

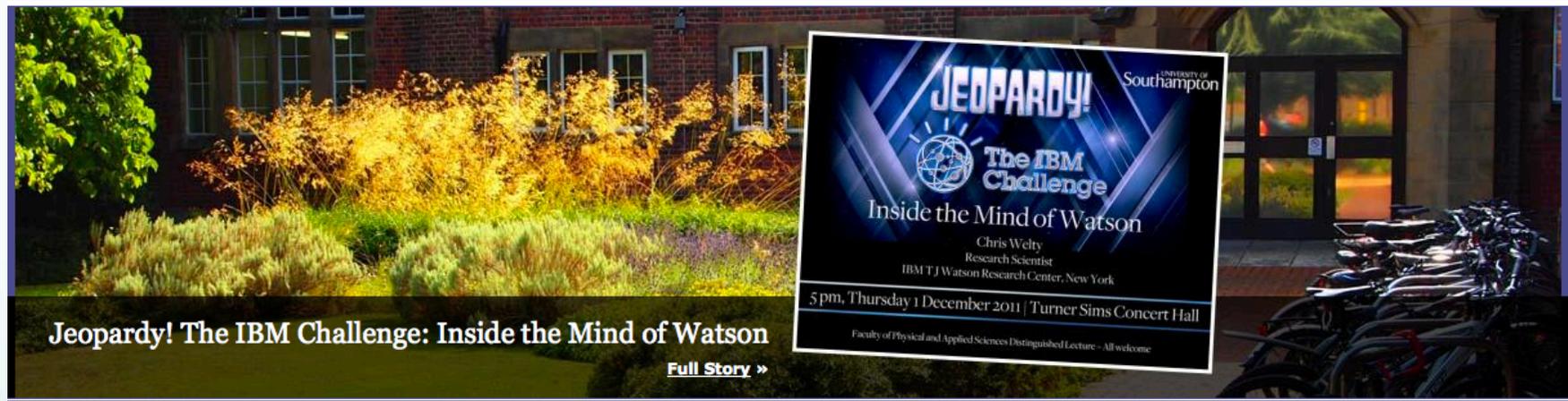
Organisational Perspectives

Su White

Today

- Housekeeping
-
- Thinking about organisations and you 😊
- Organisation types
- Your preferences
- Typical destinations
- Suggestions for the vacation...

reminder



- 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?



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**

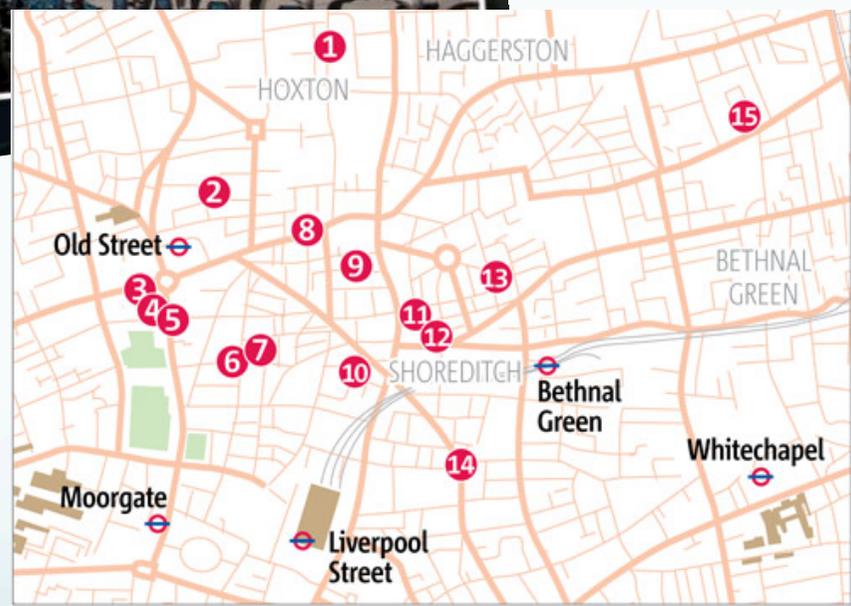
Tech startups

The screenshot displays the homepage of TECHmeetups.com. At the top left is the logo "TECHmeetups.com". A navigation bar includes "Home" and "Events". The main content area features a large "Upcoming Events" banner for "London Silicon Roundabout Xmas LSR Xmas Party" on December 15th. Below this are four news snippets, each with a date stamp (30th Nov 2011 or 29th Nov 2011) and a "0 Comm" indicator. The snippets cover: "Groupon mulls move from temporary Tech City base to Square Mile office", "Eliance user case study: Elliot Newsome, Managing Director, SKT Consulting", "New Tax break for start-up investors unveiled", and "Tech City: the magic roundabout". On the right side, there is a "Meetings" list with dates from December 8th to January 12th, and a "Startup News, Mentoring & Jobs" section with logos for "TECH STARTUPS" and "TECH StartupJobs". A search bar is located at the bottom right of the page.





