WE HELP STUDENTS:

• Learn about Occupations & Industries
• Explore Self & Make Career Decisions
• Plan Career & Education Pathway
• Find Meaningful Work & Volunteer Roles
• Reach their Career & Employment Goals
TODAY’S AGENDA

1. CAREER PLANNING ESSENTIALS
2. KNOWING YOURSELF
3. KNOW YOUR CAREER OPTIONS
4. EMPLOYABILITY & SUCCESS PLAN
WHERE CAN I GO WITH MY DEGREE?
CAREER PLANNING PROCESS

Know yourself
Gather career information
Gain experience

Decision Making
Choose an Occupation(s)
Select an educational pathway
Goal Setting
Implementing a success plan
# National Occupational Classification

**CANADA'S “OCCUPATIONAL ENCYCLOPEDIA”**

## Hierarchy and structure

- **0** Management occupations
- **1** Business, finance and administration occupations
- **2** Natural and applied sciences and related occupations
- **3** Health occupations
- **4** Occupations in education, law and social, community and government services
- **5** Occupations in art, culture, recreation and sport
- **6** Sales and service occupations
- **7** Trades, transport and equipment operators and related occupations
- **8** Natural resources, agriculture and related production occupations
- **9** Occupations in manufacturing and utilities
CAREER PLANNING PROCESS

YOU

SUBJECT PREFERENCES

INTERESTS

PERSONALITY

VALUES
INVESTIGATIVE (THINKERS)
Research-oriented, knowledgeable, curious

ENTERPRISING (PERSUADERS)
Influential, energetic, sociable, leader

REALISTIC (DOERS)
Practical, hands-on, tangible work

ARTISTIC (CREATORS)
Expressive, creative, visual

CONVENTIONAL (ORGANIZERS)
Structured, organized, careful

SOCIAL (HELPERS)
Helping, empathetic, communicative, friendly

THINGS
DATA
HOLLAND CODE
IDEAS
PEOPLE

HOW DO YOU LIKE TO WORK?
Round table introductions:

1. First Name
2. Department / Area of study
3. Your estimated Holland Code
4. Current occupational goals/ideas
INDUSTRIES & FIELDS – OCCUPATION EXAMPLES

PROFESSOR/INSTRUCTOR: Social Investigative

R&D SCIENTIST: Investigative Realistic

POLICY ANALYST: Investigative Enterprising

DATA ANALYST: Conventional Investigative

TECHNICAL SALES REPRESENTATIVE: Enterprising Conventional

SCIENTIFIC WRITERS: Artistic Investigative

REGULATORY AFFAIRS SPECIALIST: Conventional Enterprising
CAREER PLANNING PROCESS

YOU

SUBJECT PREFERENCES

INTERESTS

PERSONALITY

VALUES
YOUR VALUES: WHAT MOTIVATES YOU TO WORK?

HELP OTHERS
- Provide direct support to people individually or in groups.

ADVANCEMENT
- Grow and move into positions of higher pay and responsibility.

CHANGE & VARIETY
- Have frequently changing tasks, settings or other factors.

ADVENTURE
- Work in an exciting or risky job where I may deal with hazards or uncertainty.

STRUCTURE & PREDICTABILITY
- Complete work that is predictable, with a high level of structure or routine.

WORK UNDER PRESSURE
- Be involved in work with time limitations or little margin for error.

SECURITY
- Have a high likelihood that my job is secure and normally in steady demand.

COMPETITION
- Compete to win or be compared against others.

WORK WITH OTHERS
- Be involved in teamwork or work with others to achieve shared goals.

HIGH EARNINGS
- Earn a high salary and have the ability to purchase desired luxuries or accumulate wealth.

PUBLIC CONTACT
- Frequently interact with the public or community.

JOB TRANQUILITY
- Have peaceful work with minimal pressure or stress.

LOCATION
- Live and work where I want. (E.g. a specific location or urban vs. rural, etc.)

INTELLECTUAL STIMULATION
- Complete work with a high degree of mental activity in the form of problem solving, analyzing, researching or continuous learning.

