Exploring Your Competence
- Combination Counts

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Satu Roos 2017, @Underoses
Why did you come here today?
What Can I Offer to You?

- Simplifications
- Questions
- RL-Stories
- Wireframes
- Examples

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A Quick Look at LinkedIn

Search "PhD Finland": After taking a look at 500 profiles, most of them looked like this.
It Is So Simple – at the End

Once an expert in pharma industry came to me and told me this:

"As I was a PhD looking for a job desperately, you told me to write the word "project" in my application. I did. And I got this job. 5 years ago!"

I believed in her when she didn’t. I lent hope to her and she gave it back. So I can lend it to someone else again.

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Warm-up

Route A.
Do you want to match your expertise with a job?
Open jobs 10 %?

Route B.
Do you want to match jobmarket with your expertise?
Hidden jobs 90 %?

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Route A.
Study Jobmarket

- @Underoses, 4900 expert jobs shared since 2013, filtered from open jobs in Finland
- LinkedIn: Job Search, Company Search, Expert Search, an amazing source of information
- All the channels on the internet and social media
- Finding a job is just data processing ... and you all have abstract brain for it

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Competences Wanted
How can you find out what is needed?

Open jobs during last 6 months.

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Combination Varies

- Education
- Experience
- Skills
- Attitude
- Collaboration

In every job there is a different combination of competences.
They are also described with different words.
This is one view.

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Looking for the Job

TYPE 1 JOBS
PhD + Header of your thesis
#research

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Specialforskare inom bioekonomi, Yrkeshögskolan Novia / Ab Yrkeshögskolan vid Åbo Akademi, Raasepori


Novias forskarkollegium inom bioekonomi har till uppgift att utföra högklassig forskning samt stöda existerande forsknings- och utvecklingsprojekt, huvudsakligen inom bioekonomi och naturresursförvaltning.

Till arbetsuppgifterna hör bl.a. att
- etablera externt finansierade forskargруппer
- upprätthålla aktiva internationella och nationella nätverk
- undervisa och handleda på kandidat- och magisternivå
- bidra till Novias forsknings- och utvecklingsverksamhet

Vi söker dig som har
- doktorsgrad inom ämnetsområdet bioekonomi
- en omfattande vetenskaplig produktion inom området
- påvisad undervisnings- och handledningsförmåga

Apply before 10.3.2017

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Looking over the Fence (Univ.)

TYPE 2 JOBS
M.Sc., PhD... Science
#process #project #liaison

TYPE 1 JOBS
PhD + Header of your thesis #research

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Medical Scientific Liaison Manager, Roche Diagnostics Oy, Espoo

Roche Diagnostics Oy is looking for a Medical Scientific Liaison Manager to join our organization in Finland. This is an excellent opportunity for you having the degree of a PhD in Life Sciences, Pharmacy or Medical Degree (MD) to join the world’s leading supplier in In-Vitro Diagnostics.

As a Medical Scientific Liaison Manager you will be in a customer-facing role delivering peer-level scientific information and medical education to key opinion leaders, clinicians and laboratory management. In addition, you will provide scientific support to Sales and Marketing teams.

Apply before 24.2.2017

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Open at All Directions

<table>
<thead>
<tr>
<th>TYPE 3 JOBS</th>
<th>M.Sc., PhD, every discipline #impactfactor, #bigpicture</th>
</tr>
</thead>
<tbody>
<tr>
<td>TYPE 2 JOBS</td>
<td>M.Sc., PhD... Science</td>
</tr>
<tr>
<td>TYPE 1 JOBS</td>
<td>PhD + Header of your thesis</td>
</tr>
</tbody>
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Summer trainee, Sustainability Neste

- [https://tyopaikat.oikotie.fi/avoimet-tyopaikat/kesaharjoittelija-sustainability/995277](https://tyopaikat.oikotie.fi/avoimet-tyopaikat/kesaharjoittelija-sustainability/995277)
- Please submit your application and CV by 28th February, 2017.

