Organisational Perspectives

Su White
Today

- Housekeeping
- ....
- Thinking about organisations and you 😊
- Organisation types
- Your preferences
- Typical destinations
- Suggestions for the vacation...
i) 17:00 - public lecture or small group
ii) group choices
Today

- Consolidate work from INFO1010
- Reflection on progress this term (overall)
- Give you a few objectives for the vacation
- Suggestions for some web browsing
- Prepare you for those awkward family christmas conversations ;-)
Why do we want to know?

Personal...  Generic....

No apologies – this revisits some stuff from earlier in the term
BUT perspective is different!

... organisations and how they work
What sort of organisation?

- Private-sector
- Social-enterprise
- Public-sector
- Virtual
- Local
- Co-operative
- Voluntary-sector
- Production
- Global
- Service
- Multi-national
- Sole-trader
- Small
Small businesses

~95% of UK employees in the UK in businesses with less than 100 staff

Most satisfied
Committed and loyal
Less stress
Less complaints about working hours

Only 14% grads go into graduate training schemes
Tech startups

London Silicon Roundabout Xmas

Groupon mulls move from temporary Tech City base to Square Mile office

Elance user case study: Elliot Newsome, Managing Director, SKT Consulting

New Tax break for startup investors unveiled

Tech City: the magic roundabout

Groupon pulls by Matt Rodgers via guardian.co.uk at Ache (London) in not London surrounded by bare offices doesn't look as if it could be Silicon Valley but could be a small startup...
What sector?
Roles and Infrastructure

Where will you be?
What team will be yours?

Management
Support
Infrastructure
Core

It will vary by organisation....
Expertise on Campus

Career Destinations

- What Graduate Recruiters look for when selecting graduates
- The importance of team working
- Perceptions of ECS students and how they rate their employability
- What ECS students have gone on to do
- Where to go to find out more
Careers Hub

Welcome to the ECS Careers Hub

Create your future at ECS

Current opportunities

In addition to graduate recruitment programmes offered by our affiliated companies, we also list specific new vacancies here. (requires an ECS login to view)

Find out more

Affiliated companies

Find out more about the culture, training programmes and future prospects offered by some of the UK’s most exciting graduate recruiters.

Find out more

Careers advice

From perfecting your CV to honing your interview skills, we want to ensure that you have the advice you need to get the job you want.

Find out more

ECS graduates

ECS graduates provide their personal perspective on their careers after University and the value of their degrees.

Find out more

ECS Careers Fair 2012

The ECS annual Engineering and Technology Careers Fair will be held on Tuesday 7 February 2012 from 11am to 3pm in the Garden Court, Highfield Campus.

Find out more about the 53 companies attending the 2012 Fair in our Careers Fair Brochure (PDF).

To book a stand at the 2012 event, or to find out how you can promote your graduate programme/job opportunities to ECS students, contact Joyce Leam: 44(0)23 8059 5453

Graduate Jobs South

www.graduatejobsouth.co.uk

E-JOBS SEARCH WANTED

Slide 13
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## Important & Improved Changes to Career Destinations

From September 1st 2011 we are making a number of important changes and enhancements to our career service for students. We are offering a wide range of high quality services that will enable you to make a successful transition into graduate employment or further study.

The key changes will be:

- Significant increase in the number and range of events and interest group sessions run by both CDST staff and visiting recruiters.

### Degree Subject Specific Microsites

Targeted career information and advice helping you build on the strengths of your subject.

### Employers

Helping regional, national and multinational employers to meet your work experience and graduate recruitment needs.

### Placements and Work Experience

Work experience (such as a work placement or internship) can greatly improve your employability. A good degree is still important, but work experience allows you to develop additional skills and qualities.

### Enterprise

There is a wide range of definitions on what enterprise is and what it means to be enterprising. This section will provide you with some answers to creating your own business.

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### Career Destinations News

- **30 November 2011**
  - Frontrunner for Disabled Students - Applications close 31st December 2011

- **23 November 2011**
  - Future Business Stars, Here’s Your Chance to Shine and Win Up to £50,000 Cash Investment Prize for Your Business

- **23 November 2011**
  - Ernst & Young Southampton Insight Day - Deadline for applications: 25/11/11

- **20 November 2011**
  - Uni-Cycle Volunteers Drop In Session

- **16 November 2011**
  - Voices of Experience Retail Career Panel - 17/11/2011 - 6pm

- **15 November 2011**
  - Barclays Leadership in Technology event for women

- **14 November 2011**
  - ICAEW - Women in Accountancy Event - 21st November 2011

- **09 November 2011**
  - Funded places on the Study China Programme - deadline for references 21/12/11

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**Career Destinations**

**Students and Graduates**

Supporting undergraduates, postgraduates and graduates to move towards a successful future. Also information about our new Graduates Passport schemes.