ARTISTIC CREATIVITY
- Utilize one or several art forms to express ideas.
KNOW YOURSELF: MORE SUPPORT

✓ MEET WITH A CAREER CONSULTANT!
✓ TRY ONLINE ASSESSMENTS TO START

THE CAREER PLANNER ONLINE

umaritob.ca/career-services/career-planning

YOUR INTERESTS
The Holland Code can be used to connect occupations to an individual's interests. By measuring your interest level in six areas, it generates a list of candidate occupations. The idea is that if you are similar to people who are already successful in these areas, you may also be successful.

MyNextMove

MyNextMove is a free web-based assessment tool that provides your Holland Code and a list of corresponding occupations. All labour market information is American. www.mynextmove.org/explore/ip

The Holland Code assesses your interests according to six dimensions:

- Realistic: Practical, hands-on, tangible work
- Investigative: Research-oriented, knowledge-based
- Artistic: Creative, self-expression
- Social: Helping others, people-oriented
- Enterprising: Negotiating, risk-taking
- Conventional: Structured, organized

By taking the assessment, you can explore potential career paths and make informed decisions about your future.
IMAGINE PHD

a career exploration and planning tool for the humanities and social sciences.

SIGN IN  CREATE ACCOUNT
You have put a lot of time and effort into pursuing your PhD degree. Now it's time to focus on how to leverage your expertise into a satisfying and productive career. The Individual Development Plan (IDP) concept is commonly used in industry to help employees define and pursue their career goals. In 2003, the Federation of American Societies for Experimental Biology (FASEB) proposed an IDP framework for postdoctoral fellows in the sciences. AAAS/Science joined forces with FASEB and experts from several universities (see authors below) to expand on that framework. The result is myIDP - a unique, web-based career-planning tool tailored to meet the needs of PhD students and postdocs in the sciences.

myIDP provides:

- Exercises to help you examine your skills, interests, and values
- A list of 20 scientific career paths with a prediction of which ones best fit your skills and interests
- A tool for setting strategic goals for the coming year, with optional reminders to keep you on track
LIFE & PHYSICAL SCIENCES

- Application Scientist
- Regulatory Affairs Officer / Manager
- Technology Transfer Officer/Manager
- Technical Sales Rep
- R & D Scientist
- Principal Scientist/Investigator
- Clinical Research Coordinator
- Product Development Manager
- Product Marketing Manager
- Technical Advisor / Consultant
- Benchmark Analyst
- Patent Agent
- Technical Writer/Editor
- Science Writer
- Cannabis QC Tech (*MSc, PhD is an asset)
- Medical / Clinical Science Liaison
- Research & Technical Services Specialist

MATHEMATICAL SCIENCES (including, Physics, Statistics, Engineering, Computer Science)

- Data Scientist/Analyst
- Research Development Officer

Career Services

Career planning
- Explore occupations
Volunteering during COVID-19
Employment resources for students
Career fairs
Career Mentor Program
UM Café: Ten Thousand Coffees
Co-ops and internships
Connect with and recruit students
Wage Subsidies for Employers
Activity: Awareness of Job Options

1. View the **Sample Jobs** section of compass — ALL DISCIPLINES + AREAS OF STUDY

2. Note those titles you are familiar with / that may align with your current goals.

3. Note any NEW titles that you may wish to explore.

**4 minutes**
How do we learn about occupations?

- LinkedIn
- Job postings
- Alumni Network
- First-hand experience (work & volunteer)
- Career mentor program
- UM occupations library
Explore occupations

Lawyer, teacher, doctor, nurse. How many occupations can you name? What the heck does an occupational therapist do anyway? How about a valuator, conservator, arborist or orthoptist?

Good career decisions require good information—about your personal traits and preferences and about the world of work. Career Consultants can get you started by helping you to identify and articulate your skills, aptitudes, values, personality traits and interests as they relate to career choice.

Information about the world of work is everywhere—not just in libraries and career centres. Even television shows can influence your views of specific occupations. Government departments, sector councils and professional associations publish great labour market information. Personal contacts are extremely valuable, often providing “up-close and personal” views of occupations. Mentoring and job shadowing programs can help you develop professional networks. Don’t forget to speak with teachers, professors, friends and relatives!

