakes
Poor formatting
CV longer than 2 pages
Casual tone
Use of jargon
Unusual font style/size
Exam grades listed in full
Generic interests such as reading and cooking listed
Lack of activities relating to personal development
Strong cover letters

Cover letters are not a repeat or summary of your CV – they are a chance to introduce yourself in the context of the role for which you are applying.

Three main sections:

- Make a connection e.g. “It was a pleasure to meet you last month at your careers presentation in the Westin Hotel”
- Your motivations for applying. Your interest in the role and organisation
- What you offer. Reinforce your match with the job advert

Address to a named person if possible.
Psychometric testing is an increasingly common part of recruitment processes

Personality Tests:
- Types Dynamic Indicator (MBTI)
- Values based Indicator of Motivation
- Learning Styles Indicator questionnaire

Aptitude Tests:
- Numerical Reasoning Skills Assessment
- Verbal Reasoning Skills Assessment
- Abstract Reasoning Skills Assessment
Practice, practice, practice!

The correct answer is 'Set B', as all of the shapes in Set A have curved edges and all of the shapes in Set B have straight edges. In this example the colour of the shapes and the number of shapes is not important, as Sets A and B have both black and white shapes in them, and some cells have more than one shape.
Types of interview questions

- Motivational questions
- Self awareness questions
- Scenario/ situational questions
- Brainteasers
- Competency questions
- Strengths based questions
Example interview questions

Why did you choose to study BESS?

How would you handle an irate client?

Describe a situation in which you were able to use your skills of persuasion to convince someone to see things your way

What are your career aspirations?

What are your strengths/weaknesses?

How many piano tuners are there in the world?

Your friends are in the pub and start talking about you. What do they say?

If you are working in a team and you don’t appear to be progressing towards your goal what strategies would you adopt?

Give an example of a time when you set a goal and were able to achieve it
7. CAS is here to help!
Your Degree - What Next?

Overview

You will meet with your Careers Adviser systematically through your undergraduate years. Typically your adviser will meet your class in your sophister years.

Identify your Careers Adviser.

These pages will help you to answer the question **What can I do with my degree in BESS?**

In addition to the resources at gradireland e.g. "Finance" and "Careers for Arts, Humanities & Social Sciences" and Prospects e.g. "Accountancy, Banking & Finance", takeaway career booklets are available for free from the Careers Information Centre, 7-9 South Leinster Street, Dublin 2. Be sure to attend careers events organized on and off campus. Stay up to date: Join us on Facebook, Follow us on Twitter, Connect with LinkedIn

These pages will guide you through the process of identifying your potential career options.
How can we help?

- Website: www.tcd.ie/careers
  - Web-based guidance tools: ‘Profiling for Success’
  - Vacancies and details of upcoming events & employer presentations
  - Resources: Vault online library and ‘Going Global’
  - ‘Your degree what next?’
- One-to-one guidance
- Workshops on a range of topics
- Practice face-to-face or video interviews
- CV and LinkedIn Profile Clinics
Stay in touch!

careers@tcd.ie
01 896 1721/1705
facebook.com/
TCD.Careers.Service
LinkedIn-TCD-
Connecting Employers,
Students and Graduates
@TCDCareers
7 key messages:

1. Your choices are endless

2. Everyone makes choices in different ways – think about what is interesting to you, find out more, and remember that many people have a few careers in their lifetime!

3. Internships are highly beneficial

4. Graduate programmes and further study are options you may want to consider

5. Employers look for the ‘whole package’ i.e. a good degree, relevant experience, part time job or voluntary work, involvement in clubs and societies, and transferable skills as well as motivation

6. Recruitment processes can be quite in-depth and require time commitment

7. The Careers Advisory Service can support you to identify next steps, navigate application processes, and organises many events to connect you with employers