This and other “type 3 jobs” in [twitter.com/Underoses](https://twitter.com/Underoses)
Tasks and Requirements

- Conduct a desk-top study on relevant sustainability aspects of our waste & residue feedstock base (e.g. country risks in potential new sourcing countries and
- **environmental, social and governance/economic aspects** of new feedstocks)
- Participate in the development of Sustainability information material package of new applications (e.g. bio based plastics)
- Participate in further development of current ESG metrics and Indicators
- Participate in the development Neste supplier due diligence system together with internal and external experts
- Participate in planning of the operationalization of Neste Human Rights Principles
Qualifications:

• You are studying towards a degree that supports our requirements at a university or university of applied sciences (e.g. sustainability, environmental management, social sciences, economics, etc.) and you have a developed basic understanding on business driven sustainability.

• You are fluent in English (other language skill are considered as assets).

• We appreciate good interaction skills and a flexible problem-solving attitude.
Education Wanted

- PhD in certain special area (type 1)
- Degree in Life Science (type 2)
- MSc/MSc Tech/PhD/Engineering degree in biochemistry, engineering, pharmacy or other relevant area (type 2)
- Relevant academic background (type 3)
- Reasonable publication record
Experience Wanted

• Pharmaceutical industry or health authority experience
• Knowledge and understanding of Clinical Data and Trials – both existing and future
• Knowledge of the local regulations.
• Basic understanding of medical research or genomics
• Experience in SAP is an advantage
• Knowledge of R, C or Python
Attitude Wanted

- We appreciate a flexible problem-solving attitude
- We expect you to have an ambitious and entrepreneurial attitude
- Self-motivated / self-starter
- Interest in healthcare/animals/? is a must
Skills Wanted

• IT literate, strong analytical skills
• Ability to learn fast and independently solve complex questions
• Intuitive, innovative and evidence based problem solving skills
• Good interaction skills
• Excellent planning and organization skills
• Communication and presentation skills
• Effective negotiating powers and influencing skills
Collaboration Wanted

• Ability to establish working relationships quickly
• Team Player
• Ability to work proactively in multi-national and occasionally decentralized project teams
• Good verbal communication skills
Once Upon a Time

A manager working in pharma industry and a researcher, PhD at the university, were talking about the reasons why the PhD did not get a job in the industry.

The manager showed two pictures to the PhD.
Afterwards the PhD looked at the application just written. Actually...

- I have got experience in legislation in my PhD
- I am damn good at writing and at languages, too
- I am really interested in processes and layouts, even passionate about them
- Since school times I have been working in many different jobs in industry, packing sausages and selling beer

The PhD wrote a new application and ever since this happy PhD has been working in jobs that one is often only dreaming about.
Route B.
Let the Job Find You

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Let the Job Find You

• Explore what you know.
• Believe what you explore!
• Show the best of you.
• Be open to all the possibilities that you don’t even know to exist.
• All over the world, it is a roundabout to all directions.

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Your Iceberg?

Degree
Job Title

Basic Lines of CV
What, Where, When?
Degree, University, Timespan
Job, Employer, Timespan
Your Iceberg?

Basic Lines of CV
What, Where, When?
Degree, University, Timespan
Job, Employer, Timespan

Degree
Job Title

Learning by Doing
Know-How
Overlapping functions
Crossing disciplines
Projects, processes
Water systems
Pharmaceuticals...
Professional passions
Excel, SAP...
Interests
Hobbies

How?
Where?
With?
Your Iceberg?

Degree
Job Title

Basic Lines of CV
What, Where, When?
Degree, University, Timespan
Job, Employer, Timespan

How?
Learning by Doing
Know-How

Where?
Overlapping functions
Crossing disciplines
Projects, processes
Water systems
Pharmaceuticals...
Professional passions
Excel, SAP...