We’ve provided information on approximately two hundred occupational options. Thousands more exist! Be creative. Remember—good research can lead to more informed and satisfying career decisions!

0-9 A B C D E F G H I J K L M N O P Q R S T U V W X Y Z

A
Accommodation Service Manager
Accountant
Actuary
Aerospace Engineer
Agricultural Representative, Consultant, Specialist
Agriculture, Food and Biological Systems Engineer
University Professors & Lecturers and College Instructors

Learn about this occupation – including typical duties, education required, salary and outlook information, job boards and more.

University professors (4011) are employed by degree-granting schools to teach and produce works of art or conduct research and publish their research findings. College, technical and vocational instructors (4021) provide instruction to adults in a wide variety of subject areas including vocational, technical, business or services training, trade, academic upgrading, university transfer courses and university degree program courses. ( alias) 

In addition to those below you may find relevant career information and job search resources and specialist pages relevant to your discipline (e.g. Biologist, Historian). occupational index to also explore those pages.

Related occupations:
- Post-Secondary Teaching & Research Assistants (NOC)
- Teachers (Primary & Secondary School)

Other links
These external resources may provide you with additional information about the occupation and opportunities to build experience.

- GradGoals - online guide for University of Manitoba Master's and PhD students
- University of Manitoba Graduate Students Association (UMSGA)
- Grad Steps: Professional Development Workshops - University of Manitoba
- Centre for the Advancement of Teaching & Learning - University of Manitoba
- University of Manitoba Faculty Association
- Academics Without Borders
- Inside Higher Ed - news articles and career advice
- Article: College professors reveal what they love (and hate) about their jobs - BusinessNewsDaily.com
- University Affairs - Canada's magazine on higher learning, providing career advice and industry info
- Article: What I wish I knew as an early-career professor
- Canadian Network for Innovation in Education
- Academia Forum - Canadian post-secondary news and insights
- Science Careers magazine - North American-focused articles and career advice from the American Association for the Advancement of Science (AAAS)
- Individual Development Plan (myIDP) - career exploration and planning tool for graduate students in natural and applied sciences
- Imagine PhD - career exploration and planning tool for the humanities and social sciences (North America)
- Times in Higher Education (THE) - provides global data, insight and trend advice
- Canadian Association of Graduate Studies
- Academic Matters magazine - from the Ontario Confederation of University Faculty Associations
- Academia online - AAAIP article features and columns
- Cheeky Scientist Blog - resources and profiles of PhDs working in industry/non-academic positions
- Profile and Labour Market Outcomes of Doctoral Graduates from Ontario Universities (pdf) - Higher Education Quality Council of Ontario
- UBC PhD Career Outcomes Report - A University of British Columbia survey of 3,805 PhD students to learn about their career trajectories
- Employed and Engaged: An Overview of the 10,000 Ph.D. Project

Occupational profile
Find detailed information about the occupation, including typical duties and working conditions, in the links below:

- National Occupational Classification (NOC): Canadian occupational classification
  - University Professor and Lecturers
  - College and other Vocational Instructors
- OCCinfo by alisa: Alberta-based occupational information
  - Instructors and Professors, and teachers, includes career info

Education
University Professors are required to have a doctoral degree in the field of specialization. A master's degree in the field of specialization is required for university lecturers. University professors who are also practitioners in their field must have appropriate licenses or certification (NOC)
The table below lists the same career paths as on the prior "Consider Career Fit" page, again ordered by degree of match to your skills and interests.

Click on each "Read More" link to find resources associated with each career path.

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<td>Classroom teacher; curriculum developer; science specialist</td>
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Advocacy

Advocacy includes work that supports and engages decision makers on behalf of individuals, groups and/or communities. Roles exist in a range of sectors including Non-Profit/NGOs, Government/Politics, Higher Education, and Freelance/Independent opportunities.

PhDs with jobs in this family have titles that include:

- Associate General Secretary for the National Council of Churches
- Senior Coordinator for the Higher Education Quality Council of Ontario
- Director at Toronto City Women's Alliance
- Policy Advocate at International Center for Research on Women
- Dept. Director at Trust Africa
LOOK AHEAD
Evaluate each option.
Career Compass: Graduate Studies

Map out your career pathway from the start of your academic journey!

