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TECHNOLOGICAL
UNIVERSITY
SINGAPORE

CAREER

tracks

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BUILDING EXPERTISE



CREATING IMPACT



CHARTING PATHWAYS

BROUGHT TO YOU BY NTU CAREER & ATTACHMENT OFFICE





ABOUT JARDINES

Jardine Matheson is a diversified Asian-based group with a broad portfolio of market-leading businesses. We are one of the top 200 publicly traded companies in Asia, and a member of the Fortune Global 500.

Across the Group, our over 400,000 employees work in a wide range of businesses in major sectors including motor vehicles and related operations, property investment and development, food retailing, health and beauty, home furnishings, engineering and construction, transport services, restaurants, luxury hotels, financial services, heavy equipment, mining and agribusiness.

We operate principally in China and Southeast Asia, where our subsidiaries and affiliates can leverage and tap our vast experience, expertise, networks, and long-standing relationships in the region. Our goal is to help Group companies achieve sustainable growth over the long term by providing financial and other resources.

Principled leadership, a long-term perspective, innovative thinking and a commitment to mutual growth inspire us. They also underpin our businesses which provide products, services, and experiences that impact the lives of many millions every day. These values also apply in our workspaces, where we strive to provide positive, safe working environments. We are also committed to improving communities through programmes that make a difference in environmental stewardship, education, mental health and more.

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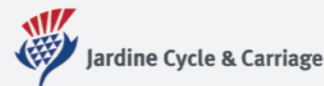
JARDINES CAREERS



JARDINE MATHESON



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Jardine Matheson Group:



You learn more from losing than you do from winning. Can you inspire students with that?

Students learn life values through sports. Like being there for your team, giving all you've got, overcoming obstacles and carrying yourself with dignity whether in victory or defeat. Game enough to take on this challenge?

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It all begins with a teacher.**



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Ministry of Education
SINGAPORE

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CREATE

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DIRECTOR'S
MESSAGE

SHAPE YOUR OWN JOURNEY TO CAREER SUCCESS



Even as we see an increase in demand for talent across the board as industries look to ramp up operations post-pandemic, we cannot rest on our laurels.

As a tiny island state, Singapore is especially vulnerable to volatile global economies. Our workforce needs to be highly skilled in solving today's complex business problems and tomorrow's challenges to remain attractive to foreign investors and also to become more self-reliant. Therefore, it is important for us to continuously nurture generations of youths with an entrepreneurial mindset and an outlook of creativity, innovativeness, initiative and resourcefulness for the future.

To many of you, NTU Career & Attachment Office (CAO) serves as a bridge between university and the working world. We are here to give you a good head start and prepare you to be career ready right from your first day with NTU. Thriving in today's workforce not only requires domain skills and knowledge, employers are also looking out for candidates who are adaptable, intellectually curious, creative and critical thinkers, effective communicators and collaborative team players.

To ensure our graduates remain competitive in the global economy, the programmes developed at CAO are aligned to NTU 2025 Education Strategy of developing attributes embodied by the university 3C's – Character, Competence and Cognitive Agility. CAO advocates authentic learning to prepare you for the realities of the workplace. On top of personalised career coaching and industry-specific consultations, you get to gain valuable real-world experiences and insights through mentorship programmes, job shadowing, work-integrated programmes and internships.

Internships are an integral part of the NTU undergraduate experience and from August 2021, internships will be made compulsory for all undergraduate students. This real-world industry exposure will give our students an opportunity to apply knowledge learned in University to

Take the first step, explore opportunities and get ready to reach your goal of gaining good employment after graduation.

an authentic work environment, strengthen their work values, and gain interpersonal skills to grow both personally and professionally.

Career experiential programmes such as NTU PEAK, NTU EDGE, hackathons, industry-led workshops, company visits, job shadowing and personal or group mentorship provide students with valuable career insights. Through networking opportunities and interactions with dedicated mentors and industry professionals, you get to gain job-specific skills and industry insights. I strongly encourage you to find your mentors and seek out what truly inspires you.

For those of you who are not so sure where and how to start, CAO launched the OWN IT! campaign where you can take guidance from our carefully curated year-on-year roadmap. There are no excuses for you – take the first step, explore opportunities and get ready to reach your goal of gaining good employment after graduation. Once again, CAO is here to help you own and shape your future. Come to us and OWN IT!

To the Class of 2023, congratulations on achieving an important milestone of your life. As you move on to the next chapter of your life, whether as part of the workforce, an aspiring entrepreneur or a graduate student, remember to remain adaptable and resilient in whichever path you choose. But most of all, CAO invites you back as a valued member of our extended Career Community! You can be our alumni-mentor, industry partner or just give a talk to your fellow NTU juniors to motivate them.

Go forth and achieve great things!

Loh Pui Wah
Director
Career & Attachment Office

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Career Skills / Career Coaching:

Career & Attachment Office
Nanyang Technological University
Student Services Centre, Level 1
42 Nanyang Avenue
Singapore 639815

Internship / Industry Related Consultation:

Career & Attachment Office
Nanyang Technological University
South Spine, SS3-B2-15
50 Nanyang Avenue
Singapore 639798

Online Career Portal:

www.careeraxis.ntu.edu.sg

Contact us at:

☎ 6790 5242

✉ cao@ntu.edu.sg

🌐 [ntu.edu.sg/education/
career-guidance-industry-
collaborations](http://ntu.edu.sg/education/career-guidance-industry-collaborations)

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📷 caontusg

📺 CAONTUSG

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SELF-ASSESSMENT

Discover your VIPS (Values, Interests, Personality styles and Skills). Invest time to power up essential career search skills, such as resume writing and interview techniques. Self-knowledge is the first fundamental step in a successful job search and long-term career planning.

- Career Exploration with your Career Coach
- ML0004 Module
- Career and Employability Skills Workshops



EXPLORE OPTIONS

Explore your full range of career options and gauge your fit. Understand job requirements by networking with industry professionals, including mentors and alumni through experiential programmes, events, internships and career fairs.

- Industry and Experiential Career Education
- Network with Industry Professionals
- 'ConnectingMinds' with Alumni Mentors



SET DIRECTIONS

Focus on your best available and attainable career options. Deepen your skills and expand your horizons with real-world projects. Meet with your Career Coach again to evaluate and fine-tune your career plans. Enhance your career planning and job search with industry insights from our Career Consultants to have a better understanding of employer expectations and application processes.

- Internships and Global Experiences
- Career Planning with Career Coach
- Industry Insights from Career Consultants



TAKE ACTIONS

Set yourself up for career success by acquiring more workplace-ready skills through CAO workshops. Tap all opportunities to connect with potential employers to shine and secure your First Destination upon graduation.

- Career and Employability Skills Workshops
- CareerAxis, your One-Stop Career Portal for Jobs
- Career Fairs and Networking Events

SODA AND OWN YOUR WAY TO CAREER SUCCESS

Developed by the Career & Attachment Office, SODA (a career planning framework) and OWN IT! (a year-on-year roadmap) help you to enhance your employability to achieve your career goals.

Own It!

FAST TRACK YOUR CAREER WITH THE CAREER & ATTACHMENT OFFICE

Check off this roadmap to gain skills and experiences for your career success.

