



THE JOB SEARCH

GRADUATE ATTRIBUTES AND VALUES IN JOB SPECIFICATIONS

As you prepare for your work placement or transitioning to the workplace after graduation, reading job specifications/ descriptions becomes part of your daily life!

Job specifications are frequently divided into **essential** and **desirable** requirements. The desirable requirements can be used to narrow down the candidates when there are a large number of high quality applicants.

A trend amongst many companies, organisations and industry leaders is to practice **values-based recruitment (VBR)**. The aim is to attract talent on the basis that their individual **values** and **attributes** align with the values of a company or organisation.

Attributes are traits that define our personality and how we approach different situations in our lives. Our values are the things that we believe are important in the way we live and work. Understanding your own attributes and values is very important as you start to make job applications. It helps you to find a company that aligns with your own values, a company you truly want to work for, and it also helps you to tailor your CV to job specifications.

You can take the **Your Compass graduate attributes and values self-assessment** to gain an understanding of what your strongest attributes and values are, and you can access a range of resources on the platform to support you in further developing them.

In the following pages, we provide real examples of lines from job specifications that have recently been advertised to UCC graduates, and what graduate attributes and values they align with. These lines are from job specifications advertised across a wide range of sectors.



CREATORS, EVALUATORS AND COMMUNICATORS OF KNOWLEDGE



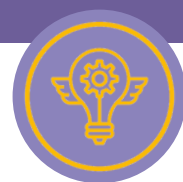
'The successful candidate will need to be fully skilled in all aspects of social media, but also equally skilled in producing content and copy for traditional media too...'

'...excellent communication skills and the ability to use your technical knowledge to influence and consult stakeholders.'

'You will need to understand our clients' needs and to communicate clearly to achieve the desired project outcomes.'

'...analyze and interpret large data sets and information from various sources to identify areas suitable for improvement.'

INDEPENDENT AND CREATIVE THINKERS



'A creative mindset and collaborative spirit.'

'Great problem solver who loves to push themselves outside their comfort zone...'

'Strong critical thinking and problem-solving skills.'

'Help organisations make strategic decisions and re-imagine, design, and shape the implementation of new operating models.'

DIGITALLY FLUENT



'Ability to adapt and apply existing skills to new learning and technologies.'

'Proficient in MS Office products and the ability to effectively communicate by email/ online.'

'Strong software skills required and the ability to quickly adapt to new systems and processes.'

'... navigate various forms of digital technologies such as handheld devices and laptops.'

SOCIALLY RESPONSIBLE



'...we constantly seek fresh thinkers who are problem-solvers for the planet.'

'...you'll be helping to deliver sustainable solutions for a more prosperous planet.'

'A real team player who understands how working together is better.'

'We want to attract like-minded employees with environment-minded values...'



EFFECTIVE GLOBAL CITIZENS, WHO RECOGNISE AND CHALLENGE INEQUALITY:



To align with the culture these companies foster, you need to be an effective global citizen:

‘We are an Equal Opportunities employer. We have created an environment of inclusion and growth to help people achieve their potential, to ensure they can bring their whole selves to work and feel valued.’

‘We celebrate diversity of thought and perspective and want all of our employees to feel valued, respected and supported.’

‘We can only achieve our goals when everyone is empowered to be their best.’

RESPECT



‘The successful candidate needs to have a proactive approach to work and a collaborative mindset, working well within a team environment.’

‘We believe everyone’s contribution matters...’ **(therefore this company values respect!)**

‘Strong inter-personal skills and the ability to work well with others...’

‘You demonstrate integrity, **respect**, and teamwork skills.’

AMBITION



‘...we are all driven by the same desire to succeed.’

‘Aptitude and willingness to learn more about...’

‘Desire to continuously improve his/her own technical and professional abilities.’

‘Candidates must demonstrate evidence of continuous professional development.’

COMPASSION



‘A caring individual who is compassionate about providing care and support to vulnerable people.’ **(compassion is often sited in healthcare and support work job specifications)**

‘...who can maintain compassion in high-stress situations without compromising efficiency.’

‘Active listener who can inspire others by setting the right examples.’

‘Fosters a sense of belonging, trust, and collaboration among colleagues.’



RESILIENCE



‘The ability to learn quickly, prioritise tasks, work on multiple assignments and manage change’.
‘Flexibility, resilience, and intellectual curiosity.’

‘Ability to work to tight deadlines in a fast-paced environment.’

‘...typical skills including **resilience**...’

‘Adaptable to irregular working patterns.’

‘Ability to deal with challenges systematically.’

INTEGRITY



‘A proactive approach to work and a collaborative mindset, working well within a team environment.’

‘Work with diligence and a strong focus on attention to detail.’

‘Takes ownership for work performed...’

‘You demonstrate **integrity**...’

RESOURCES AND SUPPORT

We hope this document helps you to understand the importance of developing your attributes and values as you prepare to make job applications.

Don't forget to reach out to **UCC Career Services** who can support you in you with your CV writing, interview practice and finding the right career path for you! Attend their employer events to meet companies whose values align with yours.

Take the **Your Compass self-assessment** to understand where you are with your development of graduate attributes and values. Understanding who you are and what matters to you will support you in making the right career choices.



Career Services

#BeginBelongBecome

