



# PhD Career Planning Sourcing and Accessing non academic jobs

Mary McCarthy UCC  
Career Services

# Outline

- The PhD Career Path – “many paths lead to Rome”- the non linear career path
- The PhD Professional -Where Am I now ? Self Assessment SCOT Analysis— Your Skills, Capacity and Competencies
- Skills for the 21<sup>st</sup> 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
- 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

# Your career

Career planning is not one decision or event

It is a rich tapestry of experiences that lead to launching and creating your career path

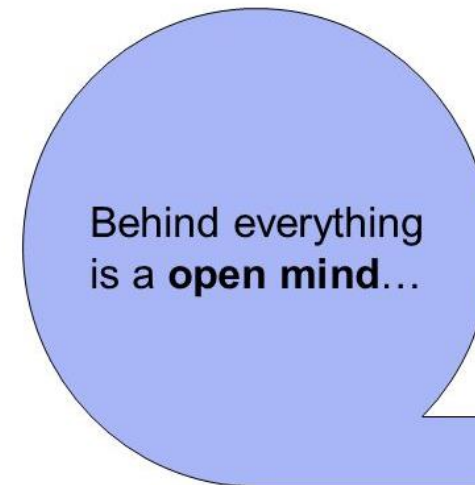
**Career decisions can be changed**



The PhD Career Path –  
“many paths lead to Rome-  
The Role of Happenstance  
in careers

- **Curiosity** to explore learning opportunities
- **Persistence** to deal with obstacles
- **Flexibility** to address a variety of circumstances and events
- **Optimism** to maximise benefits from unplanned events
- **Risk-taking** to be willing to step into new experiences and uncertainty

## Planned happenstance theory



- Curiosity
- Persistence
- Flexibility
- Optimism
- Risk taking

Mitchell, Levin & Krumboltz



# Planned Happenstance

Even if you don't know exactly where your actions will lead, just by being active and doing the right kinds of things, great things can and will happen.

## 4 core steps

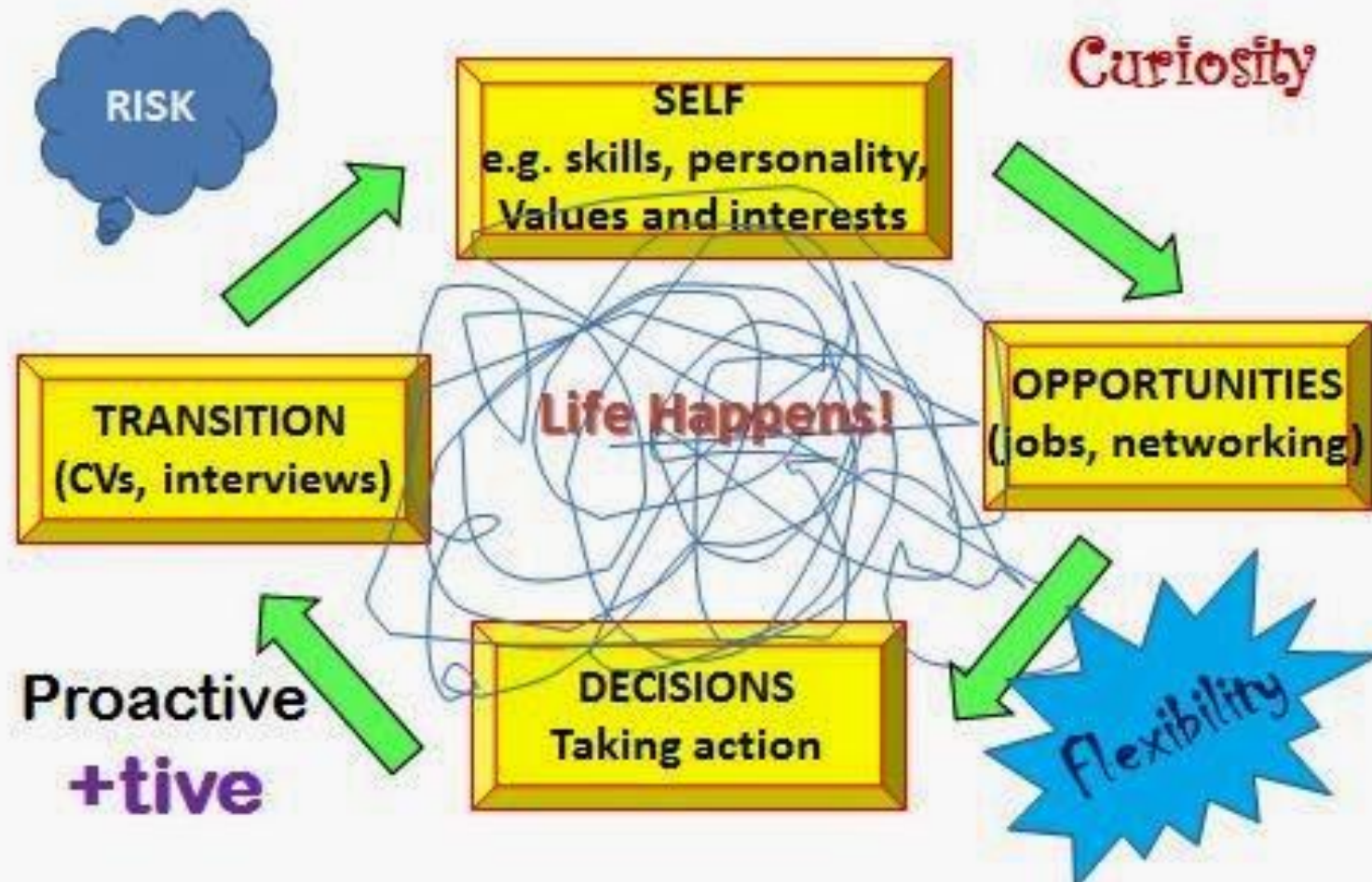
**clarify ideas:** follow your curiosity and identify your interests

**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

# DOTS MODEL + Planned Happenstance





# The PhD professional- What attracts employers ?

Core skills that PhDs bring to the workplace

Identify the top three

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- 
- 

<https://www.linkedin.com/pulse/9-skills-phds-have-others-dont-isaiah-hankel-ph-d/>

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# What skills do employers think researchers can offer?