- | | | | |
|--|----------|--|----------|
| <input type="checkbox"/> Meet your Career Coach
• Identify career goals, strengths and skills | S | <input type="checkbox"/> Enrol in ML0004 Module
• Acquire internship prep skills | S |
| <input type="checkbox"/> Attend Career and Employability Skills Workshops
• Acquire personal brand, build LinkedIn profile | S | <input type="checkbox"/> Attend Career and Employability Skills Workshops
• Develop communication and workplace-ready skills | S |
| <input type="checkbox"/> Participate in NTU Xperience
• Job shadow to understand different job roles | S | <input type="checkbox"/> Meet your Career Coach
• Explore and prep for internships | O |
| <input type="checkbox"/> Participate in CCAs and Volunteer Work
• Explore interests and develop skills | S | <input type="checkbox"/> Speak with a Career Consultant
• Acquire industry insights and employer expectations | O |
| <input type="checkbox"/> Connect with Mentors in ConnectingMinds
• Increase awareness of the working world | O | <input type="checkbox"/> Participate in Hackathons
• Gain skills and experiences | O |
| <input type="checkbox"/> Attend Alumni Sharing/Peer Mentor sessions
• Network and learn from seniors | O | <input type="checkbox"/> Attend Company Visits
• Obtain insights on company cultures | O |
| | | <input type="checkbox"/> Embark on Part-Time Work/Internships
• Build work experiences | D |

Year 2

Year 3

- | | |
|---|----------|
| <input type="checkbox"/> Embark on Credit Bearing/Global Internships | D |
| <input type="checkbox"/> Meet your Career Coach
• Develop post-internship strategies | D |
| <input type="checkbox"/> Network actively with Mentors
• Gain insights and knowledge and expand your network | D |
| <input type="checkbox"/> Attend Career and Employability Skills Workshops
• Enhance critical thinking and creativity skills | A |
| <input type="checkbox"/> Join Networking Events
• Connect with employers and explore job opportunities | A |
| <input type="checkbox"/> Participate in Hackathons
• Enhance career portfolio | A |
| <input type="checkbox"/> Take part in Competitions
• Gain additional skills and experiences | A |

Year 4

- | | |
|--|----------|
| <input type="checkbox"/> Start Job Applications from Semester 1 | A |
| <input type="checkbox"/> Attend Career and Employability Skills Workshops
• Hone data and digital skills | A |
| <input type="checkbox"/> Meet your Career Coach
• Fine-tune job search strategies | A |
| <input type="checkbox"/> Speak with a Career Consultant
• Prep for company-specific interviews and application processes | A |
| <input type="checkbox"/> Connect with Mentors
• Acquire job insights and uncover opportunities | A |
| <input type="checkbox"/> Attend Recruitment Events and Career Fairs | A |
| <input type="checkbox"/> Access Career Portal for career resources and job openings | A |



SELF-ASSESSMENT



EXPLORE OPTIONS



SET DIRECTIONS



TAKE ACTION

STUDENT TESTIMONIALS



"I am very grateful to have **CAO's support** in my quest to secure a job before graduation. From speaking to my career coach on how I can start mapping my career journey to attending resume workshops and company seminars, every initiative I took has played a part in helping me set sail in the right direction to my dream job."

Vishnu Loganathan, Electrical and Electronic Engineering

"**NTU PEAK** has been one of my best experiences in NTU. It provided me with a platform to engage with business leaders and learn more about what ESG is. I had the privilege of attending workshops conducted by a design thinking consultant as well as a strengths leadership consultant. Through this experience, I've learned to tackle problems more efficiently as well as exploit my leadership strengths and lead a team in my own capacity. It was a very eye-opening experience and definitely one that I will recommend to my friends, juniors and future employer."

Loh Rui Jie Joel, Data Science and Artificial Intelligence



"The greatest takeaway from this **Job Shadow** was the advice I gained from the different people I met during my time at Alstom. I was given heartfelt advice based on their own experiences and that opened a new perspective for me when I start to plan for my career. This is a very beneficial programme for all students, regardless of course or year of study. It provides students with an opportunity to find out about the actual work in a company, gain valuable connections and have a clearer idea of their career interests."

Goh Yu Ting, Civil Engineering

"I joined Round 6 of the **LevelUP! mentorship** programme where I had a rare opportunity to learn from my mentor, Mr Kwan, who is a director at a multinational healthcare company. My interactions with Mr Kwan has not only helped to affirm my career goals, I have also gained more knowledge on problem solving and decision-making skills with his advice."

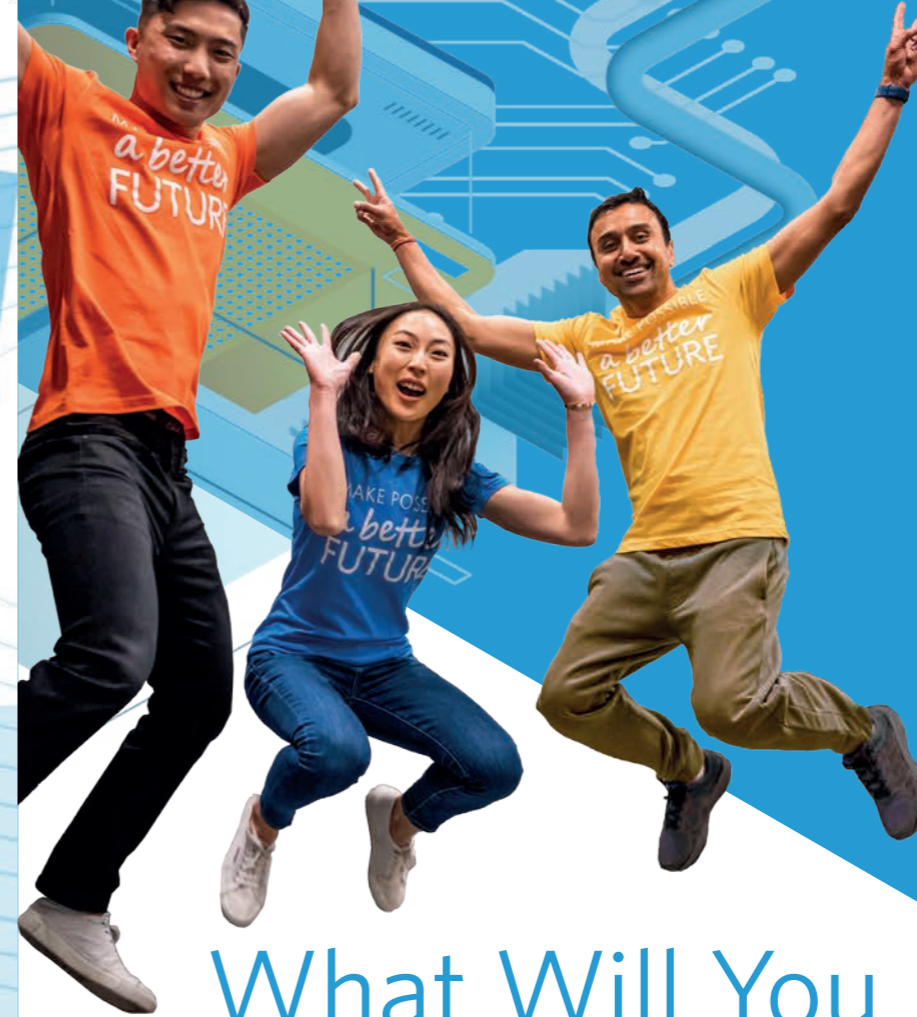
Nicole Choong, Chemistry and Biological Chemistry



To find out more about how CAO can help you in your future career success, scan QR code or visit: <https://entuedu.sharepoint.com/sites/Student/dept/sasd/cao>