With?
Interests
Hobbies

Know-How
Just 5 words
It is MAGIC!

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Explore, Dig in Your Life

Your Magic 5?

Collaboration with Authorities (PhD)

Problem Solving Mind (Hobbies)

Volunteer in Red Cross

Consumer Legislation (Telesales job)

Fluent French////

....it’s the combination that counts.

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What Are You Good at?

• Once I was interviewing a PhD
• Asking what was his expertise, he answered me by giving a 10-minute Thesis-speech
• I kept asking and asking
• Finally he said one sentence that I could understand, that was crystal clear, a diamond
• Please, translate your expertise to employers, speak Finnish/English/in practise, not theory
Collect and Analyse Your Experience

- Write the story of your work and life
- Write spontaneously about all the work you have ever done
- Write about jobs, tasks, employers with no names and dates, write under the surface
- Write in suitable periods, for instance in 5-year clips
- Colour the pearls: branches, experiences, duties, collaborations etc.
- Show it to a peer or to a career counselor, let them make more questions
Checklist

SAP, Tasks, Feelings, Collaborators, Customers, Feedback, Qualifications, Accreditations, Experiences, Systems, LIMS, Developments, Employers, Clients, Responsibilities, Titles, Courses, Job

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One Way to Uncover It

- Show it clearly
- Show your profession
- Who are you?

Satu Roos 2017, @Underoses
One Way to Uncover It

- Show it clearly
- Show profession
- Who are you?

BLINDSPOTS
You can’t see, others can

- Below surface
- Learning by doing over and over again

DEGREES
QUALIFICATIONS

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Illusion of the Expert

- Everyone knows how to ...I just do, see, hear, know
- When you stay with people who do the same and know the same as you, you think that all the people in the world know the same.
- Understand that outside the university the "common expertise" might be the extremely special.

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One Way to Dig It up

- Show it clearly
- Show profession
- Who are you?

DEGREES QUALIFICATIONS

BLINDSPOTS
You can’t see

BLIND PASSIONS
You are at your best, you enjoy

- Below surface
- Learning by doing over and over again

- Translate to practise, show applications
  How to use it?

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Value-add

• Excel-skills are mentioned in many job ads and needed in many jobs
• Once a young bioinformatician told me that she can make it? (some maths miracle) in 3 minutes while it takes 2 days working with Excel
• Employers do not know what they can get: Tell them

Satu Roos 2017, @Underoses
Expertise Up To the Surface

- Show it clearly
- Show profession
- Who are you?

Below surface
- Learning by doing over and over again

DEGREES QUALIFICATIONS

BLINDSPOTS
You can't see

BLIND PASSION
You are at your best, you enjoy

POTENTIALS, PIONEERS
Something you have not YET done but

- Translate to practise, show applications How to use it?
- Be ready!
- Show your attitude

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"It’s not what you know or what you’ve done, but what you can make out of your knowledge and skills, to do something you or no one else has done ever before.”

International company ” head expert”
Open Your Eyes to All Directions

• Skills that are not valued in the academic world stay in the darkness especially from yourself
• How to convince the employer about project skills?
• Avoid repeating ”During my PhD…
• Tell what kind of projects you have been working on or managing
• Ask what kind of projects they have, ask questions that show your understanding and skills
Show It in LinkedIn

YOUR PROFESSIONAL HEADLINE!!!

Magic Words!

Genetics, ecologist, neuroimmunology, investigative journalist, geology, cyber security, tissue engineering, career coach, toxicology, marine, English language, metapopulation, nanoscale, genome-scale
Connect on LinkedIn

Henri sent me an invitation. He explained:

1. Where he had met me (attended my lesson, the second row, wore a blue hoodie)
2. Who he was

LinkedIn – työelämän valtava hiekkalaatikko

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How do you feel now?
Thank You, See You on LinkedIn

https://www.linkedin.com/in/saturoos