**POTENTIAL JOBS AND ROLES IN THE FUTURE**

by Simon Moss

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| **Introduction** |

In general, when PhD and Masters by Research candidates can envisage the jobs and roles they might pursue in the future, they are more likely to feel motivated and enthusiastic about their research. Therefore, during their candidature, you could perhaps

* search job websites to identify possible roles you might pursue in the future
* utilize your existing networks, such as supervisors, to meet individuals in these roles
* express your interest to potential employers
* seek fellowships and other funding sources for research

This document is primarily designed to characterize the range of roles that are feasible after you complete a PhD and Masters by Research. However, over time, other relevant information will appear in this document.

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| **Locate potential roles** |

To locate possible roles, please utilize the following table. This table presents information about roles that are relevant to many disciplines.

The first column outlines the roles that are feasible after you complete a PhD or Masters by Research. The second column specifies keyworks to enter into Google that will uncover relevant websites. The third column indicates the keywords you might utilize in these websites. The final column includes some other notes, such as whether these roles may not be as feasible for Masters by Research candidates.

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| Roles | Google entries that could uncover | Keywords | Other details |
| Teaching positions at universities or TAFEs   * Associate lecturer * Lecturer | * Grad Australia * Grad Connection * Unijobs * Seek.com.au * Jobs at CDU |  | * University teaching and research roles are more likely after a PhD than Masters |
| Research only positions at universities   * Postdoctoral fellow * Research fellow | * Grad Australia * Grad Connection * Unijobs * Seek.com.au * Jobs at CDU |  | * University teaching and research roles are more likely after a PhD than Masters |
| Research only positions at other research institutions   * National Health Services * Public research institutes * Medical research * CSIRO * Non-for-profit sector * Think tanks | * Think tanks in Australia. Then visit the websites of these think tanks * Grad Australia * Grad Connection |  |  |
| Non-academic positions at universities   * Research administration * Teaching administration * Student administration | * Grad Australia * Grad Connection * Unijobs * Seek.com.au * Jobs at CDU” |  |  |
| Federal, state, or local government   * Policy positions * Research positions * Political advisors | * Government jobs NT * Government Federal jobs | * policy * research * your discipline area |  |
| Industry research and development   * Medical sector * Pharmaceutical sector * Engineering sector |  | * research * your discipline area |  |
| Consulting   * Management consulting firms * Accounting firms * Private practice | * Seek.com.au * Directly contact relevant firms like EY, KPMG, Deloitte, and PWC | * consulting * management |  |
| Publishing and editorial roles   * Assistant or Associate Editor of a Science Journal * Medical writing, such as writing drug descriptions * Science communication, such as writing in science magazines | * Seek.com.au * Grad Australia * Grad Connection * Search journal publishers, such as Sage, but mainly for overseas jobs | * science * editor * writing |  |
| Intellectual property   * Patent attorney, usually as a traineeship initially | * Seek.com.au * Grad Australia * Grad Connection | * trainee * patent * attorney | * Suitable if interested in the sciences, law, or languages * No law experience is necessary |
| Business and finance   * Investment * Insurance and pensions * Banking | * Seek.com.au * Grad Australia * Grad Connection |  |  |

In addition, many of the roles that demand extensive research skills—and, therefore, might be suited to PhD or Masters by Research graduates—include the word “analyst” in the title or “analyse” in the job description. Consequently, perhaps enter this word in job searches.

**Consider a recruiter**

You might also contact a recruiter to help you locate a role. Usually, employers will pay recruiters to locate suitable applicants. The following table outlines the benefits of recruiters to you.

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| Benefits of recruiters |
| Recruiters may uncover roles that you overlook |
| Recruiters may be able to convey your strengths to the employ more effectively |
| Recruiters may even negotiate a higher salary to increase their commission |

To utilise the services of a recruiter, you should apply the practices that appear in the following table.