Engage in opportunities to support your career success, while learning about the knowledge, skills and attributes that employers are seeking!

This guide is intended to support graduate students in their career planning. Though useful for all graduate students, there is significant guidance for Master's and PhD students in thesis or research-focused programs. Students in all programs, including terminal or professional programs are also encouraged to utilize other resources provided by Career Services, your academic department and relevant professional associations. Career Services’ occupational library is a hub for many of these resources.

To use this tool, click on the titles below to expand each section. Graduate Studies at UM includes an outline of skills students can expect to gain during their studies. Sample Jobs provides a listing of occupational titles that graduates might choose to pursue. What do employers want? highlights the top ten skills and qualifications for jobs requiring graduate-level education.

Within the sections Getting Started, Intermediate Steps, Final Steps, tips and resources are organized within four subsections:

1. Personal and Professional Development,
2. Career Planning Tips,
3. Work & Volunteer Experience,
KNOW WHERE YOU’RE GOING? PLAN WITH THE END IN MIND!

You are here

What skills, knowledge and industry exposure do you have already?

Skills & networking

What competencies do you still need to gain?

Knowledge

What skills, knowledge and experience does the occupation or industry require?

Industry exposure

Your career goal
Biotech - R&D Scientist*
Clinical Research Coordinator **
TA, Research Assistant and GSA Executive
Lab Technologist (summer job – biotech company), Cashier (part-time job – grocery retailer)

Melanie, M.Sc. in Chemistry

Industry Knowledge
Report writing and written communication

Teaching and supervision

Administration

Laboratory Skills

Customer Service

PLAN FOR SUCCESS. DESIGN WITH THE END IN MIND!
University of Manitoba
Where imagination and action collide.
Winnipeg, MB · 100,391+ alumni · 119,324 followers

Cora & 57 other connections work here ·

Visit website  More

Home  My Employer  About  Posts  Jobs

100,391 alumni
Search alumni by title, keyword or company

Where they live  Add
86,575  Canada

What they do
14,079 | Business Development
10,230 | Operations
9,479 | Education
6,301 | Healthcare Services
5,999 | Sales
5,802 | Engineering
5,684 | Community and Social Services

What they studied
4,988 | Psychology
4,301 | Computer Science
4,186 | Business Administration and Management...
4,085 | Marketing
3,986 | Economics
3,241 | Accounting
2,743 | Mechanical Engineering
Senior Data Scientist
City of Winnipeg
May 2019 – Present · 1 yr 8 mos
Winnipeg, Canada Area
Every day learning more about, and making connections among, governance, data strategy, data science, innovation, and more.

Manitoba Liquor & Lotteries
12 yrs 3 mos
Senior Planning Analyst, Liquor Operations
Nov 2015 – May 2019 · 3 yrs 7 mos
Winnipeg, Canada Area
• As a leader on the project team implementing the Manthan Re Operations, I tested that data flowed correctly to the new system the legacy systems to the new system, and guided users through...
• I transformed numerous reporting processes, creating extensive...

Statistical Analyst, Strategy & Business Development
Mar 2007 – Nov 2015 · 8 yrs 9 mos
Winnipeg, Canada Area
• While I am trained in advanced analytics techniques, I also pror...
Employers hire in this direction

- Advertisements & Job Boards
- Recruitment Agencies
- Professional Organisations
- Networking / Word of Mouth
- Contacts from existing staff
- Internal promotion / lateral move / temps / consultants

People look for jobs in this direction

JOB SEARCH
Labour market information

Labour market information informs users of supply and demand for specific occupations and sectors. It includes such things as salary and job outlook information. These resources support informed career decision making and job search efforts.

