Where are you going, doctoral candidate?

Career support by Aalto HR

Riikka Rissanen / Virpi Liinalaakso
HR Services / People and organisation development
How you end up to...

When you decide to...

How you start to...

walk this way?
Competence development & career planning process

1. Understanding myself
   - What are my strengths?

2. Understanding possibilities
   - Where could I go? What could I do?

3. Concluding
   - What are my preferred options?

4. Discussing with my professor
   - What does my professor think?

5. Developing myself
   - What do I need to learn?

6. Initiating my move
   - What is my next move?
There are 20% formal ways to find a job and 80% informal ways to find a job.
This is Bill.

He builds networks before being an unemployed PhD.

Bill is smart.

Be like Bill.
1) **Profession-specific competence** - the broad professional knowledge, attitude, and technical skills required in order to work in a specialized area or profession

2) **Transferable skills** or domain-independent knowledge - abilities to analyze, pay attention to details, handle a budget, collaborate, abilities to delegate tasks, meet deadlines, motivate others, communication skills

3) **Metacognitive skills** – self leadership skills such as setting goals, planning, information gathering, evaluating, revising one’s problem solving techniques etc.
SKILLS MAP, example
PhD Competences
[mentioned in career stories panel]

- Sales-skills
- Selling-ideas
- Take-ownership
- Seeing-the-bigger-picture
- Methods-to-analyse
- Business-skills
- Willing-to-tackle-new-things
- Put-ideas-into-understandable-format
- Identifying-Gaps-in-the-field
- Combining-critical-thinking-with-solution-orientation
- Able-to-communicate-with-different-people-and-in-context
- Ability-to-transform-phenomena-into-problem
- Drive-to-take-things-forward
- Transferable-and-discipline/industry/company-specific-skills
- Ability-to-unlearn
- Validate-your-thoughts-fast
- Communicate-fast
- Understanding-perspectives
- Setting-the-agenda
- Conceptualising-things
- Solving-problem
- Unique-combination-of-skills
- Project-Management
- Getting-stuff-done
- Testing
- Sturturing
- Structure-Thoughts

Aalto University
## Career support by HR

### GET TOGETHER – for doctoral candidates in schools, organised by doctoral programmes

<table>
<thead>
<tr>
<th>CV &amp; JOB APPLICATION CLINICS</th>
<th>JOB INTERVIEW CLINICS</th>
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<tr>
<td>Non-stop, on demand (registration)</td>
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<td>During the academic year</td>
<td>RecRight –video interview tool</td>
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<td>HR/peer feedback</td>
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<td>Starting in autumn 2017</td>
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### CAREER COACHING

### MENTORING PROGRAMME
Starting points:

@Into: Aalto Careerweb
https://into.aalto.fi/display/encareerweb

@Inside https://inside.aalto.fi/display/enhrs/For+doctoral+candidates

@Aalto University wiki: Career support programme for doctoral candidates 2016 material
Thank you!