ECS Professors to co-direct UK's Open Data Institute
[Full Story >>](#)



- | | | |
|-----------|-----------------------|-----------------------------|
| 1 Redmonk | 6 Skimbit | 11 Poke London |
| 2 Last FM | 7 Kizoom | 12 Techlightenment |
| 3 Dopplr | 8 L Shift/Cohesive FT | 13 Consolidated Independent |
| 4 Moo | 9 Trampoline Systems | 14 Songkick |
| 5 AMEE | 10 Schulze & Webb | 15 tinker.it |

Silicon Roundabout

Slide 9
 Su White <http://www.ecs.soton.ac.uk/~saw>

INFO1010

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

UNIVERSITY OF Southampton

Site Search Enter keywords here

Home UG Study MSc Admissions PG Opportunities Research Business People Alumni Contact Intranet

University of Southampton > ECS > Careers Hub

ECS Careers Hub

- Affiliated companies
- Current opportunities
- ECS alumni
- About this site

Careers Events

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 2011 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 Lewis; +44(0)23 8059 5453

[Graduate Jobs South](http://www.graduatejobsouth.co.uk)
www.graduatejobsouth.co.uk

[E-JOBS SEARCH VACANCIES](#)

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 >>](#)

Career Experience

Industrial Internships»

'I learned so much about ... all the things you don't necessarily learn at university.'

[Read our students' experiences on placements and internships ...](#)

Video Podcasts »

ECS Careers Fair 2009
[View PodCasts](#)

Graduate perspectives »

Three ECS graduates make up 50 per cent of the software development team at the innovative startup Mendeley, an ECS Careers Hub affiliate

Engineering & Technology Careers Fair 2011
Information about our exhibiting companies

Career Destinations

Career Destinations

UNIVERSITY OF Southampton

Careers Home Students and Graduates Staff Employers

Search Go

This site University

Students and Graduates

Graduate Passport

Videos, Podcasts and Tests

Contact us

Disclaimer

Feedback

Jobs Portal

Graduate Jobs South
www.graduatejobssouth.co.uk

GRADUATE PASSPORT!

International Students

Insider Career Mentoring

Practice Tests

Graduate employment news

CAREER DESTINATIONS EVENTS CALENDAR

Important & Improved Changes to Career Destinations

From September 1st 2011 we are making a number of important changes and enhancements to our services for students. We will be 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:

- A significant increase in the number and range of events and interactive group sessions run by both CD staff and visiting recruiters
- Enhanced web resources
- Further Development of Graduate Passport
- Expansion of our successful EXCEL Southampton paid Work Placement Programme
- The removal of individual advice for most students to allow for the expansion of our other service

Click through for full details on these important changes

Career Destinations

STUDENTS AND GRADUATES

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

EMPLOYABILITY

There are many ways of thinking about 'employable' graduates and there are diverse views about the ways in which employability can be enhanced. Use this information to help improve your chances.

GLOBAL OPPORTUNITIES

Working 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.

DEGREE SUBJECT SPECIFIC MICROSITES

Targeted careers 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 enterprise.

Career Destinations News

- 30 November 2011
Frontrunner for Disabled Students - Applications close 1st 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
- 22nd November 2011
Uni-Cycle Volunteers Drop In Session
- 16 November 2011
Voices of Experience Retail Career Panel - 17/11/2011 - 5pm
- 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

More news stories...

Student Enterprise

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

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

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

The screenshot shows the homepage of the Association of Graduate Recruiters (AGR). The header features the AGR logo and tagline "the leading voice of graduate recruiters and developers". Navigation links include Home, Join AGR, About, Events, Publications, Graduate Recruiter, Jobs, News, Resources, AGR Standard, Contact, and AGR Awards. A search bar and a "Welcome back" message are also present.

Graduate Recruitment News

Students should see the world – or watch it sail past

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

Raleigh International launches grant to help young people volunteer abroad

ASSOCIATION OF GRADUATE RECRUITERS APPOINTS NEW OPERATIONS MANAGER

[View more news articles >>](#)

Enter the NCWE Work Experience Awards

Join the **agr** **LinkedIn** group

agr manifesto

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.

- Join AGR
- Discussion Forum
- Job Zone
- Find a Supplier

the next big event >>

Latest Events

Understanding and Engaging with Higher Education Master Class

Latest Graduate Recruitment Jobs

Graduate Recruitment Manager - Global Organisation

Graduate Development Specialist – Global Law Firm

Graduate Recruiter Magazine

[Graduate Recruiter - October/November 2011](#)

WE KICK OFF THE FIRST IN OUR SERIES OF INTERVIEWS WITH AGR BOARD MEMBERS! SEE WHO'S FIRST UNDER THE SPOTLIGHT..