SCAN HERE TO FIND OUT MORE



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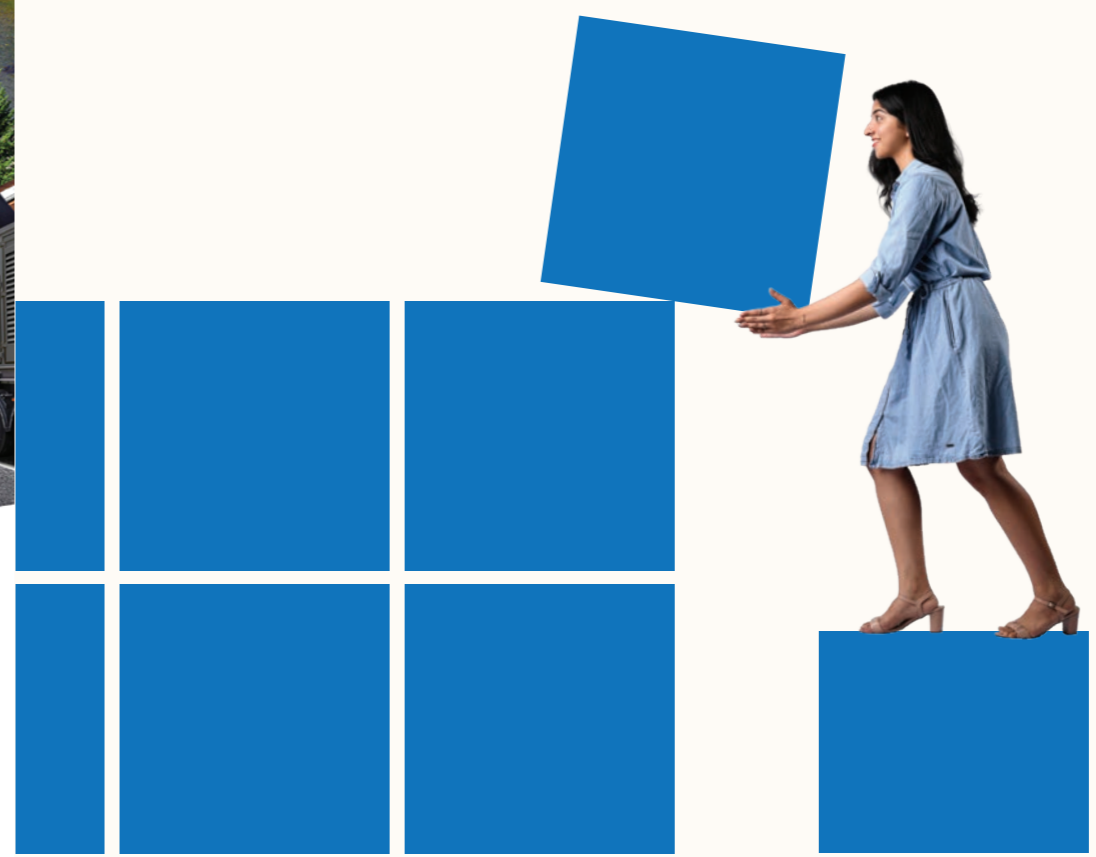
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Building Expertise



KNOW YOURSELF AND FIND YOUR PURPOSE

To make good career decisions, you will need to start by knowing what you want. Discover your VIPS (Values, Occupational Interests, Personality Style and Skills) and have a better understanding of your strengths and your inclinations. Equally important is knowing what the world needs so that you can find fulfilment in contributing to society and growing both professionally and personally for the long-term.

Values are the qualities that give you a sense of purpose and keep your career satisfaction going.

Ask yourself:

- What motivates you and why?
- What qualities are most important to you?
- What kind of lifestyle are you seeking?

Occupational Interests are work activities that you are passionate about. By knowing where your interests lie, it will help you choose a career that gives you greater job satisfaction and long-term success.

Ask yourself:

- What past experiences have you found fulfilling?
- What type of activities do you enjoy doing?
- What are you most passionate about?

Personality Style refers to the way you think, feel and behave. It influences how you interact with others, process information and make decisions.

Ask yourself:

- Do you like to work in a team or alone?
- Are you more comfortable with a fixed or flexible work schedule?
- How do you like to communicate – writing or verbally?

Skills are your unique abilities, strengths and talents. These may include technical skills that are specific to your field of studies or transferable skills such as interpersonal and communication skills. Identify the skills you have gained through your studies, group work, professional experiences and even co-curricular activities (CCAs).

Ask yourself:

- What are you good at?
- What have you received praise or recognition for in the past?
- What skills are sought after in the fields of work you are interested in?

KNOW WHAT THE WORLD NEEDS

Look beyond traditional roles in your field of study and keep yourself updated with the evolving economy to identify emerging in-demand roles and what the world needs.

Explore the job market. Research on market trends and industry outlook as well as the challenges in the industries that you are interested in. Speak to industry professionals and alumni in these industries. Find out what led them to their career choices, challenges faced and how they grew in their careers to gain insights on these possible career options and how you can contribute and make your mark professionally.

Ask yourself:

- What job roles would you consider purposeful and meaningful to yourself and to the world?
- How can you stay relevant in a Volatile, Uncertain, Complex and Ambiguous (VUCA) world of work?

HOW DO YOU START

Make a list of the potential industries and job roles that you are interested in. Do not be afraid to include organisations and industries that you have never considered before. Be curious and keep an open mind to discover the full range of career opportunities available through job shadowing, internships and career events. Speak with our **Career Consultants** to gain deeper insights into different industries. Join **NTU ConnectingMinds** and be mentored by a community of alumni mentors.

Stay flexible and adaptable to the challenges and opportunities you will encounter in your job search and career journey. Keep up-to-date with emerging trends so that you will remain relevant in the job market. Enjoy the experience and stay positive!



If you are not sure of your VIPS, speak to your **Career Coach** who can help you kick-start your career exploration.

STRATEGISE YOUR JOB SEARCH

Job search, especially during a pandemic and a potential recession, can be daunting. Adopting these strategies with a positive mindset will help you prepare and progress along in your job search.

KNOW YOURSELF

At the start of the job search, define what you can offer potential employers by reflecting on your values, interests and accomplishments. With a clear understanding of your strengths, skills and interests, focus on jobs that will enable you to perform at your best. Learn to highlight and present your unique abilities to prospective employers when communicating with them.

DO YOUR RESEARCH

Be aware of the outlook of the job market and job trends. Make a list of your targeted industries, companies and jobs so that you can focus your search efforts on where your coveted roles are. Find out more about the culture, values, requirements and performance of the organisations that you are interested in. Apply directly to the organisation through contacts or via job portals such as Jobstreet and LinkedIn.

CUSTOMISE YOUR RESUME AND LINKEDIN PROFILE

Recruiters spend an average of less than 10 seconds on a resume. Increase your chances of securing an interview by customising your resume for each job application. A well-written resume draws attention to the relevance of your skills and qualifications for the post you are applying for. Create an outstanding LinkedIn profile to give potential employers a comprehensive view and impression of who you are.

BE PROACTIVE

More than 70% of jobs are secured through networking. You should therefore leverage your network of family and friends to get connected to job opportunities. Ask for an introduction to a company connection. Attend all information sessions and recruitment events, virtually or in person. Subscribe and participate in LinkedIn interest groups in addition to applying for jobs online, proactively reach out to industry professionals and recruiters through email or LinkedIn messaging.

CLEAN UP YOUR ONLINE AND SOCIAL MEDIA PRESENCE

It is important to maintain a strong professional brand online. Your social media presence should consistently portray a positive professional image. Clean up your social media presence so that it does not affect your personal brand. Remember: recruiters often check out candidates on social media platforms.

TRACK YOUR PROGRESS

Keep track of your job applications, interviews and all forms of communication with employers. This will help you stay on top of follow-ups, and let you know what you have accomplished thus far and what your next steps should be.



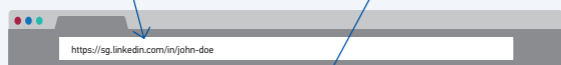
Do you know that nearly 70% of job openings are not advertised? Speak to our **Career Consultants** to gain deeper insights on industries and connect to the industries you are interested in.

MARKET YOURSELF ON LINKEDIN

Do you know that nine in 10 employers use social media to hire talent? On LinkedIn, the largest and most popular professional networking site, you can find career opportunities, keep up with industry trends and get connected to like-minded professionals and thought leaders in your industry. Follow this guide to build your personal brand on LinkedIn.