Intellect, analysis and judgement

Organisation

Dedication

Proactivity

Academic ability

Intellectual ability

Enthusiasm

Analytical skills

Technical ability

Problem solving

Management of time/resources

Maturity

Ability to process faster

Focus

Confidence

Target setting

Project management

Report writing

Precision

Ability to influence

Interest in/capability with detail

Managing deadlines



# 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 of 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".

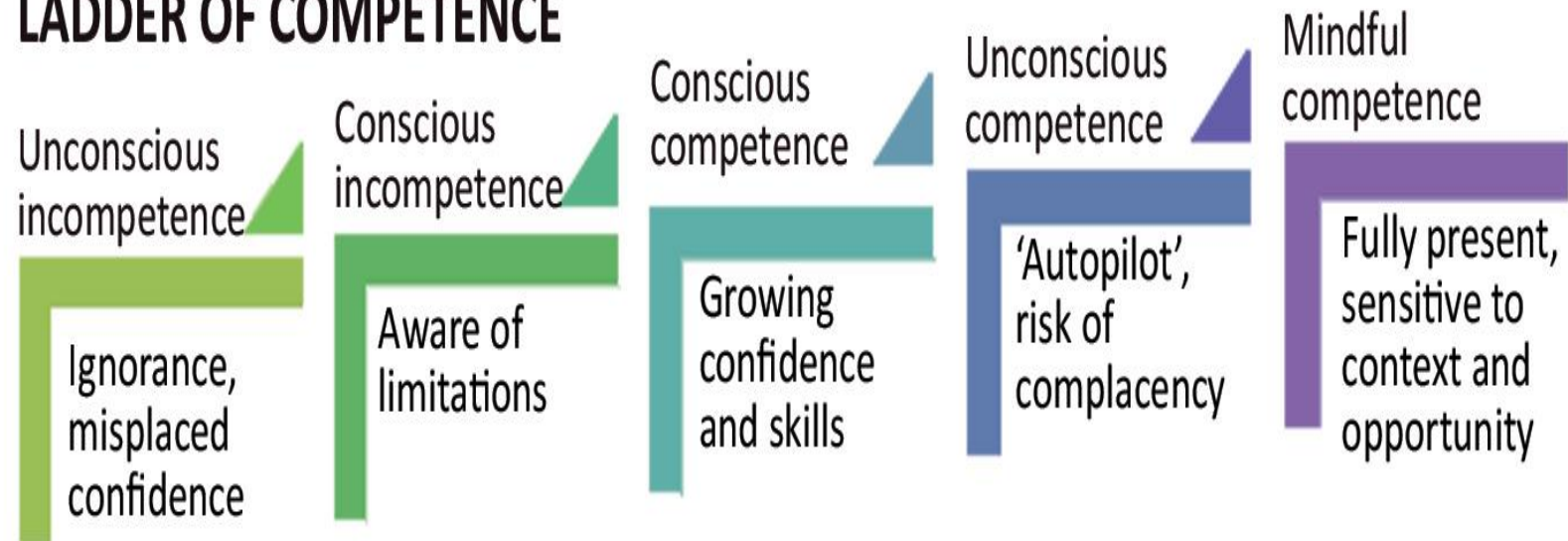
- **Collaboration**

- 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.

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# How Skills develop

## LADDER OF COMPETENCE



# 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



# 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



# Brainstorm

- Identify 5 priorities for you in a career
- Identify your top 3 skills

# 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



# CAREER PLANNING

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



# • Non academic jobs for PhDs - 10 most common careers

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

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] --> A[Academic Career - Research and Teaching]; PhD --> B[Options Using Professional Experience and skills Academic subject Professional researcher Specific PhD research]; PhD --> C[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*

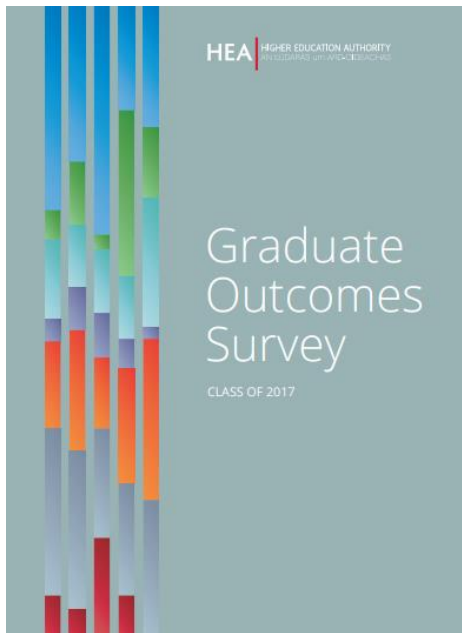
### Contents

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
- 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

# 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/presspages/2018/highereducationoutcomes-graduatesof2010-2014/>



# 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 and information
  - **12%** Arts and Humanities.
  - **67%** end up in employment in Ireland after their studies.
-



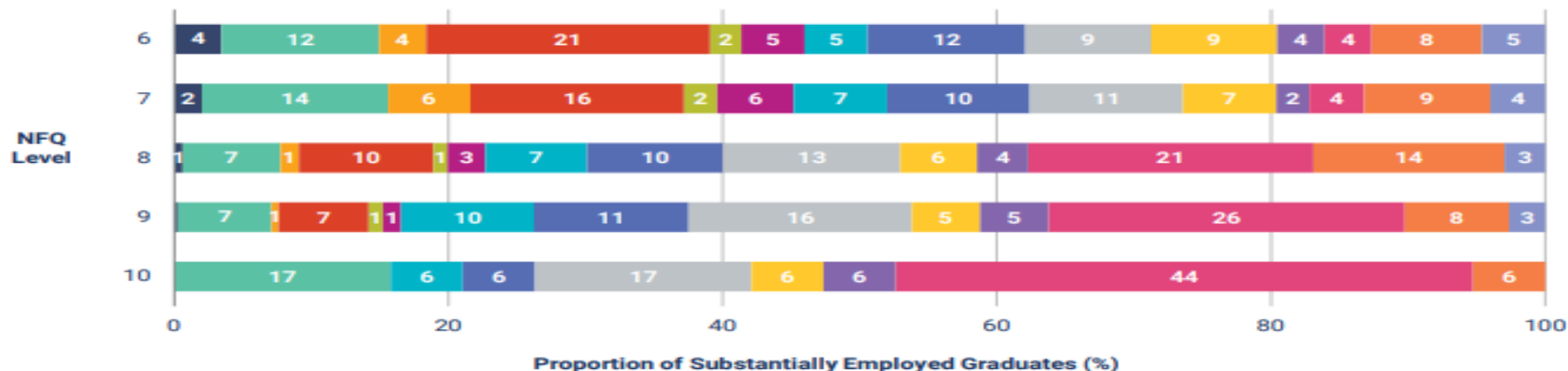
# HEA Employment Survey

- 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.
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# CSO: Employment Sector by NFQ Level