(AGR members only)

Poll

Do you often get the impression from an application that the applicant knows very little about your company?

Yes

No

important Rate Yourself: 2 mins

scarce

Important skills	Difficult to find skills
1. Motivation & enthusiasm	1. Commercial awareness
2. Team working	2. Leadership
3. Oral communication	3. Risk taking/enterprise
4. Written communication	4. Project management
5. Flexibility	5. Managing own learning
6. Customer focus	6. Second language
7. Problem solving	7. Problem solving
8. Managing own learning	8. Customer focus
9. Commercial awareness	9. Report writing
10. Planning and organisation	10. Cultural sensitivity

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

Slide 21

Su White <http://www.ecs.soton.ac.uk/~saw>

INFO1010

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



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
- Lead Developer for internet company, www.moneysavingexpert.com
- Facilities Runner, visual effects and post production, feature film co
- 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....

TARGETjobs.co.uk
more graduate jobs and careers intelligence

THE WORLD NEVER SLEEPS.

If you like the TARGETjobs publications, you'll love our exclusive, monthly sector e-updates. Register now to receive the latest news about your chosen career sector!

You are here: Home: General advice: Insider reports from employees

Some careers are open to all: read up on them in the TARGETjobs magazine >>

Graduate jobs | Careers intelligence | Career clueless? | Work experience | General advice | Job hunting tools | Forum

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

Go!

Recent Insider reports

KPMG_UK

About to be interviewed by a panel? Don't panic: this type of interview usually gives you greater opportunities to set the agenda

Do you have what it takes to get to the top? Read about those at the height of their careers

DTZ

Merrill Lynch

FDM ACADEMY

Bloomberg

PRICEWATERHOUSECOOPERS

RHL

Make it happen

WHAT CAN I DO WITH MY DEGREE?

audit commission

Destinations overview

Employment Details (Data taken from the last five years)

Examples of Employers

General Electric
Logica
Bank of America
PT Games
British Airways
Google
Ernst & Young
Accenture
Morgan Stanley
Health Protection Agency

Examples of Job Titles

Software Developer
Systems Analyst
Electrical Engineer
Business Analyst
Website Merchandiser
Trainee Patent Attorney
Programmer
Civil Servant
Business Technology Consultant
Microwave Engineer

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...

theguardian

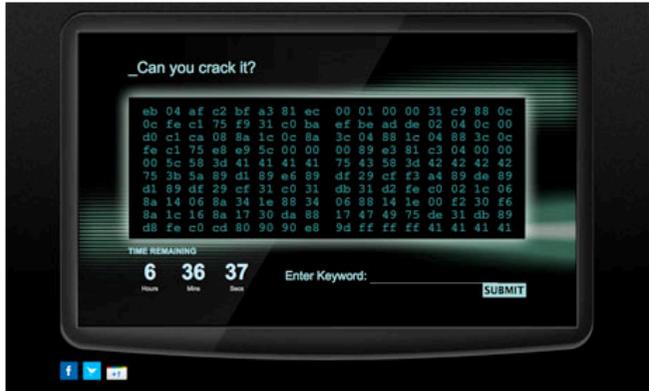
News | Sport | Comment | Culture | Business | Money | Life & style | Travel | Environment

News | Media | Advertising

GCHQ aims to recruit computer hackers with code-cracking ad

Government intelligence service targets 'self-taught' hackers with cryptic website that features no obvious branding

Mark Sweney
guardian.co.uk, Thursday 1 December 2011 00.01 GMT
Article history



Can you crack it?

```
eb 04 af c2 bf a3 81 ec 00 01 00 00 31 c9 88 0c
0c fe c1 75 f9 31 c0 ba ef ba ad de 02 04 0c 00
d0 c1 ca 08 8a 1c 0c 8a 3c 04 88 1c 04 88 3c 0c
fe c1 75 e8 e9 5c 00 00 00 89 e3 81 c3 04 00 00
00 3c 88 3d 41 41 41 41 75 43 88 3d 42 42 42
75 3b 5a 89 d1 89 e6 89 df 29 cf f3 a4 89 de 89
d1 89 df 29 cf 31 c0 31 db 31 42 fe c0 02 1c 06
8a 14 06 8a 34 1e 88 34 06 88 14 1e 00 f2 30 e6
8a 1c 16 8a 17 30 da 88 17 47 49 75 de 31 db 89
d8 fe c0 cd 80 90 90 e8 9d ff ff ff 41 41 41
```

TIME REMAINING
6:36:37
Enter Keyword:

GCHQ's 'Can you crack it?' website ad

The government intelligence service, GCHQ, is aiming to attract the next generation of web-savvy spies by running an ad campaign that challenges computer hackers to crack a code to get an interview.