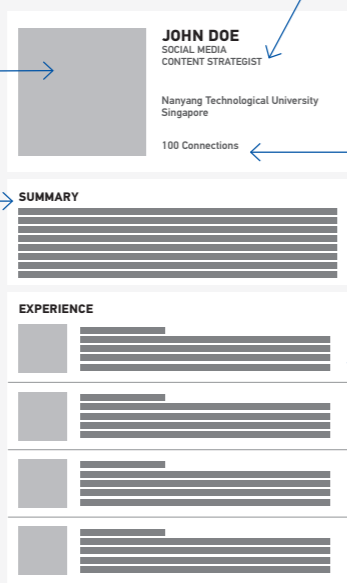
URL

Have a personalised LinkedIn URL to make it easier for people to find your profile. Keep it between five and 30 characters.



PHOTO

First impression counts. Use a recent professional headshot with a neutral background where you look presentable and are dressed appropriately. Adding a profile picture will attract more viewership to your profile. Ensure that the photo is at least 200x200 pixels so it appears sharp on your profile.



SUMMARY

Stand out with a good summary. Weave a compelling narrative using a maximum of 2,000 characters detailing your experience and aspirations. Showcase how you have added value to your organisation. Skip LinkedIn's suggested summary and put together one that focuses on your career interests, accomplishments and skill to highlight your unique proposition. Use the right keywords to increase your search visibility.

EXPERIENCE

Import your resume and use it for LinkedIn with more content and keywords. Include your internships, part-time jobs and freelance work. Be precise in detailing your past experiences.

Pro tip: Adding media links lets you showcase your talents and portfolio. Complement your resume information with links to past projects, video clips, blogs, publications and other content you have created.

HEADLINE

The headline shows up next to your name on LinkedIn and in search engine results. Customise your headline and state briefly what you do or want to do. Be concise yet informative. Include a call for action for recruiters to be interested to read your full profile and use key words and phrases related to the job and industry you are interested in. For example:

- ✗ NTU undergraduate from School of Biological Sciences
- ✓ Biological Science Undergraduate | Seeking research internship opportunities in the field of Cell Biology

CONNECTIONS

Build up your professional network on LinkedIn. Connect with people you know such as your professors, recruiters, alumni, friends and family members. Join LinkedIn groups to tap on their networking potential.

EDUCATION

Include your educational experiences and any relevant training or certificate courses that you have completed.

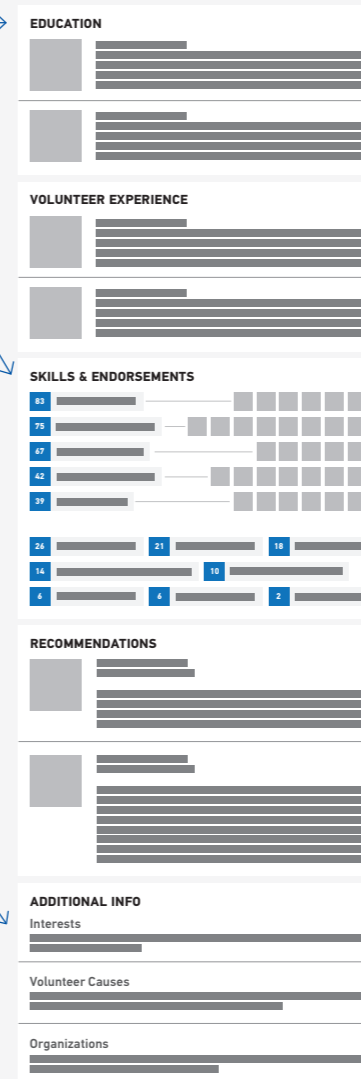
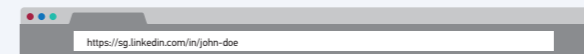
SKILLS

Members who add five or more skills receive up to 17 times more profile views. Identify at least five skills that define your expertise, experience and achievements. Keep in mind the industries and jobs you are going for and include skills that are a good match for these industries and jobs. You can also take a skills assessment to earn a badge.

Invite your connections to endorse your skills publicly. Be sure to offer endorsements for the repertoire of skills listed by your connections too.

INTERESTS

Identify common interests with your target audience and try to build a rapport with them. Provide more information about your interests as this may attract a recruiter's attention.



VOLUNTEER EXPERIENCE

Build your personal brand and present yourself as a multifaceted individual by showcasing your volunteer work in the community. Elaborate on what you have done and learnt in the process of serving the community, such as new skills that you have acquired.

RECOMMENDATIONS

Testimonials add credibility to your profile and can go a long way in helping you maintain meaningful interactions with other LinkedIn users. Aim to have five to 10 recommendations from your employers, colleagues, professors and so on. You can send a request for recommendations to your connections over LinkedIn.

MAKING NEW CONNECTIONS ON LINKEDIN

While it is easy to send a connection request on LinkedIn using the default paragraph, writing a personalised message in your invitation will increase the likelihood of your request getting accepted. Personalising your message helps you start meaningful conversations and create memorable first impressions. There is a 300-character limit so keep your message brief and succinct.

What you should include:

- Introduce yourself
- Mention how you found them
- Connect on common ground, for e.g. mention a mutual connection
- Be clear about your intention to connect

Now that you are done, start getting active on LinkedIn! Like and comment on posts and even publish your own content. Remember to keep the content professional and relevant to your field.

Attend CAO's workshop on **Optimise Your Resume and LinkedIn Profile** to learn more. Make use of **VMock Aspire** offered by CAO at www.vmock.com/ntu to make your profile stand out.



RECENT GRADUATE STORY

GOING INTO CONSULTANCY FROM A HUMANITIES BACKGROUND

BERNADETTE TONG

Linguistics and Multilingual Studies (2022)

Analyst, Infosys Consulting

Please tell us about your role and main responsibilities

I am currently an Analyst with Infosys Consulting. My main responsibilities include collaborating with clients from different industries, helping them to manage complex change and transformation as well as perform research and analysis about the clients' contexts and their needs.

How long did you take to secure the job after graduation?

I secured my full-time position in early semester 2 of my final year, before my graduation in July 2022.

What are some challenges you faced when looking for a job and how did you overcome them?

The main challenge I faced was in figuring out what kind of work environment and job scope I want to kickstart my career in. In the beginning, I applied to various roles and only found out through interviews that the roles and companies were not what I wanted for my starter job.

Another challenge I faced was the tight competition in the market especially as a Humanities graduate who was trying to break into the corporate world. However, this challenge was easily mitigated through my early hunt for jobs as well as speaking to the different career consultants who gave me valuable insights into the various industries and their advice in navigating the interview stages.

How did you land yourself this position?

I found my current position through NTU's CareerAxis. It is a very useful and safe platform to look for jobs offered by reputable employers.

Employers would sometimes leave the email address of their HR department or hiring manager on job listings, making it a lot more accessible for you to get in touch with the hiring manager for the role.

Please share your tips and advice with fellow students who will be looking for jobs or internships soon

Don't be afraid to start early and to ask for help. Starting early did give me an edge because I was able to survey the demands of the market and the different individuals who were up for the same jobs I wanted.

Moreover, as an undergraduate student, I did not know much of the different industries or what kinds of jobs would fit with my interests and skillsets. This is where early career counselling and chats with the different professionals from NTU's Career & Attachment Office (CAO) helped a lot!

Finally, as you kickstart your job hunt, it is not a one-way street where it is just the organisation who is making a judgement of whether you will be a good fit for the role, you should also take the opportunity to ask questions and decide for yourself if the role/organisation is a good fit for you and if the work environment is somewhere you want to grow in. All the best in your internship or job search!