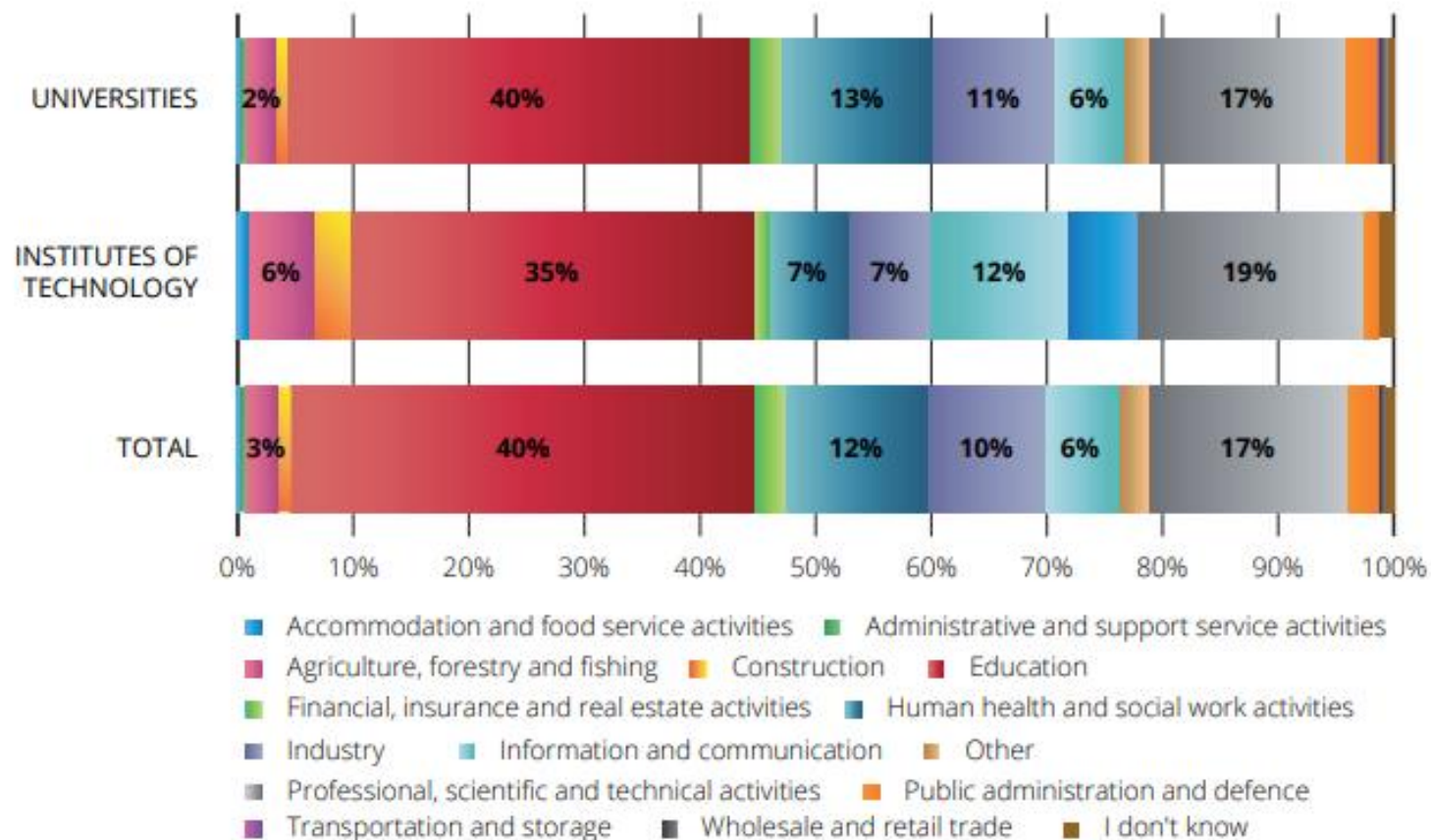


Figure 5.5.  
NACE Sector Outcomes by NFQ Level for 2010 Graduates after five years

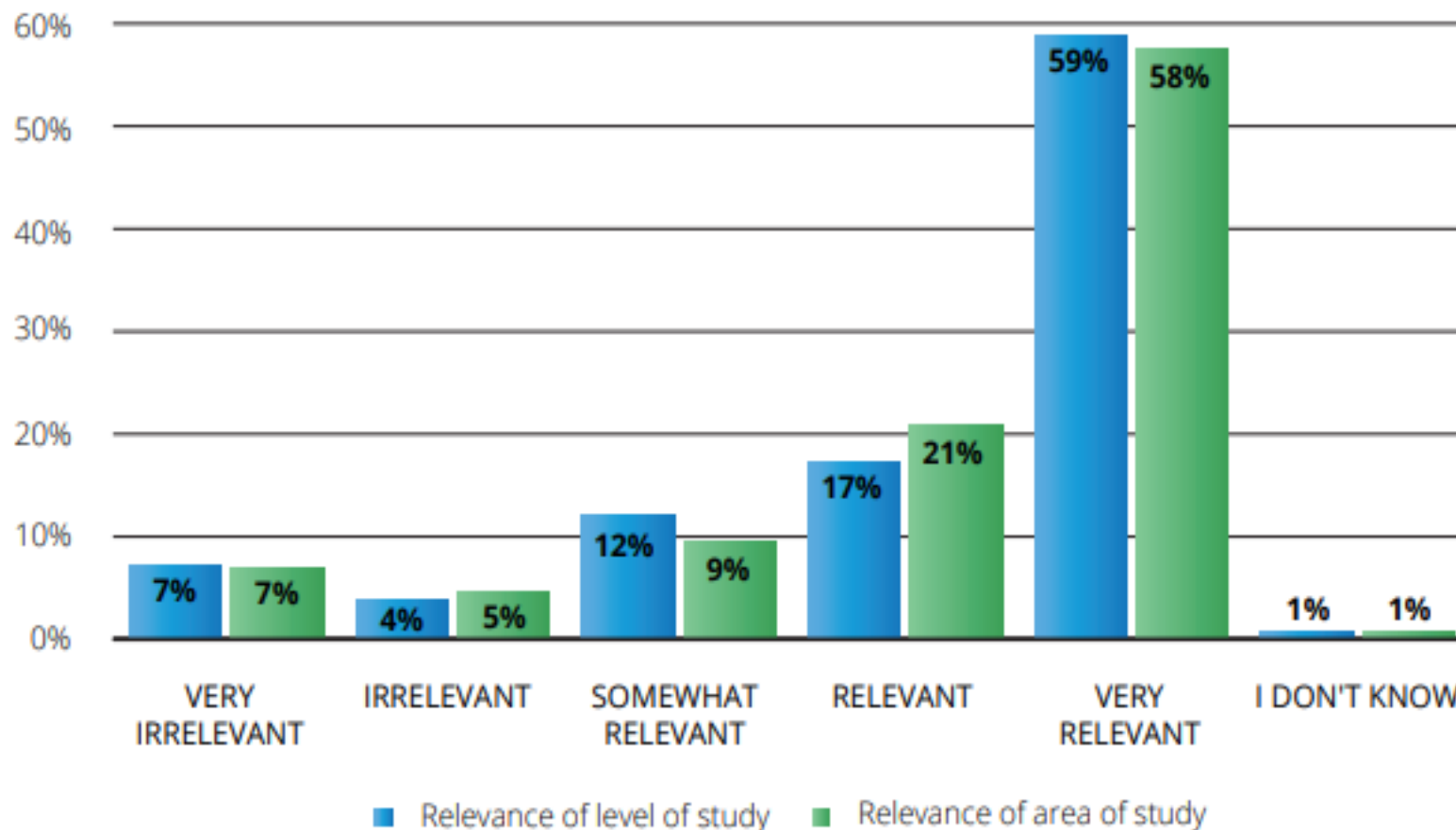


- Agriculture, Forestry & Fishing (A)
- Industry (B-E)
- Construction (F)
- Wholesale & Retail Trade (G)
- Transportation & Storage (H)
- Information & Communication (J)
- Accommodation & Food Service Activities (I)
- Finance & Real Estate (K,L)
- Professional, Scientific, Technical Activities (M)
- Administrative & Support Service Activities (N)
- Public Administration & Defence (O)
- Education (P)
- Health & Social Work (Q)
- Other NACE Activities (R-U)

