Career with a PhD

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What I’m about to talk today

- Some figures of PhD career survey
- Career planning
Aarresaari Career & Employment survey

- Conducted every year for doctors who have graduated 3 years ago
- Autumn 2018 survey was targeted to doctors who had graduated 2015
  - Oulu university: 172 doctors, survey was delivered to 164
  - 77 replies which is 45 % of all graduates
    (year 2017: 39 %)

https://www.aarresaari.net/uraseuranta

https://vipunen.fi/
How satisfied you are with your degree, all replies

- 6 erittäin tyytyväinen: 31% (2018), 39% (2017)
- 5 tyytyväinen: 29% (2018), 35% (2017)
- 4 melko tyytyväinen: 18% (2018), 19% (2017)
- 3 hieman tyytymätön: 6% (2018), 8% (2017)
- 2 tyytymätön: 3% (2018), 4% (2017)
- 1 erittäin tyytymätön: 2% (2018), 4% (2017)
How satisfied you are with your degree, University of Oulu

- 6 erittäin tyttyväinen: 26% (2018), 23% (2017)
- 5 tyttyväinen: 47% (2018), 36% (2017)
- 4 melko tyttyväinen: 23% (2018), 18% (2017)
- 3 hieman tytymätön: 3% (2018), 9% (2017)
- 2 tytymätön: 3% (2018), 5% (2017)
- 1 erittäin tytymätön: 4% (2018), 5% (2017)
Labour market status, all universities
## Unemployment after graduation? UniOulu

<table>
<thead>
<tr>
<th>%</th>
<th>ArkTK</th>
<th>HuTK</th>
<th>KTK</th>
<th>LTK</th>
<th>LuTK</th>
<th>TST</th>
<th>TTK</th>
<th>All replies</th>
</tr>
</thead>
<tbody>
<tr>
<td>Had not been unemployed</td>
<td>100,0</td>
<td>71,4</td>
<td>50,0</td>
<td>100,0</td>
<td>50,0</td>
<td>87,5</td>
<td>60,0</td>
<td>78,7</td>
</tr>
<tr>
<td>Had been unemployed</td>
<td>0,0</td>
<td>28,6</td>
<td>50,0</td>
<td>0,0</td>
<td>50,0</td>
<td>12,5</td>
<td>40,0</td>
<td>21,3</td>
</tr>
<tr>
<td>All</td>
<td>100 %</td>
<td>100 %</td>
<td>100 %</td>
<td>100 %</td>
<td>100 %</td>
<td>100 %</td>
<td>100 %</td>
<td>100 %</td>
</tr>
</tbody>
</table>
## Labour market status, all universities

<table>
<thead>
<tr>
<th>Labour market status</th>
<th>6 mo before</th>
<th>6 mo after</th>
<th>Autumn 2018</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Employed</strong></td>
<td>88</td>
<td>86</td>
<td>95</td>
</tr>
<tr>
<td>Regular full-time job</td>
<td>33</td>
<td>39</td>
<td>55</td>
</tr>
<tr>
<td>Temporary full-time job</td>
<td>35</td>
<td>35</td>
<td>28</td>
</tr>
<tr>
<td>Regular part-time job</td>
<td>&lt;1</td>
<td>&lt;1</td>
<td>&lt;1</td>
</tr>
<tr>
<td>Temporary part-time job</td>
<td>3</td>
<td>2</td>
<td>1</td>
</tr>
<tr>
<td>Independent employer, self-employed, freelancer</td>
<td>3</td>
<td>3</td>
<td>4</td>
</tr>
<tr>
<td>Scholarship / grant</td>
<td>12</td>
<td>6</td>
<td>4</td>
</tr>
<tr>
<td>Work practice etc.</td>
<td>&lt;1</td>
<td>&lt;1</td>
<td>0</td>
</tr>
<tr>
<td>Family leave (employed)</td>
<td>&lt;1</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td><strong>Unemployed</strong></td>
<td>5</td>
<td>8</td>
<td>2</td>
</tr>
<tr>
<td>Unemployed jobseeker</td>
<td>5</td>
<td>8</td>
<td>2</td>
</tr>
<tr>
<td>Labour market training</td>
<td>0</td>
<td>&lt;1</td>
<td>&lt;1</td>
</tr>
<tr>
<td><strong>Other</strong></td>
<td>8</td>
<td>6</td>
<td>3</td>
</tr>
<tr>
<td>Full-time studying</td>
<td>5</td>
<td>1</td>
<td>&lt;1</td>
</tr>
<tr>
<td>Family leave (unemployed)</td>
<td>1</td>
<td>3</td>
<td>&lt;1</td>
</tr>
<tr>
<td>Other</td>
<td>2</td>
<td>2</td>
<td>2</td>
</tr>
</tbody>
</table>
Current principal employer, University of Oulu

University

Municipality, federation of municipalities, municipally owned company

Private enterprise or state-owned corporation, 250 or more employees

Private enterprise or state-owned corporation, 1-249 employees

Government or unincorporated state enterprise
Main duties on current job

- Research
- Customer service / patient care
- Teaching or education
- Consulting or training
- Managerial / supervisory duties
- Planning or development
- Administrative
- Marketing and sales
- Other
- Religious work
- Legal work
- Financing
- Artistic work
- Office work
- Communications and media
Was the PhD degree required for the job?