Your next job



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CYBER SECURITY AGENCY OF SINGAPORE

The Cyber Security Agency of Singapore (CSA) was formed in 2015 and tasked to keep Singapore's cyberspace safe and secure, to underpin our National Security, power a Digital Economy, and protect our Digital Way of Life.

It is part of the Prime Minister's Office and is managed by the Ministry of Communications and Information.



CYBERSECURITY DEVELOPMENT PROGRAMME

The Cybersecurity Development Programme (CSDP) is an 18-month foundational programme to develop fresh graduates and mid-career professionals into skilled cybersecurity professionals to contribute to Singapore's digital economy and digital government.

The programme achieves this by supporting our successful applicants through a 3-month technical training followed by a 15-month on-job-training (OJT) in one of the cybersecurity specialisations. After 18 months, officers can look forward to further career development opportunities within CSA or other government agencies to deepen their cybersecurity skillsets.

WHAT TO EXPECT:

- Professional cybersecurity certifications, specialised cybersecurity training, soft skills training and a ModularMaster in Cybersecurity from SUTD (awarded after completion of the 18-month programme)
- National level exposure to cybersecurity projects
- A dedicated mentor supporting your OJT

Selected applicants will be offered competitive remuneration.

If you would like to find out more about CSDP, visit: www.csa.gov.sg/csdp



Hear more about the programme from your senior!



Syazwan Suhaimi Systems Engineer

Bachelor of Information and Communications Technology (Information Security),
Singapore Institute of Technology,
Class of 2021

Which division are you currently in at CSA?

I currently work in the Standards and Technology team of CSA's Cybersecurity Engineering Centre (CSEC), where we aim to drive technology exploration and development, lead cybersecurity standards, as well as raise cybersecurity assurance/resilience.

What are your key responsibilities in that division?

Our work contributes to the de-risking of the adoption of emerging technologies and positioning Singapore as a hub for digital trust. We work closely with the other teams in CSEC to ensure a more seamless process when anticipating digital risks, engineering security enablers, and establishing standards. An example of the work I do, as part of the Standards and Technology team, relates to providing best practices for the secure development and provisioning of Distributed Ledger Technology (DLT) services, with the objective to raise the cyber resilience of such services.

How is your experience with CSDP so far?

The first 4 months was quite intense, with tutorials, projects and certification examinations in the CSDP. Afterwards, I was later assigned to a variety of projects, all of which required deep research and analysis. To stay proactive and organised, I had to and know how to prioritise my work accordingly. This way, I'd be able to keep my weekends free to plan my wedding.

RESUME DO'S AND DON'TS

Do you know that recruiters spend an average of less than 10 seconds on a resume? Increase your chances of securing an interview by customising your resume for each job application and making it relevant. Use your resume to your advantage and highlight your great fit for the role!

DON'T!

- Don't use the same resume for all the jobs you apply to.
- Don't make claims (for example, good communication skills) without substantiating them with examples.
- Don't exceed two pages.
- Don't lie about your GPA, skills, or abilities.
- Don't write generic career objective statements and long paragraphs.
- Don't use an unprofessional email address.

DO!

- **Tailor your resume** for the position you are applying for.
- Refer to the job description (JD) to **identify the knowledge, skills and attributes (KSAs)** required for the role.
- **Highlight relevant skills** that you have acquired through internship, work experiences, CCA and volunteering experience.
- Demonstrate how your KSAs match the JD using the **STAR method**.
- **Use strong action verbs** and substantiate your experiences and achievements with quantifiable data.
- Refer to the JD to pick out **industry-relevant keywords** that recruiters may be looking out for and include them in your resume.
- **Make sure your resume is easy to read.** Keep it to one or two pages. Use bullet points and be concise with your statements.
- The quality of your application reveals your attention to detail and level of professionalism. **Proofread your resume** to ensure that it is free of grammatical, spelling and punctuation errors.
- Run your resume through **VMock** and enhance it further before sending it out.

WHAT IS THE STAR METHOD?

SITUATION

Describe the situation you encountered.

TASK

Describe the task you had to accomplish.

ACTIONS

Explain what you did to accomplish the task, how you overcame the challenge and why you did it.

RESULTS

State the positive outcomes from your actions, quantifying them where possible.

For example:

Led a team of six to organise a cycling event to raise funds for MINDS [Situation/Task]. Through active publicity and marketing [Action], 200 students participated and \$5,000 was raised [Result].

If you can't quantify the results, show that you understand the rationale of what you did.

For example:

Led a team of six to conduct research on usability of a new student website [Situation/Task]. Through 10 focus groups [Action], the qualitative and quantitative feedback of 200 respondents were analysed to improve user experience [Result].

CAO recommends the **Resume Template** on page 23 as it is professional, clean, simple and applicable for most jobs. It covers essential sections to help you kickstart your resume writing.

As there are thousands of different resume templates, there is no one best resume template or one gold standard. For the best result, always customise your resume to the job description and requirements.

FORMAT YOUR RESUME USING THESE TIPS

- Include LinkedIn or portfolio URL at the header (optional)
- Use past tense except for current experiences
- Font type: Use a simple and clear font such as Arial and Garamond
- Font colour: Black
- Font size: 11 or 12
- File format: PDF (1-2 pages)

RESUME

Make section headings more apparent and easier to read.

This is a common mistake. It should be 'Technological', not 'Technology'.

Proofread to ensure that your documents are free of grammatical, spelling and punctuation errors!

Use action verbs and substantiate your experiences and achievements with quantifiable data.

Sentences are too long and difficult to read. Break them down into succinct bulleted points.

John Tan | Mobile No.: 9123 4567 | Email: ~~JohnPartyBo@gmail.com~~ | ~~Address: Blk 123, Singapore Road, #04-567, Singapore 123456~~

EDUCATION

Nanyang Technology University, Singapore (Aug 2019 – May 2023)
Bachelor of Engineering (Mechanical Engineering) with Second Major in Business

University of Copenhagen (Sep 2022 – Dec 2022)
Student Exchange Programme

Singapore Junior College (Jan 2015 – Dec 2016)
GCE A Levels | GP: B, Mathematics: A, Physics: B, Economics: C

Singapore Secondary School (Jan 2010 – Dec 2014)
GCE O Levels | English: B, Chinese: B, Mathematics: A, Physics: A, Chemistry: B, History: B, Literature: B

Singapore Primary School (Jan 2004 – Dec 2010)
PSLE

FINAL YEAR PROJECT

Nanyang Technology University, Singapore (Aug 2022 – May 2023)
I designed a bike-sharing system for my final year project.

INTERNSHIP EXPERIENCE

Total Utility Pte Ltd (Jan 2022 – Jun 2022)
Operations Processes Department, Intern
I worked in the Biogas Engine and Thermal Hydrolysis Plant

WORK EXPERIENCE

The ABC Bank Limited (May 2022 – Aug 2022)
Sales & Operations Assistant
I implemented checking criteria for predicting user behaviour to automate checking process and analysed regional sales accounts across five countries in Asia Pacific and translated data gathered into insights using data visualisation tool Tableau for my Sales Director. I identified key growth areas and presented insights to my Sales Director to craft three new countries' market entry strategies.

XYZ Restaurant Pte Ltd (Jan 2019 – Aug 2020)
Part-Time Waiter
I worked as a part-time waiter at XYZ Restaurant. I was also kitchen assistant during peak hour mealtimes and assisted in food preparation when necessary.

CO-CURRICULAR ACTIVITIES

Engineering Club (Jan 2021 – Jun 2021)
Vice President
I managed three major fundraising events, secured funds by creating awareness of events on social media and reached out to halls and the student community in NTU. I also oversaw the publicity efforts and developed outreach strategies to deliver consistent message across various platforms to recruit new club members.