# HEA Survey: Postgraduate Research Graduates in Employment – Sector



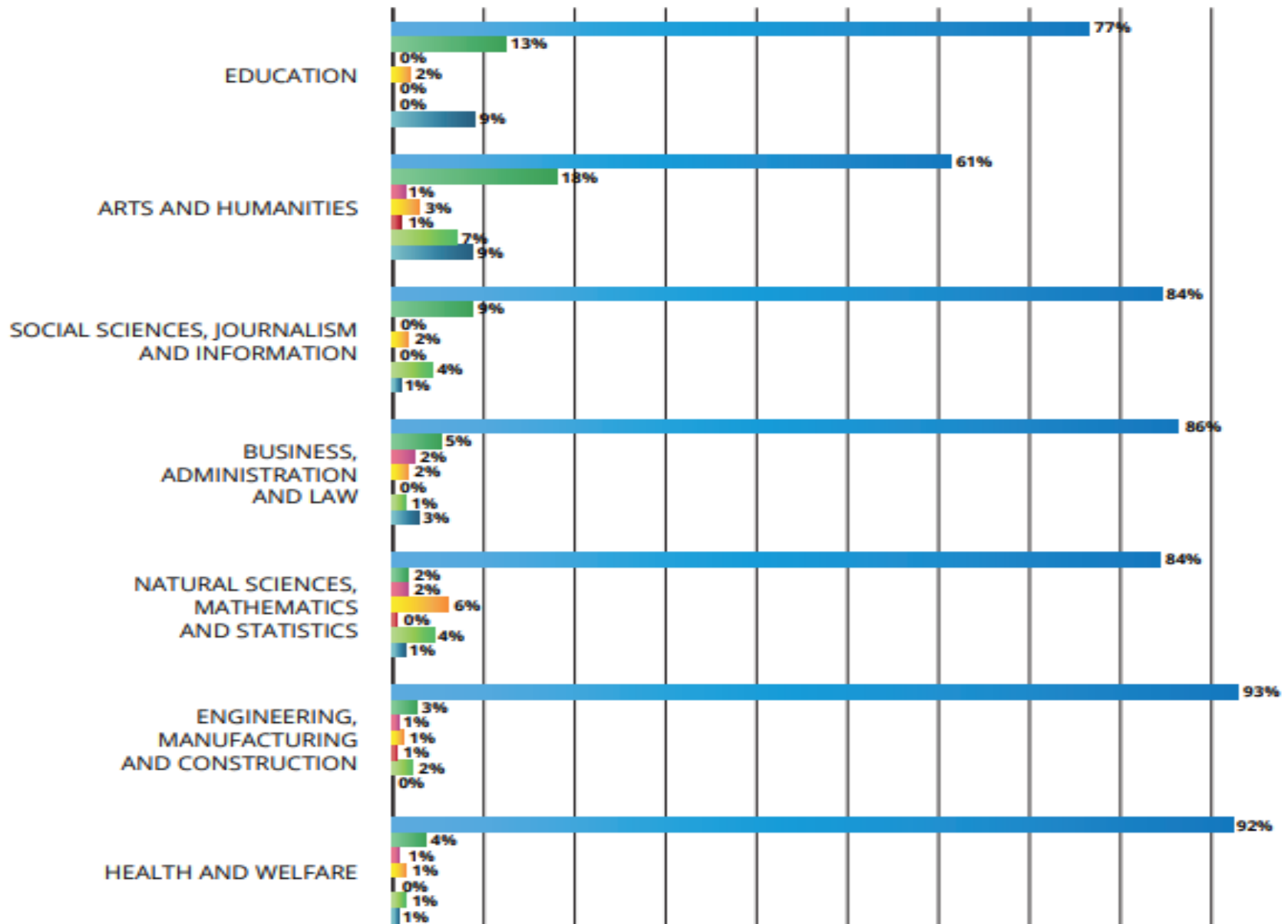
# HEA Survey: Postgraduate Research Graduates in Employment – Relevance of Level and Area of Study



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

- Working full-time
- Working part-time
- Due to start a job within the next 3 months
- Engaged in full-time further study or training
- Engaged in part-time further study or training
- Unemployed and looking for work
- Other Activity



## % in employment:

96% engineering

96% health

93% social sciences

91% business

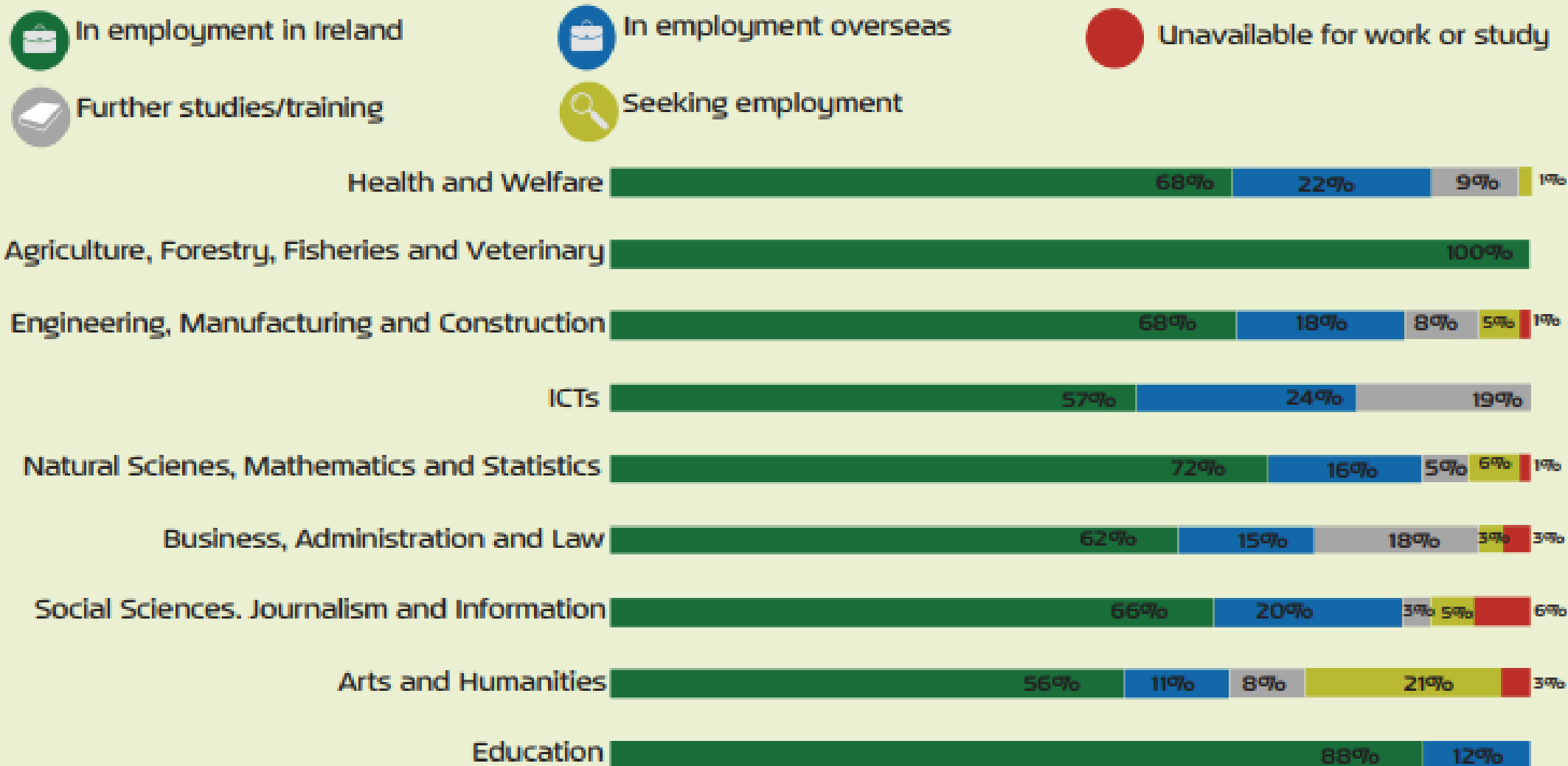
90% education

86% science

79% arts



## Doctorate Graduate Employment by ISCED Field of Study 2016



# Non-Academic Career routes of PhDs



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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

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Secondary School Teaching

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Publishing

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E Learning

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Cultural and Historical Organisations

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Start ups - enterprises

- National Policy / **Public Sector** Organisations \*
- examples ESRI- EPA
- <https://www.cso.ie/en/methods/governmentaccounts/classificationdecisions/registerofpublicsectorboardsinireland/> \*
- 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

# Growth areas in Recruitment sector 2019-2020

- **Finance & Business Advisory /Accountancy**

- Due to Brexit uncertainty, many financial institutions are now choosing Dublin to set up in. Skilled professionals with the right experience and cultural fit are becoming more difficult to secure.