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| Activity to undertake | Details |
| Locate possible recruiters | * To identify suitable recruiters, search jobs in seek.com.au or similar websites and then determine which recruiters advertise roles that are relevant to you * Or you might simply google “recruiters Darwin professional” or something similar * Perhaps utilize a website, such as theterritory.com.au/work/northern-territory-recruitment-agencies |
| Identify two to four recruiters to contact | * You must respond to recruiters swiftly—and, therefore, should not utilise too many recruiters |
| Contact recruiters; specify the roles you are seeking | * You can email recruiters, but telephone is more personal * Utilise a professional email address—that is, an address that includes your name rather than amusing words * Before you contact recruiters, specify the range of roles you would like as precisely as possible * Communicate honestly to recruiters so they can identify a job that is feasible and suitable to you * You might need to contact your recruiter every three or so weeks |

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| **Consider the Skilled Shortage list and similar lists** |

One resource that could be useful to research candidates, especially international students, is the Skills Shortage list. This list specifies the occupations for which employers cannot recruit enough Australians with the requisite skills. Consequently, individuals from other nations who can demonstrate they have developed these skills can immigrate to Australia, called skilled migration. Therefore, you could

* Visit <http://workpermit.com/immigration/australia/australia-skills-shortage-list>
* You could skim this list to identify roles that you might be able to fulfill in the future.
* If you have acquired the relevant skills, you are very likely to be able to secure these jobs in the future
* In the future, the government may even prioritize international students over immigrants—although this policy has not been substantiated yet

If you are an international student, do not be too concerned if your skills are not relevant to these roles. You could also check the Australian Skilled Occupation List and the Australian Consolidated Sponsored Occupations List. These lists comprise many more jobs—but demand other criteria as well to secure migration.

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| **Seek potential fellowships** |

To seek possible fellowships—in which you can receive grants that last from 1 month to 5 years—you should

* proceed to [www.researchprofessional.com/funding/search](http://www.researchprofessional.com/funding/search)
* press “Award type” and select relevant opportunities, such as early-career fellowships, postdoctoral training fellowships, and young investigator awards
* press the downward arrow alongside “more options” and choose “Nationality of researcher” to specify your nationality. You can also choose “Country of funder” to limit the options to Australia
* press search.

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| **Seek internships or similar programs** |

This table presents some organizations in Darwin in which you can apply for internships, graduate programs, or vacation programs.

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| Organization | Industry | Details |
| KPMG Darwin | Consulting | * Offers vacation programs to HDR students in their penultimate year * Offers graduate programs to HDR students in their final year or just after their final year |
| South32  [www.south32.net](http://www.south32.net)  then search “vacation program” | Mining | * Offers a summer vacation program for 12 weeks in a range of fields |

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| **Career lattices** |

When individuals envisage their career, they often assume they will gradually ascend the corporate hierarchy. If planning a career in academia, for example, they assume they might progress along the roles depicted in the following illustration.



But, in practice, individuals do not tend to ascend the corporate hierarchy as steadily as this ladder implies. That is, when individuals shift from one role to another role, their income does not always increase. From an income perspective, their trajectory may resemble the following pathway, called a career lattice.



Indeed, this trajectory may be desirable. That is, individuals may shift from one role to another role at a similar level of income to achieve several goals. For example, they may reach this choice to

* develop a broader range of skills
* be exposed to a more diverse array of experiences
* utilize their strengths or accord with their values
* enable career breaks

Some organizations have even developed schemes to encourage their employees to shift roles at the same level, called internal career mobility opportunities. So, if you want to develop a teaching or research career, which roles should you seek? Which skills should you develop or which experiences should you embrace? Although every candidate is unique, the following table outlines some roles you might consider to facilitate your academic or research career

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| Role | Benefit |
| Marking or tutoring | * Develops and demonstrates teaching skills |
| Research assistant in qualitative research | * Develops and demonstrates skills in qualitative data collection, such as interviewing, and qualitative data analysis, such as thematic analysis |
| Research assistant in quantitative research | * Develops and demonstrates skills in quantitative data collection and analysis |
| Lab technician | * Develops and demonstrates laboratory skills |
| Administrative officer, such as research administrative officer | * Develops and demonstrates knowledge about university or institutional administration |
| Project officer or project delivery officer at a university | * Develops and demonstrates knowledge about project management |
| Government, non-government, and commercial work in your area of expertise | * Extend networks and knowledge in the discipline |

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| **Future trends** |

As you forge your career pathway, you should consider which roles are likely to thrive in the future. According to many commentators, society is progressing into an era called Industry 4.0, in which jobs will often revolve around

* artifical intelligence, advanced robotics, and autonomous transport
* big data and machine learning
* advanced materials, biotechnology, and genomics

Furthermore, according to Davidson (2020), in this century, as robots and autonomous machines become more valuable, employers will become increasingly motivated to employ individuals who exhibit unique capabilities and insights. The PhD and Masters by Research may thus become even more valued in the future.

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| **References** |

Davidson, A. (2020). The passion economy: The new rules for thriving in the twenty-first century. Knopf