SKILLS

I am proficient in English and Chinese and conversant in Danish. I have digital skills in AutoCAD, MATLAB, Python, Excel VBA, Tableau, Photoshop and Microsoft Office.

HOBBIES AND INTERESTS

I enjoy travelling, playing the guitar and piano and basketball.

Use a professional email address!

Residential address is not required in your resume.

These information are too dated and are not relevant.

Consider if this experience is relevant to the role you are applying for. If it is, elaborate on relevant skills you have for the role.

RESUME

SAMPLE (EXCERPT)

John TAN | Mobile No.: 9123 4567 | Email: John_Tan@gmail.com

EDUCATION

- Nanyang Technological University, Singapore** Aug 2019 – May 2023
Bachelor of Engineering (Mechanical Engineering) with a Second Major in Business
- Dean's List for Semester 1, Academic Year 2021/2022
 - Expected Honours (Distinction), Current CGPA: 4.30/5.00
- University of Copenhagen** Sep 2022 – Dec 2022
Student Exchange Programme
- Gained new perspectives and insights into European Union economic issues through discussions in class

ACADEMIC PROJECT

- Nanyang Technological University, Singapore** Aug 2022 – May 2023
Final Year Project – Design a system for allocating bikes in a bike-sharing system
- Developed a profit-maximisation system to allocate bikes efficiently for bike operators
 - Optimised the total number of bikes per station and attained an increase of 15% in profit margin

INTERNSHIP EXPERIENCE

- Total Utility Pte Ltd** Jan 2022 – Jun 2022
Operations Processes Department, Intern
- Worked closely with three contracted engineers from YY Technologies to improve and optimise operations of the Biogas Engine and Thermal Hydrolysis Plant by 20%
 - Facilitated the maintenance and operation of three Biogas Engines and one Thermal Hydrolysis Plant

WORK EXPERIENCE

- The ABC Bank Limited** May 2022 – Aug 2022
Sales and Operations Assistant
- Implemented checking criteria for predicting user behaviour to automate checking process, resulting in a decrease of 5% in fraudulent transactions in Thailand market
 - Analysed regional sales accounts across five countries in Asia Pacific and translated data gathered into insights using data visualisation tool Tableau
 - Identified key growth areas and presented insights to Sales Director to craft three new countries' market entry strategies

CO-CURRICULAR ACTIVITIES

- Engineering Club** Jan 2021 – Jun 2021
Vice President
- Managed three major fundraising events, secured a total of \$10,000 worth of funds by creating awareness of events on social media and reaching out to halls and the student community in NTU
 - Oversaw publicity efforts and developed outreach strategies to deliver consistent message across various platforms reaching a breakthrough 20% increase in new club members

SKILLS

Languages: Proficient in English and Chinese, conversant in Danish
Digital Skills: AutoCAD, MATLAB, Python, Excel VBA, Tableau, Photoshop, Microsoft Office

HOBBIES AND INTERESTS

Travelling, playing musical instruments (guitar and piano) and sports (basketball)

“Unlimited opportunities to grow your career.”

Lee Chun Gee
Director, Supply Chain
NTU Alumni, Class of 2004



“An excellent environment for growth and development.”

Pearlyn Lim
Senior Engineer, Manufacturing
NTU Alumni, Class of 2016



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RECENT GRADUATE STORY

FROM NTU PEAK TO FOOD INNOVATION

VENUS HO ZHI QING

Chemistry and Biological Chemistry with a Second Major in Food Science and Technology (2022)

Strategic Innovations and Insights Executive, WhatIF Foods

Please tell us about your role and main responsibilities

I am currently working as a Strategic Innovations and Insights Executive with WhatIF Foods. WhatIF Foods is a planet-positive food and beverage company with a mission to reinvent the food system by going beyond sustainability. My main responsibility is supporting our commercial team to optimise e-commerce and digital marketing strategies to expand into the US market. I am working closely with the team to analyse the environmental and sustainability impact of our value chain. I am also supporting commercialisation strategies with consumer data and critical insights to generate unique selling propositions.

How long did you take to secure a job after graduation?

I started searching for a job at the beginning of my last semester and I managed to secure this job before my final examinations. After two rounds of interviews and a few conversations about my prospective roles within the company, it took the company roughly two months to send me an offer letter. I was able to learn more about the company's situation and how I might provide value through the engaging discussions I had with my interviewees.

What are some challenges you faced when looking for a job and how did you overcome them?

Even though we always hear that job opportunities in the local food industry are relatively scarce, I was certain that I wanted to work in the field of food innovation.

Most science graduates will take the typical path of going into an R&D role. However, I am more keen to know what the market really needs through analysing consumer insights to make a greater impact. I wanted to pursue a career in alternative proteins but I did not limit myself to just the R&D field. I wanted a role that will allow me to explore deeper in the food industry.

Despite the fact that I lacked a strong foundation in e-commerce and marketing, I picked up skills from on-the-job training and through online courses.

How did you land yourself this position?

Participating in programmes organised by NTU (and beyond NTU) and attending events to meet business leaders from various industries are helpful for us to gain insights into the different challenges faced by organisations and find out how we might be able to contribute and fit in as fresh graduates.

My experience with the NTU PEAK leadership programme gave me an opportunity to work with mentors from WhatIF Foods on a case study project. Through the project, I have learned a lot about the fascinating work that WhatIF Foods has done on our food value chain. The NTU PEAK programme also gave us the opportunity to get to know one another better – learning that my passion aligned with the purpose of the company helped me land the job as well.

Besides NTU PEAK, my involvement with the NTU EDGE program and my internship as a food scientist with Waters Corporation gave me the opportunity to learn about consumer insights on plant-based food and to develop technical expertise in analytical food chemistry. All these experiences have been beneficial and have given me an opportunity to build a stronger foundation in technical understanding and marketing insights.

Please share your tips and advice with fellow students who will be looking for jobs or internships soon

1. Be open to diverse roles. Do not limit yourselves to a typical pathway that your seniors have taken. Whichever path you choose to take, be it in rocket science or to become the next MasterChef Singapore, do what excites you and work hard towards your purpose!
2. Our grades in school do not really make a huge difference in making us stand out from our peers. What makes us stand out is our experiences of working on real-world programmes with industry leaders and students from different courses. When you are equipped with real-world problem-solving skills and have actual experiences to prove that you are a team player, you will stand out as a stronger candidate.
3. Connect with industry leaders from the sector that interests you on platforms such as LinkedIn or Twitter. Read the industry leaders' posts and conversations to stay updated on the latest industry trends and pain points.
4. The challenges that we face will help us identify the crucial skills we need to develop to improve our performance and employability. So be prepared for them!

COVER LETTER DO'S AND DON'TS

Do I need to submit a cover letter in my job applications? The short answer is yes, it is good to have. Unless if the job listing explicitly instructs you not to submit one, you should put in the effort to craft a well-written cover letter to show your sincerity. The cover letter is also an opportunity to showcase your written communication skills and let your prospective employer know of your intention, skills and strengths and that you are a good fit for the role.

DON'T!

- Don't use the same cover letter for all the jobs you apply to.
- Don't focus on what the job can do for you.
- Don't make it longer than one page.
- Don't forget to include a call to action.

DO!

- As with resumes, always **customise your cover letter** for each application.
- **Be concise.** Your cover letter should only take up **one page**.
- In your cover letter, use about four paragraphs to do the following:
 - ▶ **Express your interest** in the company and job role and mention specific aspects that interest you deeply.
 - ▶ Highlight **how you can contribute and add value** to the company by listing relevant skills and experiences.
 - ▶ Elaborate on your **achievements and strengths related to the role**.
 - ▶ **Articulate your goals and values** while referring to the company's mission and vision.
- The quality of your application reveals your attention to detail and level of professionalism. **Proofread your cover letter** to ensure that it is free of grammatical, spelling and punctuation errors.
- Emphasise your interest in the job and reiterate why you are a good fit for the company.
- Thank the hiring manager and add a clear **call to action** for the hiring manager to contact you for further discussion.