GCHQ, which reports to the foreign secretary and works with MI5 and MI6, has set up a website that is home to a tricky visual code.

The agency is drumming up interest in the code by seeding a message into social media, such as blogs and forums, that cyber specialists with a "keen interest and ethical hacking" might frequent.

Tweet 107
Recommend 12
reddit this

Media Advertising
Technology Hacking · Data and computer security · Computing
UK news
More news
Related
21 Jun 2011 Serious Organised Crime Agency takes down website after hacking attack
7 Mar 2010 Britain fends off flood of foreign cyber-attacks
25 Jun 2009 British intelligence agencies to step up security over cyber-attack threats
4 Jun 2009 US and UK prepare fightback against eastern hackers

<http://www.canyoucrackit.co.uk/>

The screenshot shows a web browser window with the URL www.canyoucrackit.co.uk. The page content is displayed on a dark background with a rounded rectangular frame. At the top of the frame, the text "_Can you crack it?" is shown. Below this is a hex dump of data, consisting of 14 lines of two columns of hexadecimal characters. Underneath the hex dump, there is a "TIME REMAINING" section with three large "0" digits representing hours, minutes, and seconds. To the right of the timer is a text input field labeled "Enter Keyword:" and a "SUBMIT" button. At the bottom left of the frame, there are social media icons for Facebook, Twitter, and a plus sign for additional options.

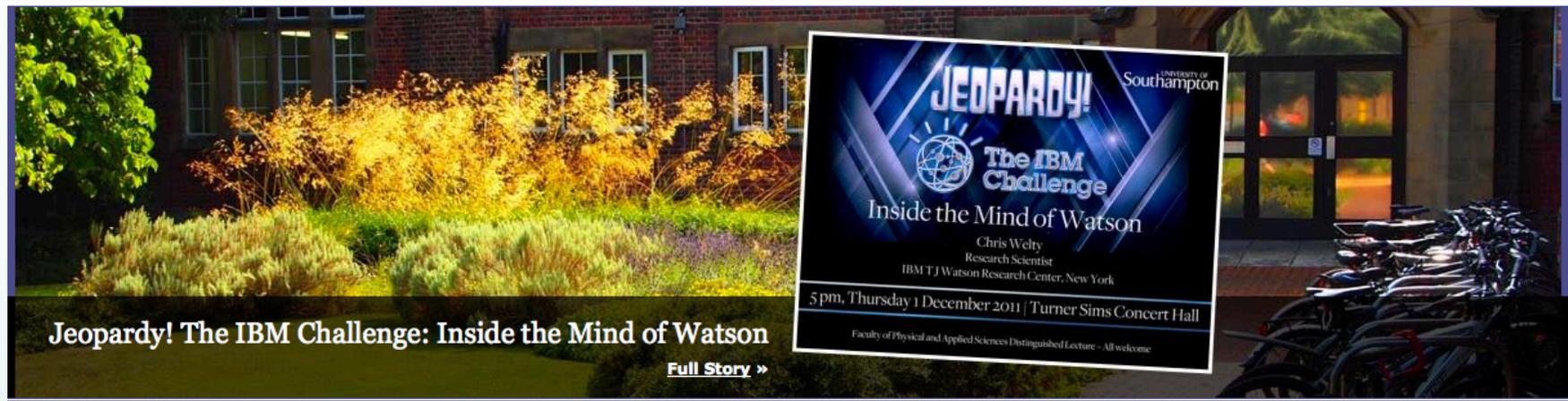
```
eb 04 af c2 bf a3 81 ec 00 01 00 00 31 c9 88 0c
0c fe c1 75 f9 31 c0 ba ef be ad de 02 04 0c 00
d0 c1 ca 08 8a 1c 0c 8a 3c 04 88 1c 04 88 3c 0c
fe c1 75 e8 e9 5c 00 00 00 89 e3 81 c3 04 00 00
00 5c 58 3d 41 41 41 41 75 43 58 3d 42 42 42 42
75 3b 5a 89 d1 89 e6 89 df 29 cf f3 a4 89 de 89
d1 89 df 29 cf 31 c0 31 db 31 d2 fe c0 02 1c 06
8a 14 06 8a 34 1e 88 34 06 88 14 1e 00 f2 30 f6
8a 1c 16 8a 17 30 da 88 17 47 49 75 de 31 db 89
d8 fe c0 cd 80 90 90 e8 9d ff ff ff 41 41 41 41
```

TIME REMAINING

0 Hours 0 Mins 0 Secs

Enter Keyword: **SUBMIT**

reminder



Thank you ;-)

Su White

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