- **Kyllä, muodollisena pätevyysvaatimuksena**
- **Kyllä edellytyksenä, mutta ei pätevyysvaatimuksena**
- **Ei, mutta tutkinto ja siitä saatu osaaminen on keskeistä työssä**
- **Ei, eikä tutkinnosta tai siitä saadusta osaamisesta ole käytännössä hyötyä työn kannalta**
- **Ei osaa sanoa**
Skills – what do the PhDs of 2015 recommend you to develop

- Networking
- Communication, interactions
- Social skills, team working
- Internationality
- Project management
- Supervisory skills, leadership skills
- Pressure and uncertainty tolerance
- Financial skills, funding skills
How about some Career planning?
Questions of job hunting process

Where to seek for a job?

What can I do?

What do I want to do?

Can I get a job with a PhD degree?

What are my strengths?

What should the CV be like?

Can I get a job without networks?

How many pages in the application letter?

What if I end up being unemployed?

How to succeed in a job interview?
Questions of job hunting process

What can I do?

What do I want to do?
Know yourself – values & areas of interest

What is important to you in life/work?

What things interest you?

What things make you tick?

What things you dislike?

What things are valuable for you?

What things are you good at?

In what things have you succeeded?

What kind of activities make you joyful?

What would you do without any limits?

Where do you want to proceed in your career?

What things you are credited for?
Know yourself – your personality

Creative  Goal-oriented
Systematical Analytical  Independent
Leading Persistent
Problem-solver Precise
Curious Self-imposed
Spontaneous
Persuasive Decision-maker
Innovative
Relentless  Invigorating
Empathic
Know yourself – skills

**Substance skills**
- Skills obtained via training, education and courses
- Specific to certain field
- Technical skills (methods, techniques, equipment, terms)
- Certificates, qualifications

**Transferable skills**
- Not field-specific
- General skills needed in many roles
- Skills obtained via work experience
- Skills obtained via hobbies, volunteer work etc.
Skill examples

Expertise

- Theories and terms of the field
  - Technical skills: equipment, methods, techniques
  - Analytical skills
  - Source criticism
  - Application of theory to practice

Social skills

- Communication skills
  - Oral & written communication
  - Presentation skills
  - Communication with foreign skills
  - Communication channels
  - Design skills

Technical skills

- ICT skills
  - Quality management
  - Data management
  - Other technical skills

International skills

- Skills supporting the expertise
  - Financial skills
  - Legislation
  - Production know-how
  - Innovation & productization
  - Customer service
  - Teaching & coaching skills

Communication skills

- Social skills
  - Group working interaction skills
  - Flexibility, adaptability

International skills

- International skills
  - Creativity
  - Learning skills
  - Problem solving skills
  - Ability to work independently
  - Project management skills
  - Leading skills
  - Data collection skills

General skills in working life

- General skills in working life
  - Communication with foreign languages
  - Knowledge of cultures
  - Multiculturalism

Social skills

- Social skills
  - Communication skills
  - Group working interaction skills
  - Flexibility, adaptability