- **Pharmaceuticals**

- Over the last year, there have been numerous high-profile announcements for new entrants into the pharma and biotech industry in Ireland. In total, the IDA has announced almost 2,000 new jobs countrywide, with more announcements expected throughout 2019.

- **Digital Marketing**

- Digital start-ups, SMEs & large multinational companies are all looking to develop their brands to gain competitive advantage. Whether big or small, almost all companies are now seeking to add digital marketing expertise to their teams.

- .

# Growth areas in Recruitment sector 2019-2020

- **Technology**

- The tech sector has been and continues to thrive in Ireland. The demand for tech talent is so competitive companies in Ireland are now increasingly looking to abroad to source the employees they need.
- This has led to spikes in salary expectations, both contract and permanent, and an increase in work from home/flexible working arrangements.

- **Languages & Professional Skills/Qualifications**

- The demand for professionals with language skills is huge. Language skills are in demand across all sectors, especially IT, finance, e-commerce,
- The most in-demand languages in Ireland (other than English) are German, Dutch, French, Russian and Nordic.
- Global companies who are based in Ireland are investing in recruitment campaigns to attract those with the right language skills to Ireland and it is now common to offer competitive salaries and benefits to the right candidates.

- **Insurance**

- The insurance 2020 strategy aims to grow direct employment in the insurance sector to 35,000 by 2020.
- Ireland's appeal as a centre for insurance excellence has been improved further by the EU's Insurance Framework Directives which allows insurance companies in Ireland to carry out business in all EU member states through establishing branches or selling passport rights.
- Areas that have in-demand positions for insurance professionals include Brokerage, compliance and regulation actuary

# 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)

<https://info.lse.ac.uk/current-students/careers/resources/employment-sectors/consultancy>



## IT Consulting Careers

- Technology is developing at a rapid pace, and businesses need to keep up if they want to achieve their goals and maintain a competitive edge.
- Information Technology (IT) has ballooned into a massive part of commerce and includes components like:
  - Systems integration
  - Enterprise architecture
  - Software management
  - Data analytics

### IT Consultants ask questions like:

- How can we use new technology to help us reach our strategic goals?
- Can we optimize the existing IT setup, or do we need to replace it?
- How do we effectively integrate changes into the existing framework?

## Business Consulting Careers

- 'Business consulting' is an umbrella term which encompasses many types of consulting — from employee training, to difficult tasks such as laying off employees.
- Put simply, business consultants analyze a business's practices and then recommend improvements. They will usually have some form of specific expertise that they are hired to leverage on behalf of the company.
- Organizations may hire a business consultant if they need:
  - Someone who can look at the business objectively to identify problems and provide solutions.
  - Specialist expertise to solve a specific problem or capitalize on an opportunity.
  - Someone neutral and objective to handle controversial issues like layoffs or conflict resolution.
  - Extra horsepower to supplement the existing staff.

### Business consultants ask questions like:

- What are this business's strengths, weaknesses, opportunities, and threats (SWOT)?
- Can we re-allocate resources to produce better returns?
- At this moment, should this business focus on acquiring more customers, increasing the average order value (AOV), or retaining customers for repeat purchases?



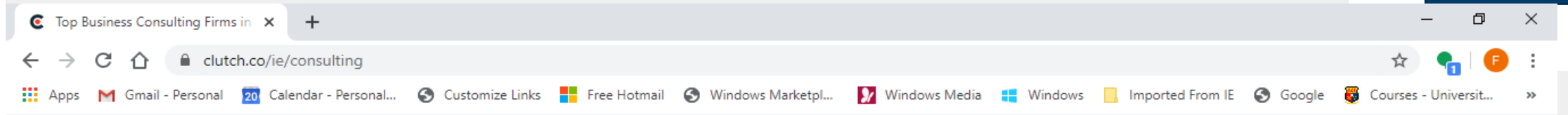
## • **Environmental Consulting Careers**

- Companies are no longer free to simply reshape large areas of land at will. Large organizations must accurately predict the environmental effects of their activities, find ways to limit the damage, and ensure that they remain compliant with environmental laws and regulations.
- These environmental laws and regulations apply to a huge number of industries — from construction to waste management to energy development and city planning. Before starting a project, companies in these industries and many others must hire an Environmental Consultant to analyze the effects of their proposed plans and submit their findings to local government.
- **Environmental consultants ask questions like:**
  - How will this business activity impact the environment?
  - Does this activity comply with local, state, and federal environmental laws and regulations?
  - How can we reduce the negative impact of this proposed activity?

## Software Consulting Careers

- Computer software is a powerful business tool — but, only when used effectively.
- When businesses purchase large, complex software suites that are fundamental to their operations, it's crucial that they successfully implement the software and optimize their workflows around it.
- These types of large software suites are often focused on the following business processes:
  - Customer relationship management
  - Enterprise resource planning
  - Content management system
  - Supply chain management
  - Human resource management
- The largest, most complex software solutions are rarely effective "out of the box" and must be tailored to each business's individual needs, which is often handled by the business selling the software.
- Yet even when we move past the bespoke tier, we still see a high degree of complexity, which is why there's usually a thriving 3rd party market of niche experts dedicated to helping businesses implement software.
- **Software consultants ask questions like:**
  - How can we solve workflow inefficiencies with this software?
  - How can we implement this software to solve the specific challenges this organization faces?
  - How can we best train employees to use this software effectively?
  - Corporate software consultants must be highly skilled in a particular software niche and adept in analytical thinking and problem-solving processes. They will usually need a Bachelor's Degree in software engineering or software development.

<https://clutch.co/ie/consulting>



Clutch Firms that deliver

SEARCH 🔍 SIGN IN 👤 LEAVE A REVIEW ✎

Services & Solutions ▾


2020 Reviews **Top Business Consulting Firms in Ireland** LAST UPDATED APR 6, 2020

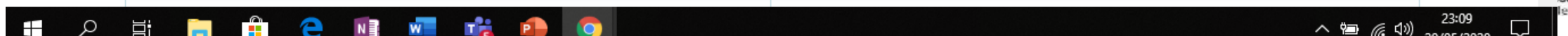
91 Firms

Reviews Leaders Matrix

Sort by Sponsored ▾ Filter Results +

List of the Top Ireland Business Consultants

 <b>GDPR</b> "Our Vision Your Data" © 4.7 ★★★★★ 3 REVIEWS >	<p>Service focus</p> <p>100% Business Consulting</p>	<p>\$5,000+</p> <p>\$200 - \$300 / hr</p> <p>10 - 49</p> <p>Dublin, Ireland</p>	<p>Visit Website 🌐</p> <p>View Profile 👤</p> <p>Contact 💬</p>
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# Management Consulting Case Interviews

- Home
- Case Partners
- Management Consulting
- Case Interview
- Consulting Firm
- Resources
- Reading List
- Blog

← List of consulting firms in Reykjavik, Iceland

List of consulting firms in Cork, Ireland →



## 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)

# 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...

### Tweets by @interactionsie



Read here on how @IrishTimes takes a stand on biodiversity collapse...[irishtimes.com/opinion/editor...](https://www.irishtimes.com/opinion/editorial-boards-collapse-of-irish-times) via @IrishTimesOpEd

Embed

View on Twitter

**Clients:**

Welcome to

# McKinsey Ireland

Our Dublin office combines local and global perspectives to bring new ideas to business and public-sector organisations.