**Employability**

There are many ways of thinking about ‘employability’ and there are a number of ways in which employability can be enhanced. Use this information to help improve your chances.

**Global Opportunities**

Networking abroad can be a great life experience; here you’ll find information on practicalities.

**Community Volunteering**

Community Volunteering is a joint initiative between Career Destinations and SUSU. Find out how you can get involved.

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Latest events

Student Enterprise organises regular events and promotes other enterprise related events open to current students. Please see more details below on the events available to you.

Up-coming events

<table>
<thead>
<tr>
<th>Date</th>
<th>Time</th>
<th>Event</th>
<th>Where</th>
<th>Weblink</th>
</tr>
</thead>
<tbody>
<tr>
<td>30/11/2011</td>
<td>2pm-5pm</td>
<td><strong>Take Off: Advertising and Marketing Basics</strong> - For students participating in the Take Off competition. Learn how to write appropriate copy to describe your business, products or services.</td>
<td>Building 37, Level 4, Senate Room</td>
<td>Full details at <a href="http://www.soton.ac.uk/takeoff">www.soton.ac.uk/takeoff</a>. Book at <a href="http://www.student.careers.soton.ac.uk/">http://www.student.careers.soton.ac.uk/</a></td>
</tr>
<tr>
<td>30/11/2011</td>
<td>2pm-4.30pm</td>
<td><strong>Business Simulation</strong> - Interactive session where you set up and manage your own virtual company.</td>
<td>Building 44, Room 1061</td>
<td>Book at <a href="http://www.student.careers.soton.ac.uk/">http://www.student.careers.soton.ac.uk/</a></td>
</tr>
<tr>
<td>5/12/2011</td>
<td>1.30pm-4pm</td>
<td><strong>Business Simulation</strong> - Interactive session where you set up and manage your own virtual company.</td>
<td>Building 65, Room 2141</td>
<td>Book at <a href="http://www.student.careers.soton.ac.uk/">http://www.student.careers.soton.ac.uk/</a></td>
</tr>
<tr>
<td>7/12/2011</td>
<td>1pm-5pm</td>
<td><strong>Take Off: The Perfect Pitch</strong> - For students participating in the Take Off competition. This interactive session will teach you what to put into your pitch.</td>
<td>Building 65, Room 2141</td>
<td>Full details at <a href="http://www.soton.ac.uk/takeoff">www.soton.ac.uk/takeoff</a>. Book at <a href="http://www.student.careers.soton.ac.uk/">http://www.student.careers.soton.ac.uk/</a></td>
</tr>
</tbody>
</table>
The changing world of work

- Technology
- Globalisation
- The power of the customer
- Flatter structures
- Multi-skilling and re-skilling of the workforce
- Change is the only constant
- Uncertainty and volatility
The changing career

- Only 65% of graduates go straight into work
- Many graduates go into jobs rather than careers after university
- End of a job for life
- Many graduates will have several careers in their working life
- Changing life styles
- A career path is like crazy paving and you have to lay it yourself!
Changing recruitment practice

- Seeking needles in haystacks
- Using on-line technology
  - High volume low access to low volume high success
- On-line applications
- Self-deselection tools
- Competency based selection models
- Employment trials
Think, pair, share

Five Minutes....

Where would you like to fit in to an organisation

• For your first job
• By the time you have been working for three years...
Association of Graduate Recruiters

Welcome to AGR
Attracting and retaining the cream of the nation’s graduate talent is getting harder and you need all the help you can get. That’s where the Association of Graduate Recruiters come in.

The next big event
WE KICK OFF THE FIRST IN OUR SERIES OF INTERVIEWS WITH AGR BOARD MEMBERS! SEE WHO’S FIRST UNDER THE SPOTLIGHT...

Graduate Recruiter Magazine
Graduate Recruiter - October/November 2011

Latest Graduate Recruitment Jobs
Graduate Recruitment Manager - Global Organisation
Graduate Development Specialist – Global Law Firm

Enter the NCWE Work Experience Awards

Join the agr LinkedIn group

agr manifesto

Research shows students from this country are falling behind their foreign counterparts in the race to develop global skills.

University applications from UK-born students fall 15%

Private firm graduates ‘paid more’

‘GLOBAL GRADUATES’ NEEDED
Graduates learn some networking skills
Ralph international launches grant to help young people volunteer abroad
ASSOCIATION OF GRADUATE RECRUITERS APPOINTS NEW OPERATIONS MANAGER

View more news articles

Welcome back.
Please login to access registered content.