Visit the CAO Career Resources page on the Student Intranet to download a copy of our **Cover Letter Template**.



COVER LETTER POINTERS

- Your cover letter needs a clear structure.
- Keep your sentences and paragraphs brief.
- Be specific: address every application to the hiring manager for that role.
- Font type: Arial or Times New Roman
- Font size: 11 or 12

GROW YOUR PROFESSIONAL NETWORK

Building connections and relationships is key to growing your network and career. Take the first step today to build meaningful professional connections that will help launch your career.

Sign up as a mentee on the **NTU ConnectingMinds** platform to connect with mentors who can help you to level up your skills.

LEVERAGE YOUR CURRENT NETWORK

Networking begins with building relationships with people. Be proactive in getting to know your classmates and peers with common interests. Grow your network by reaching out to your professors, seniors and relatives who may already be well-established in their fields and who can link you up to their networks.

BE ACTIVE ON CAMPUS AND AT EVENTS

Immerse in the vibrant university life which offers countless opportunities to meet and connect with others, ranging from fellow students and potential advisers to mentors and industry professionals. Chat with your seniors at school networking and alumni events.

FIND A MENTOR

A mentor is someone who can offer career advice based on his or her experiences and guide you to where you want to be. Join the **NTU ConnectingMinds** mentorship community and connect with industry professionals from the sector you are interested in. Mentors can give you personalised career advice and help you navigate the world of work.

HAVE A ONE-ON-ONE WITH YOUR CAREER CONSULTANT

At CAO, our **Career Consultants** boast strong networks of employers, hiring managers and alumni in the industries they oversee. Uncover a myriad of career opportunities through a chat with your Career Consultants. They can offer industry insights and the precise professional connections you are after.

BE SOCIAL

Be active on social networks, especially LinkedIn, so that you can connect with professionals by joining groups relevant to the industries you are interested in. Participate in networking events and sharing sessions organised by CAO that connect students and employers. Connect with like-minded peers, seniors, alumni and industry professionals virtually through webinars and online information sessions.

MAINTAIN YOUR CONNECTIONS

Networking is an ongoing process. Keep in touch with your new connections. Maintain active communication with your established contacts in a professional way. Establish genuine relationships that are lasting and mutually rewarding.

5 TIPS TO NETWORK ONLINE #LIKEAPRO

1. Build a Stellar LinkedIn Profile

- Highlight your top skills and experiences.
- Indicate the industry you are aiming for in your headline.

2. Maintain an Active Online Presence

- Follow companies, brands and professionals on LinkedIn. Curate your professional inner circle.
- Create or share meaningful posts on professional platforms like LinkedIn.

3. Join Professional Groups and Online Communities

- Find active communities related to your industry and career path. Be part of the alumni groups of your school and college.
- Participate in discussions and meet like-minded professionals.

4. Reach Out to Your Contacts, Prospective Employers and Mentors

- Reconnect with long-lost contacts. Approach potential employers and mentors.
- Be brief yet sincere and authentic. Indicate your objective for getting in touch.
- Seek to pay it forward and help others connect.

5. Make Use of Online Networking and Recruitment Events

- Prepare for online career fairs and networking events by planning your elevator pitch.
- Set your goals and decide who to engage with before each event.

RECRUITMENT EVENTS DO'S AND DON'TS

Recruitment events such as career fairs, recruitment talks and networking sessions connect you with prospective employers. Whether you are attending a virtual career fair, an online networking session or an in-person recruitment talk or career fair, be sure to make the right impression to stand out in the selection process. The same do's and don'ts apply to both physical and virtual interactions with potential employers.

NAVIGATING VIRTUAL JOB FAIRS AND NETWORKING SESSIONS

DECIDE WHO TO ENGAGE WITH

Before the virtual event – be it a career fair, company talk or networking session, find out which companies will be there and decide who you wish to engage with. Prepare meaningful questions to ask the speakers and recruiters. For instance, ask about the company culture, training opportunities, career progression and the skills and competencies required for the position that you are interested in. Be on your best virtual behaviour when presenting yourself to company representatives.

FILL IN YOUR PROFILE AND PREPARE RESUMES

Submit a comprehensive personal profile for virtual career fairs. State your skills and experiences clearly for potential employers to get a better idea of who you are. Maintain one generic resume in your personal profile upon signing up and send customised resumes for different job applications.

INTERACT WITH COMPANY REPRESENTATIVES

At virtual career fairs, companies may be able to see who have visited their booths. Chat with company representatives by text or use the audio and video functions if you are in a quiet room and are dressed suitably in professional attire. The same goes for attending online company talks and networking sessions.

At a virtual career fair, prepare your self-introduction speech and be ready to talk about your skills and career interests. This allows potential employers to know how you can contribute to the role and company. At the end of each interaction, thank the company representatives and ask how you can follow up.

ASK QUESTIONS OVER AN ONLINE CHAT OR EMAIL

Have your questions ready for employers when interacting with them online. Ask about the skills and competencies needed for the role that you are keen on, as well as the challenges and opportunities associated with the role or the industry. You can also ask them about potential career paths, training opportunities and the hiring process.

BE PROFESSIONAL IN YOUR APPLICATIONS

During a virtual career fair, only apply for the roles that you are really interested in. Do not click away and apply randomly. Do not be tardy in sending in your applications. It is not wise to wait till the end of the virtual fair to begin working on your applications. Be ready for digital interviews as some company representatives will be shortlisting candidates for interviews even during the virtual career fair.

ATTENDING IN-PERSON RECRUITMENT EVENTS

DO!

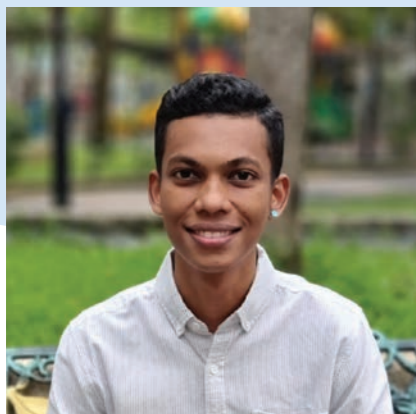
- Know your career interests and career directions before choosing which recruitment events to attend.
- Read up and find out more about the participating organisations and what positions are being offered.
- Prepare and rehearse answers to common interview questions.
- Do some research on industry trends so that you can ask meaningful questions.
- Strategise and plan your route with a list of “must-visit” and “hope to visit” organisations.
- Prepare an engaging elevator pitch to introduce yourself. Be ready to tweak it so that it is relevant to each organisation.
- Prepare a list of questions so that you can ask about the company culture, training opportunities, career paths, hiring process and skills and competencies required for the positions that you are interested in.
- Dress professionally and wear comfortable shoes.
- Bring along copies of your resume and name cards to hand out to recruiters.

DON'T!

- Keep to yourself. Instead, make use of recruitment events to find out more about the organisations.
- Appear ignorant by asking basic questions about a company.
- Ask what companies can offer you. Instead, ask how you can add value to the organisation.
- Be in casual or uncomfortable attire and shoes.
- Expect employers to shortlist you for an interview on the day itself. Instead, offer your contact details for any necessary follow-up.
- Dismiss any company too quickly. Most organisations have a wide range of roles that could match what you are looking for.
- Ask personal questions that are irrelevant to the job or industry.
- Display unprofessional or negative behaviour.



Attend CAO's workshop on **Level Up Your Networking Skills** to learn more.