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.



Report

### 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...



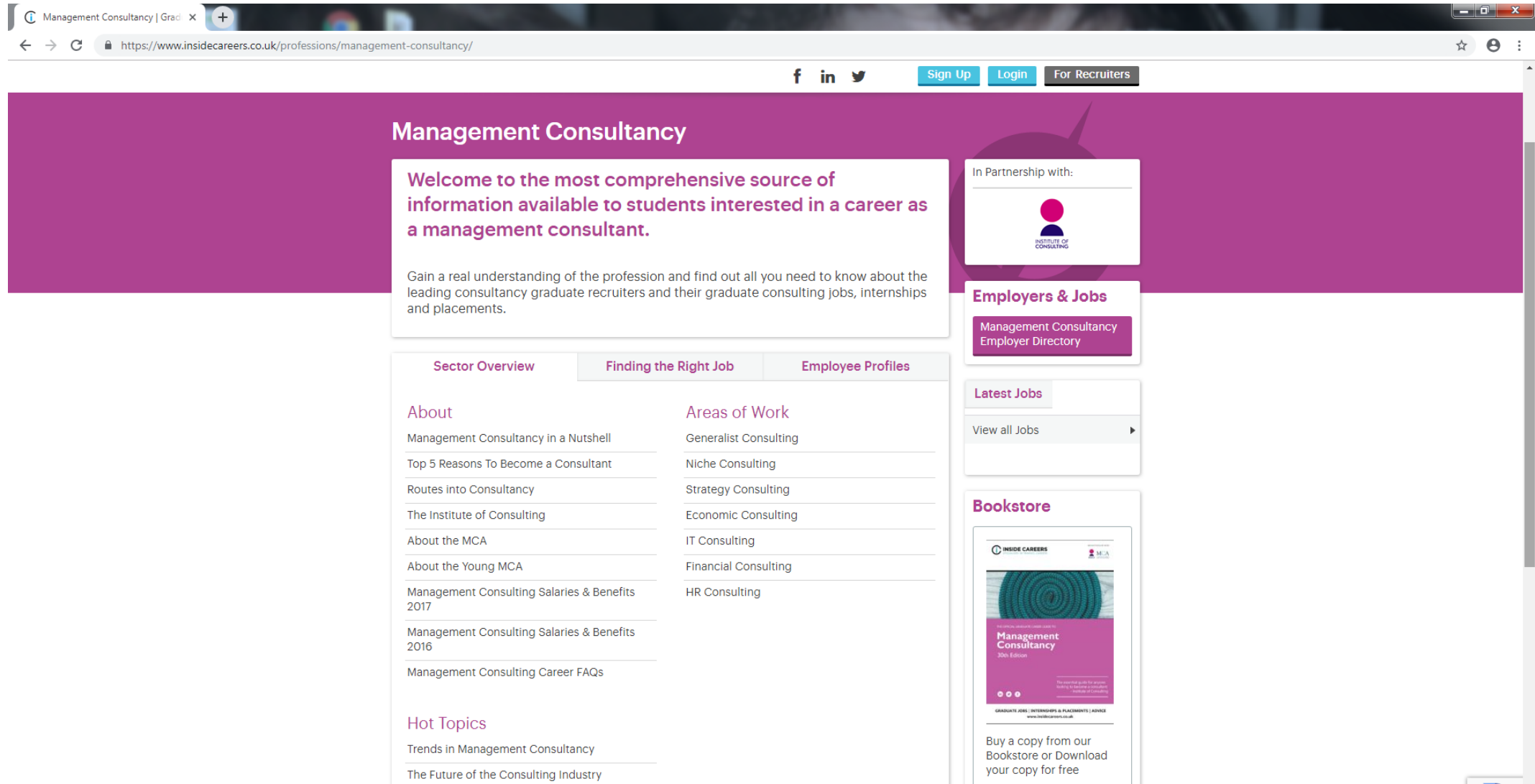
Issue

### 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/>



The screenshot shows a web browser window displaying the 'Management Consultancy' page. The browser's address bar shows the URL <https://www.insidecareers.co.uk/professions/management-consultancy/>. The page features a purple header with the title 'Management Consultancy' and navigation links for 'Sign Up', 'Login', and 'For Recruiters'. The main content area is divided into several sections:

- Welcome to the most comprehensive source of information available to students interested in a career as a management consultant.** This section includes a sub-header and a paragraph: "Gain a real understanding of the profession and find out all you need to know about the leading consultancy graduate recruiters and their graduate consulting jobs, internships and placements."
- In Partnership with:** A section featuring the logo of the Institute of Consulting.
- Employers & Jobs:** A section with a button for 'Management Consultancy Employer Directory'.
- Latest Jobs:** A section with a button for 'View all Jobs'.
- Bookstore:** A section featuring a book titled 'Management Consultancy 20th Edition' with a cover image.

The page also includes a navigation menu with three tabs: 'Sector Overview', 'Finding the Right Job', and 'Employee Profiles'. The 'Finding the Right Job' tab is currently selected, showing two columns of links:

- About:**
  - Management Consultancy in a Nutshell
  - Top 5 Reasons To Become a Consultant
  - Routes into Consultancy
  - The Institute of Consulting
  - About the MCA
  - About the Young MCA
  - Management Consulting Salaries & Benefits 2017
  - Management Consulting Salaries & Benefits 2016
  - Management Consulting Career FAQs
- Areas of Work:**
  - Generalist Consulting
  - Niche Consulting
  - Strategy Consulting
  - Economic Consulting
  - IT Consulting
  - Financial Consulting
  - HR Consulting

At the bottom of the page, there is a 'Hot Topics' section with two links: 'Trends in Management Consultancy' and 'The Future of the Consulting Industry'. The footer of the page features the UCC logo (University College Cork, Ireland) and the text 'College Cork, Ireland hOlliscoilte Corcaigh'.



Build your “ 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/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>

The screenshot shows a web browser window with the address bar displaying [vitae.ac.uk/researcher-careers/researcher-career-stories/career-stories-planned-happenstance](https://www.vitae.ac.uk/researcher-careers/researcher-career-stories/career-stories-planned-happenstance). The page has a navigation menu with categories like News, Events, Publications, Careers, Professional development, Doing research, Policy, Impact & evaluation, and Researcher training. The main content area is titled "Career stories: planned happenstance" and features a sidebar with links to "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", and "Career stories: planned happenstance". The main text includes three profiles: Helen Lawrence, Jeff Stonehouse, and Joanne Badge, each with a short bio. A search box and a "New user - Register" section are also visible on the right side of the page.