Join AGR
Discussion Forum
Job Zone
Find a Supplier
## Rate Yourself: 2 mins

### Important Skills

<table>
<thead>
<tr>
<th>Important Skills</th>
<th>Difficult to find skills</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Motivation &amp; enthusiasm</td>
<td>1. Commercial awareness</td>
</tr>
<tr>
<td>2. Team working</td>
<td>2. Leadership</td>
</tr>
<tr>
<td>3. Oral communication</td>
<td>3. Risk taking/enterprise</td>
</tr>
<tr>
<td>4. Written communication</td>
<td>4. Project management</td>
</tr>
<tr>
<td>5. Flexibility</td>
<td>5. Managing own learning</td>
</tr>
<tr>
<td>7. Problem solving</td>
<td>7. Problem solving</td>
</tr>
<tr>
<td>8. Managing own learning</td>
<td>8. Customer focus</td>
</tr>
<tr>
<td>10. Planning and organisation</td>
<td>10. Cultural sensitivity</td>
</tr>
</tbody>
</table>

Skills and attributes checklist: Top ten in 2006 (AGR)
Global graduates

1. A global mindset
2. Global knowledge
3. Cultural agility
4. Advanced communication skills
5. Management of complex interpersonal relationships
6. Team-working and collaboration
   work collaboratively and empathetically with diverse teams from across the globe.
7. Learning agility
8. Adaptable, flexible, resilience, drive and self-awareness
Typical Roles

[Word cloud: WEB ANALYST Software Developer Engineer]
Roles and Destinations ‘07

- Systems Engineering, Air Traffic Control
- Graduate Trainee Engineer, Ministry of Defence
- Electronic IT Consultant, Detica
- Electronic Engineer, Finlow Engineering
- Analyst, Accenture
- Porting Programmer, making games for mobile phones, IOMO
- Graduate Technologist, CAP Gemini UK PLC
- Facilities Runner, visual effects and post production, feature film company
- Software Analyst, Scott Wilson
- IT Graduate Trainee, HSBC
Roles 09-10

- Web Developer*
- Assistant Technical Manager
- RAF Officer Trainee
- Operational Analyst
- IT Help-Desk
- System Analyst/Developer
- Software Engineer*
- Developer
- Senior Analyst
- IT Engineer
- Programmer/Analyst Programmer*
- IT technician
- Test Engineer
- Project-Assistant
- Research-Assistant
- Business Analyst
- Consultant
- System Developer
- Software Developer*
- Graduate Software Engineer
- Civil-Servant*
- IT support team student assistant
Get some inside information....

Insider reports from employees

Recruiters who advertise throughout Targetjobs.co.uk ask their employees to submit reports on the recruitment process they went through, plus their inductions and training, career development, working life, salaries and benefits. Use these Insider Reports to help search for your chosen employer and research your applications.

Find Insider reports in a sector

Sector: Choose a sector...

Recent Insider reports

KPMG UK

INFO1010
Su White http://www.ecs.soton.ac.uk/~saw
# Destinations overview

## Employment Details (Data taken from the last five years)

<table>
<thead>
<tr>
<th>Examples of Employers</th>
<th>Examples of Job Titles</th>
</tr>
</thead>
<tbody>
<tr>
<td>General Electric</td>
<td>Software Developer</td>
</tr>
<tr>
<td>Logica</td>
<td>Systems Analyst</td>
</tr>
<tr>
<td>Bank of America</td>
<td>Electrical Engineer</td>
</tr>
<tr>
<td>PT Games</td>
<td>Business Analyst</td>
</tr>
<tr>
<td>British Airways</td>
<td>Website Merchandiser</td>
</tr>
<tr>
<td>Google</td>
<td>Trainee Patent Attorney</td>
</tr>
<tr>
<td>Ernst &amp; Young</td>
<td>Programmer</td>
</tr>
<tr>
<td>Accenture</td>
<td>Civil Servant</td>
</tr>
<tr>
<td>Morgan Stanley</td>
<td>Business Technology Consultant</td>
</tr>
<tr>
<td>Health Protection Agency</td>
<td>Microwave Engineer</td>
</tr>
</tbody>
</table>

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Your challenge

Go social (professional)
- Linked in
- Twitter, blog
- Outings and visits

Go online sleuthing...
- Soton alumni, destinations
- Your ideal employer(s)...

Go cerebral
- Think about what you would enjoy doing

Organise
- Yourself (and/or your friends)
Aside...

http://www.canyoucrackit.co.uk/
reminder
Thank you ;-) 

Su White 

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