International skills

- International skills
  - Creativity
  - Learning skills
  - Problem solving skills
  - Ability to work independently
  - Project management skills
  - Leading skills
  - Data collection skills
<table>
<thead>
<tr>
<th>What things were of your responsibility?</th>
<th>What did you achieve?</th>
<th>What skills did you need in the task?</th>
<th>What things motivated you in the task?</th>
<th>What were your strengths in the task?</th>
<th>What things need developing in the future?</th>
</tr>
</thead>
<tbody>
<tr>
<td>Think separately for each job/project/task</td>
<td>What was the outcome? Did you meet the objectives?</td>
<td>Substance skills, technical &amp; field-specific skills.</td>
<td>What things did you like in the task? Why?</td>
<td>What things made you stand out?</td>
<td>What you could have done differently?</td>
</tr>
<tr>
<td>Think only your own contribution to the task, not the whole team.</td>
<td>What added value did you bring to employer/project team?</td>
<td>Transferable skills</td>
<td>What things did you value the most?</td>
<td>What differed you from e.g. your colleagues?</td>
<td>What did you learn?</td>
</tr>
<tr>
<td>Did you get feedback from e.g. your superiors, customers, co-workers?</td>
<td>Personality characters</td>
<td></td>
<td></td>
<td></td>
<td>What skills you need to enhance?</td>
</tr>
<tr>
<td><strong>PhD task or activity</strong></td>
<td><strong>Skills/competency</strong></td>
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<td>----------------------------------------------------------------------------------------</td>
<td>----------------------------------------------------------------------------------------------------------</td>
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<tr>
<td>I wrote a 50,000 word thesis.</td>
<td>Ability to present and organise large amounts of information in a clear manner. Fluency in Microsoft Office packages.</td>
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<tr>
<td>I had 3 supervisors or my supervisors didn’t get on.</td>
<td>Negotiation skills.</td>
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<tr>
<td>I analysed loads of data.</td>
<td>Analysis of complex data and presentation of emerging conclusions and concepts.</td>
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<tr>
<td>I conducted interviews for my research project.</td>
<td>Questionnaire design (if applicable). Experience in qualitative and/or quantitative analysis. Sensitive to the needs of others. Diplomacy and confidentiality.</td>
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<tr>
<td>Experiments or theory testing didn’t work but I found out why and tried again.</td>
<td>Problem-solving skills.</td>
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<tr>
<td>I published papers, book chapters and presented at conferences.</td>
<td>Ability to communicate complex ideas effectively in a range of formats.</td>
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<tr>
<td>I completed my PhD in three years.</td>
<td>Ability to plan a project and deliver it to agreed timelines.</td>
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<tr>
<td>I did a PhD.</td>
<td>I am able to work with minimum supervision as well as part of a team.</td>
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<td>I organised a conference.</td>
<td>Event planning skills.</td>
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<tr>
<td>My research group was international or I spent some time abroad for my research.</td>
<td>Ability to interact with colleagues from diverse professional backgrounds to successfully work towards common goals.</td>
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<tr>
<td>My research group was small or I needed to be self-motivated</td>
<td>Ability to keep up and adapt to changing circumstances and situations.</td>
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<tr>
<td>PhD</td>
<td>Job/Sector</td>
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<tr>
<td>----------------------------</td>
<td>--------------------------------------------------------------</td>
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</tr>
<tr>
<td>PhD Linguistics</td>
<td>Public Engagement and Science Communication</td>
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<tr>
<td>PhD English Literature</td>
<td>High School teacher</td>
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<tr>
<td>PhD Pharmacy</td>
<td>Investment banker</td>
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<tr>
<td>PhD Chemistry</td>
<td>Analyst in financial sector</td>
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<tr>
<td>PhD Biology</td>
<td>Science writing</td>
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<tr>
<td>PhD Law</td>
<td>Government department advisor</td>
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<tr>
<td>PhD Geology</td>
<td>Head of Student Service in University sector</td>
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<td></td>
<td></td>
</tr>
<tr>
<td>PhD Biochemistry</td>
<td>Patent lawyer</td>
<td></td>
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<td></td>
<td></td>
</tr>
<tr>
<td>PhD Nutrition</td>
<td>Scientific advisor in Contract Research</td>
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<td></td>
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<td></td>
</tr>
</tbody>
</table>
How to succeed?

- Give your career a thought!
  - What do you want?
  - What are you able to do?
- Get information about your possibilities
  - Where you could work?
- Think what the employers need
  - What value do you bring to the company?
- Build, grow and maintain your networks
URASAMPO
Webinar recordings

LINKEDIN JOB HUNTING
Presented by Tom Laine, HC Services Oy
CREATING AN IMPRESSIVE CV
Presented by Eva Lindström, TEK
VASTAVALMISTUNEIDEN URAVAALMENNUSLINJA
15.4.-6.5.2020 Oulun Vanhalla Paloasemalla

- KE 15.4. Osaaminen, potentiaali ja tavoitteellinen työnhaku
- Ti 21.4. Piilotyöpaikat haltuun
- MA 27.4. Tuoreen asiantuntijan vakuuttavat työnhakupaperit
- TI 28.4. LinkedIn aktiivisessa työnhaussa
- KE 6.5. Valmiina haastatteluun

Lisätiedot ja ilmoittautuminen: www.urasampo.fi
Career services for individual needs

The members of the Union of Professionals in Natural, Environmental and Forestry Sciences Loimu have access to a career services package customised to meet their needs. We want to help you to succeed by supporting you in your career and job search.
Oulu
Työnhakuklubi korkeakoulutetuille

Tule mukaan työnhakuklubiin ja löydä itsellesi työpaikka!
Career Services at University of Oulu

Help in e.g.
• Where to find a job
• CV & application letter
• LinkedIn profile
• Job interview
• Information of what companies are there
• Information of how the graduates have employed
• Need to find internship or trainee position

Career Specialist
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