# PhD Career Stories

- <https://www.vitae.ac.uk/researcher-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

# 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**

Search



**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



Career pathways in Research | gr x +

gradireland.com/gradstories/research


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

**gradireland** Sign in / Register

## Research


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

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JENNIFER KAVANAGH  
Enterprise Partnership  
Scheme,  
Irish Research Council

Jennifer Kavanagh, Enterprise Partnership Scheme, Irish Research Council




NAOMH O'CONNOR  
Research Careers Manager,  
LDC

Naomh O'Connor, Research Careers Manager, LDC



KIERAN BRENNAN  
Enterprise Partnership  
Scheme

Kieran Brennan, Enterprise Partnership Scheme



MAGDA STANIEK  
Postdoctoral Research  
Fellow,  
Enterprise Ireland

Magda Staniek, Postdoctoral Research Fellow, Enterprise Ireland

Windows taskbar icons: Windows, Search, Task View, File Explorer, Edge, Word, PowerPoint, Chrome



<https://gradireland.com/gradstories/research>



Fiona Healy PhD • 2nd

Data Analyst at Cabinet Office

United Kingdom

Connect

Message

More...

- Cabinet Office
- The University of Manchester
- See contact info
- 98 connections

Through my background in astrophysics research I developed a taste for big data analysis, which I now use to produce monthly reports and inform government policy in my role at the Cabinet Office. I am enthusiastic about coding and love to learn new programming languages. I relish a challenge and enjoy ...

Show more

Highlights

1 Mutual Connection  
You and Fiona both know Dr. Stephen Onakuse

Experience

**Data Analyst**  
Cabinet Office  
Mar 2018 – Present · 1 yr 3 mos  
London, United Kingdom

**Postgraduate Researcher**  
The University of Manchester

Create an ad in minutes  
Create Ad

People Also Viewed

- Keith Poole • 3rd  
Digital Editor at The Sun
- Stephen Blanchard • 3rd  
Data Analyst at Cabinet Office - Infrastructure and Projects Authority
- Tim Wightman • 3rd  
Procurement Systems Analyst DHSC
- Samantha Duncan • 3rd  
Head of Impact, LeapFrog Investments
- John Mahon • 3rd  
Performance Management and Delivery Lead at UK Ministry of Defence
- Andy Bowden • 3rd  
Deployed Operations Manager at Met Office
- Alison Phillips • 3rd  
--
- Giovanni Mangini • 3rd  
Director - Actuary at Moody's Analytics
- Charlotte Drover • 3rd  
Art History Graduate of St Andrews University || Artist based in Edinburgh
- Yogesh Babbar • 2nd

Messaging

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



LinkedIn \*\*\*\*\*



Recruitment Agencies



Referrals



Networking

Phd in Ireland 437 results Job Alert Off

**R Senior Process Scientist - Manufacturing Support** Promoted

Regeneron Pharmaceuticals, Inc.  
Limerick, IE

28 company alumni work here

1 week ago · 5 applicants

**ALEXION Manager, MS&T** Promoted

Alexion Pharmaceuticals, Inc.  
Dublin, IE

2 company alumni work here

4 weeks ago · 18 applicants

**KERRY RD&A Principle Scientist** Promoted

Kerry  
Naas, Kildare, Ireland

33 company alumni work here

3 weeks ago · 22 applicants



### Senior Process Scientist - Manufacturing Support

Regeneron Pharmaceuticals, Inc. · Limerick, IE

Posted 1 week ago · 87 views

Save Apply

Job	Company	Connections
<ul style="list-style-type: none"> <li>5 applicants</li> <li>Associate</li> </ul>	<ul style="list-style-type: none"> <li>5,001-10,000 employees</li> <li>Biotechnology</li> </ul>	<ul style="list-style-type: none"> <li> 28 company alumni</li> </ul>

Regeneron offers a unique, world-class opportunity for interested candidates. Regeneron has been consistently ranked a "Top Employer" in Science Magazine's rankings for pharmaceutical and biotechnology companies. Regeneron is fully committed to bringing its award-winning approach to Regeneron Ireland, its subsidiary in Ireland, and is looking for outstanding people who are excited by a start-up environment, opportunities that this offers and wants to be challenged.

Messaging



Search



Reactivate Premium



# University College Cork

Cork · 82,250+ alumni · 102,734 followers

Following



UCC & 91 other connections work here

See all 4,702 employees on LinkedIn

Visit website

- Home
- About
- Jobs
- Alumni
- Videos
- Ads

## 21 recently posted jobs

Research Support Officer, R...  
Cork, IE

Research Assistant, School ...  
Cork, IE

+19 more jobs

All Images Documents Videos Sort by: Top

University College Cork  
102,734 followers

## Affiliated pages




Blackstone LaunchPad at...  
Education Manage...  
800 followers

+ Follow

Your dream job is close


Messaging





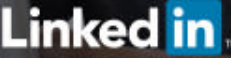
**UCC Alumni and Development** · 1st  
 Alumni and Development at University College Cork, Ireland (UCC)  
 Ireland · [500+ connections](#) · [Contact info](#)

[Message](#) [More...](#)





 University College Cork, Ireland (UCC)  
 University College Cork

than you think


[See jobs](#)




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-  **Cork University Business School** · 1st  
Alumni Relations at University College Cork
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Dean, Cork University Business School, UCC
-  **Patrick G. O'Shea** · 2nd  
President, University College Cork, Ireland
-  **Bronagh Kearns** · 2nd  
Asset Valuation Tutor at University C

McCarthy, you're skilled in Research

 You've both worked at University College Cork  
**Want to endorse UCC for Research?**

[Skip](#) [Endorse](#)

 **Messaging**

# 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>

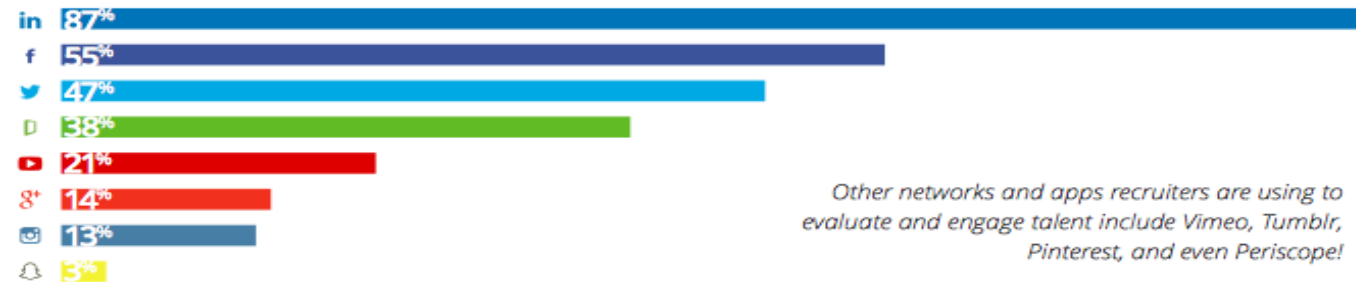
# Preparing your personal Profile Build connections and network

## Meet Today's Recruiter

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

### SOCIAL

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.



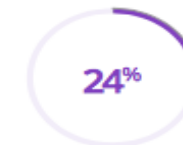
Of recruiters say data analytics is somewhat or very important in the hiring process.