Resources

- Trend Analyses: Job Market Reports (Winnipeg Regional), Gov. of Canada Job Bank [1]
  - Professors and Lecturers [2]
  - College, Vocational, and Technical Instructors [3]
- Comparing the average salaries of Canadian professors in 2018, Macleans magazine [5]
- Article: Why Canada's professors are the best (best-paid, that is) - Toronto Star news [6]
- Faculty Compensation Survey - American Association of University Professors [7]
- Number and salaries of full-time teaching staff at Canadian universities (partial), 2019/2020 - The Daily from Statistics Canada [8]

Professional Associations

Professional associations may organize events and provide directories, job postings, career and labour market information. Student membership opportunities may also be available. Engage, learn and network!

- Canadian Association of University Teachers (CAUT) [9]
- American Association of University Professors (AAUP) [10]

Directories, Industry Associations, and Sector Councils

These resources provide industry news, labour market information and a list of potential employers. Remember, there are usually multiple industries worth exploring.

- Universities Canada - member universities [11]
- Colleges and Institutes Canada - member directory [12]
- Listing of private vocational institutions in Manitoba - Government of Manitoba [13]
- National Association of Career Colleges - listing for Canada [14]
- International Association of Universities - 600+ members across 120 countries [15]
- Association of American Universities (U.S.) [16]
- Association of American College & Universities (U.S.) - member institutions [17]
- National Association of Independent Colleges and Universities (U.S.) [18]

Job Boards

- O*NET Online - U.S. resource for occupational descriptions and information [19]
Graduate Studies at UM

Getting Started

Intermediate Stages / The Halfway Mark

Final Steps

Sample Jobs

What do employers want?

Alumni stories

Adam N. Nepon | MBA - Indigenous Business and Economy
1. View the **Work & Volunteer + Community Connections** sections of compass within the **Getting Started** section.

2. Find one or more new suggestions, tips or resources relevant for **you**.

3. Share at your table. Also share another success planning step you plan to take this year.
What Do Employers Want?

Graduate Studies alumni may find work in a wide range of industries and areas, including universities and colleges, research institutes, government departments and agencies, non-profit organizations, policy think tanks, museums and science centres, and private sector companies. The following competencies* are highly sought after by employers:

1. Communication skills: Writing and editing of reports, positions papers, briefing documents; oral communication including negotiation and liaison; ability to communicate complex information to those external to discipline
2. Expert knowledge: Scientific, subject or topic specific knowledge
3. Research skills and research coordination: Research design, management or coordination of research projects, working with protocols
4. Teamwork: Ability to work collaboratively in multifunctional teams
5. Presentation and teaching skills: Ability to present in regulatory settings
6. Leadership and supervision: Ability to self-start and/or lead, guide, influence, motivate and engage others
7. Analytical and problem solving skills: Ability to analyze, synthesize and interpret data and ideas; ability to think deeply to develop innovative solutions
8. Project management and organizational skills: Ability to multitask, dissect projects in manageable tasks, handle competing demands and manage multiple projects simultaneously
9. Partnership development and stakeholder engagement
10. Sound judgement and decision making: Ability to make independent and evidence-based decisions and maintain tact, diplomacy and confidentiality

Note that “prior industry experience” and “years of experience in similar position” was also required for many positions. In addition to attaining skills through your graduate education, students are encouraged to engage with their industry of interest
CAREER PLANNING IS CRUCIAL.

MOTIVATES YOUR STUDIES

FOCUS YOUR TIME &
TARGET YOUR EXPERIENCES
UM Annual Career Fair

Tuesday, January 16, 2024 | 2 p.m. - 6:30 p.m.
Wednesday, January 17, 2024 | 9:30 a.m. - 2 p.m.

1st and 2nd floor (Campo, GSA Lounge, Marshall McLuhan Hall, MPR)
UMSU University Centre
65 Chancellor’s Circle
Course Modules – Free in 2023/24 for UM students!

Technical Skills Courses

• Scientific Report Writing Fundamentals
• Good Laboratory Practice (GLP) Fundamentals
• Good Manufacturing Practice (GMP) Fundamentals
• Quality Assurance / Quality Control (QA/QC) Fundamentals
• Good Clinical Practice (GCP) Fundamentals

Skills for Success Courses

• Bio-economy Fundamentals
• Reading Fundamentals
• Writing Fundamentals
• Numeracy Fundamentals
• Document Use Fundamentals
• Communication Fundamentals
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