### 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

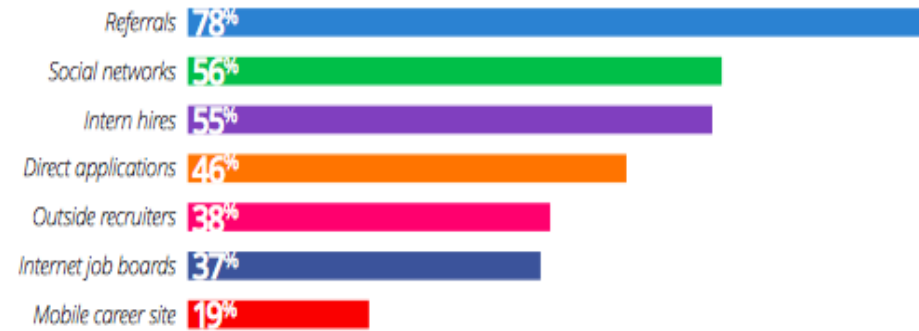


Said that they expect to replace some jobs with technology in the next 2-3 years.

# The Realities of Modern Recruiting

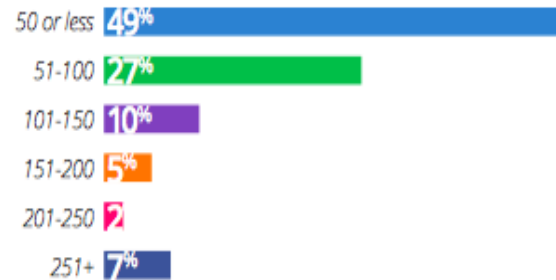
*Here's a snapshot of recruiting today, from introduction to onboarding.*

Recruiters find candidates from various places, but referrals remain the most effective source of quality hires.

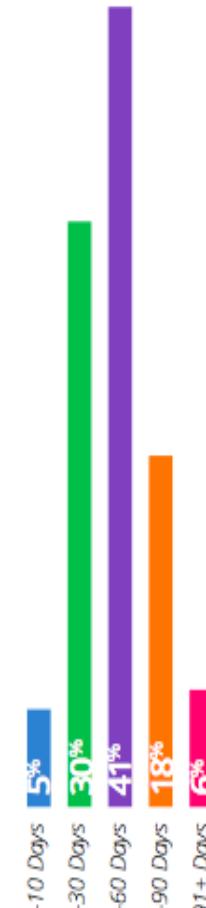


Average time-to-hire:

Average number of applications per requisition:



Sectors more likely than average to receive 251+ applications include:



# 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



# 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](http://TwitJobSearch.com), which can help you find the latest jobs that agencies and employers have tweeted about.

## Creating a Plan for an Alternative Career

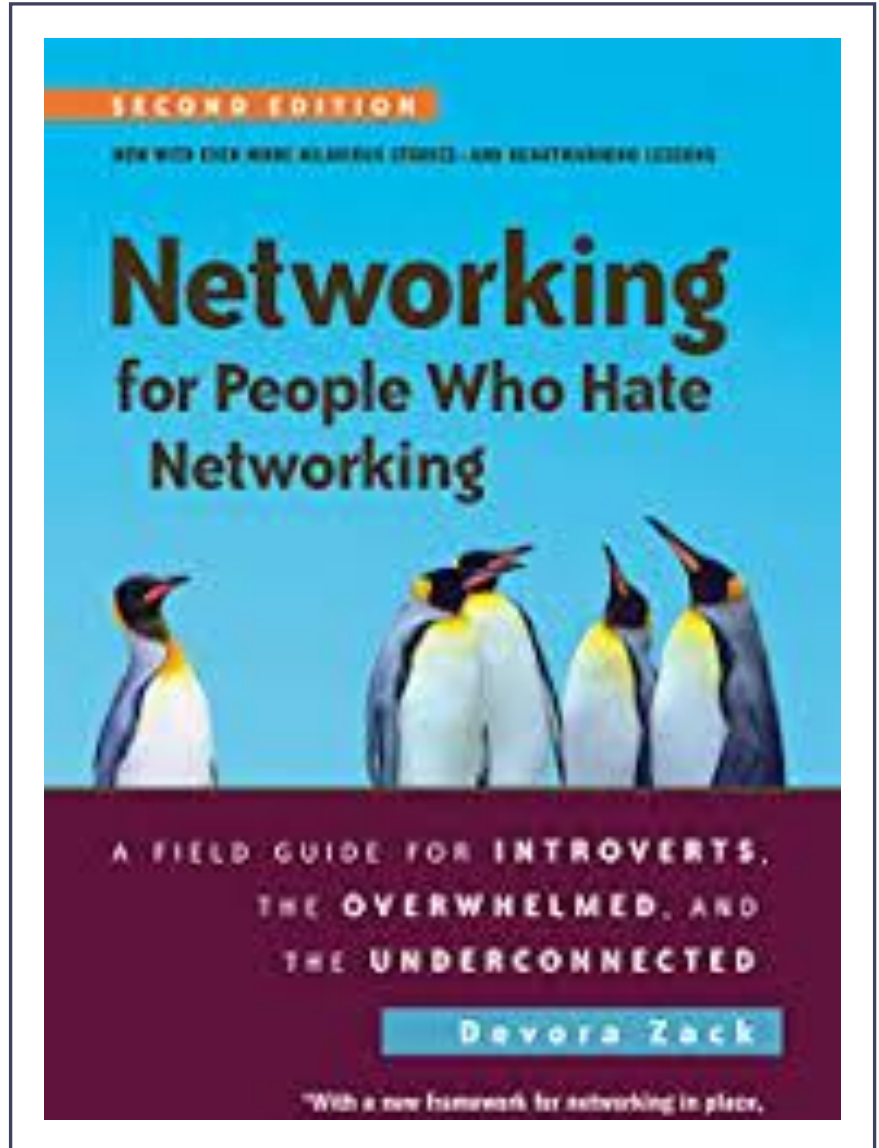
- **Assess your strengths** – knowing yourself is critical in the beginning of your career.
- **Identify alternative career directions**
- **Explore careers outside of academia -Define your direction** – Set your intention: what do you want to do and where? Be flexible; know it is OK to change career 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-thought-out 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 | 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**





# 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.

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See all 4 employees on LinkedIn

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### Updates

Sort by: Top



PhD Careers Beyond Academia Club at Karolinska I...

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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

PhD Careers Beyond Academia

Project management – Patrik Blomquist



Karolinska Institutet

Get the latest jobs and industry news



McCarthy, explore relevant opportunities with LauraLynn

Follow

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# 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/company/kibeyondacademia/](https://www.linkedin.com/pulse/most-direct-path-huge-job-offers-3-foundations-phds-hankel-ph-d-/<u>https://www.linkedin.com/pulse/most-direct-path-huge-job-offers-3-foundations-phds-hankel-ph-d-/</u></a></li><li>• <a href=)
- <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> \*\*\*
- [A decorative graphic on the right side of the slide consisting of several overlapping hexagons. One hexagon is a light gray outline, another is a medium gray solid, and the largest one is a dark gray solid. They are arranged in a cluster, with some overlapping others.](https://www.enago.com/academy/you-have-a-phd-what-next/<u>https://www.enago.com/academy/you-have-a-phd-what-next/</u></a></li></ul></div><div data-bbox=)

## 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>