RECENT GRADUATE STORY

EMBARKING ON A CAREER IN CYBERSECURITY

VISHNU LOGANATHAN

Electrical and Electronic Engineering (2022)

Cyber Security Consultant, NCS

Please tell us about your role and main responsibilities

I joined NCS under their five-year graduate program, Nucleus, to become a cybersecurity consultant. I am training to become a specialist in using security products such as Tenable, Trend Micro and McAfee, to implement cybersecurity solutions.

My current role is in the endpoint and network security team. I am a DAY 1 engineer which means I go down to sites and I am involved in the design, implementation, configuration, testing and handover phases. My team's role is to deploy security products on our clients' networks and servers to ensure that their system is safe from cybersecurity threats.

How long did you take to secure the job after graduation?

It took me three to four weeks to secure a job. I began my search at the beginning of February 2022 and received the job offer at the end of February 2022.

What are some challenges you faced when looking for a job and how did you overcome them?

I was looking for a position in the IT sector. I applied to at least 20 companies but only three or four companies got back to me. For many of the roles I have applied to, I had to take a technical test before even getting a chance to be shortlisted for an interview. Some of the technical tests were too challenging for me as I only have basic experience and knowledge. More on how I overcame the challenges below.

How did you land yourself this position?

I did my research on NTU's CareerAxis, participated in career fairs and searched online to find out which companies were hiring and what were the available job opportunities. As I possessed only basic IT knowledge back then, I focused on graduate programmes that provide the necessary training for me to become a competent cybersecurity professional.

Most crucially, I received help from my career coach at NTU Career & Attachment Office (CAO). Despite not having many work experiences, my career coach gave me advice on how I could showcase relevant experiences from my school project work, internship and part time jobs on my resume. I also polished up my interview skills.

Please share your tips and advice with fellow students who will be looking for jobs or internships soon

1. Start early. It will give you huge advantage.
2. I encourage you to attend the industry workshops and seminars organised by CAO. You will gain valuable insights of the industry you are interested in and have a deeper understanding of the different roles. From there, you can then select a role based on your strengths and preferences. If there is a particular role you are interested in, find out about the requirements, and do a related course to arm yourself with the necessary skills.
3. Do not be deterred by your GPA or be intimidated by the requirements of the job you are interested in. Don't miss the opportunity and just submit your application! Make sure to customise and craft a good resume (more about this below) to seize an interview opportunity.
4. Crafting a good resume is a must to score an interview opportunity. The skills, achievements, or certifications you have achieved in NTU can be used to make your resume stand out. CAO's resume workshop will teach you how to sharpen your resume step by step.
5. Make time to attend CAO's interview workshop. It will prepare you to be ready for the hard-earned interview you scored. My career coach shared common interview questions and answers and highlighted what employers look for in a candidate. Understanding the concerns of an employer has helped build my confidence to ace the interviews.
6. It is important to show your potential employer that you have a good attitude and is committed to the job. I did a mobile application development course on Udemy and published an app. Even though app development and cybersecurity seems unrelated, my hiring manager was very impressed by the initiative I took in self-learning to develop the app.

DESIGN OUR DIGITAL FUTURE

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WANT TO BE AN ARCHITECT OF SINGAPORE'S DIGITAL FUTURE?

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IMmersion Internship
programme to get
hands-on experience
and mentorship.



Join us at
imda.gov.sg/careers
#IMDigitalArchitect

TIPS TO ACE YOUR JOB INTERVIEWS

Jobs interviews are daunting for many. Just like taking your examinations, preparing early for an upcoming interview increases your chances of performing well. Here are some tips in prepping for your interview so that you can feel confident and clinch that coveted job.

DO YOUR RESEARCH

- Do your initial research about the organisation's background, mission, values and work from the company's website.
- Speak to your Career Consultants, seniors or mentors about the organisation and the industry to gain deeper insights.
- Read press releases, news articles and annual reports to learn about the organisation's recent performance and update yourself on industry trends.
- Find out who are your interviewers and their backgrounds. This demonstrates your interest and helps you understand what your interviewers are looking for in a potential hire.
- Develop a list of meaningful questions to ask the interviewers based on your research.

BE WELL PREPARED

- Have your interview outfit ready beforehand.
- Pack all the documents and items you need the day before. Prepare extra printed copies of your resume and necessary documents.
- For an in-person interview, plan your route to the venue and arrive 15 minutes early. Factor in any potential delays and ensure that you have a few extra minutes to do a quick mirror check in the restroom and put yourself at ease.
- For a virtual interview, make sure you are ready and on standby at your computer before the interview is due to begin. Prepare all your technology needs and calm your nerves before the virtual interview.

SEE YOURSELF AS A GOOD FIT

- Examine the job description and review how your skills, experiences, abilities and strengths match the role before the interview.
- Identify concrete illustrations of how you can add value to the organisation and why you are a good fit for the role.

Attend CAO's interview skills workshops for tips on how to ace job interviews. Your school-designated Career Coach can help you with mock interview practices. If you are preparing for an actual interview, you can also contact the Career Consultant in charge of the industry that you are interviewing for.

FRAME YOUR RESPONSES USING THE STAR APPROACH.

- **Situation** Describe the situation you were in.
- **Task** Describe the task you were given.
- **Actions** Explain what you did, how you overcame challenges and why you did it that way.
- **Results** Reveal the positive outcomes of your actions, focusing on your accomplishments and lessons.

BE CONFIDENT AND ARTICULATE

- Prepare and rehearse answers to common interview questions so that you are comfortable with talking about yourself.
- Schedule mock interview sessions with your Career Coaches and Consultants to get feedback on how you answer interview questions, as well as your body language, mannerisms and facial expressions.

BE PROFESSIONAL

- Dress to impress. Make sure you look sharp, neat and presentable for the interview.
- Arrive early. Being late is a sign of disrespect and an inability to manage your time.
- Use proper language. Avoid using slang, Singlish and uncommon or inappropriate abbreviations during the interview.
- Do not make references to age, race, religion, politics and sexual orientation.
- Be sincere and polite. Remember to smile and say thank you!

POST INTERVIEW

- Send a 'thank you' note to the interviewers. It is also an opportunity to reiterate your interest in the position and explain why you are the best candidate.
- If you think you did not answer a question well during the interview, use this opportunity to clarify.
- Or if you did not have an answer (or perhaps some data or statistics) to a question during the interview, use this opportunity to follow-up with the information.

TIPS TO ACE YOUR ONLINE INTERVIEWS

Even before the COVID-19 pandemic, companies have been conducting online interviews to screen and select candidates. The practice is particularly prevalent when interviewers and interviewees are in different countries. Here are some tips to excel in online interviews.

Attend CAO's interview skills workshops for tips on how to ace job interviews.

QUICK CHECKLIST

- Quiet room with clean background and good lighting
- Appropriately dressed
- Good internet connection
- Camera and microphone are properly set up
- Test out login instructions
- Turn off notifications on phone and computer
- Have a glass of water by your side
- Log on five minutes before the scheduled time
- Take deep breaths and stay calm

PREPARE

- Find a quiet room with a clean background and good lighting.
- Check your internet connection, camera and microphone settings.
- Check your audio sound quality and volume and make sure you are audible.
- Make sure you look sharp on screen.
- Download any software and test out the login instructions beforehand to make sure you are good to go as scheduled.



RESEARCH

- Prepare for the online interview as you would for a face-to-face interview.
- Read up about the company and understand the job requirements.
- Prepare some questions for the interviewers. Refer to the previous article on **Tips to Ace Your Job Interviews** for details.

BE PROFESSIONAL

- Bear in mind that all your interactions and expressions will be captured on camera.
- Position the camera at eye level and speak to the camera.
- Dress appropriately and communicate well.
- Keep in check your body language and mannerisms.
- Avoid reading your script off the screen.
- Maintain eye contact with the interviewer by looking at the camera instead of the video feed on your screen.

STAY ORGANISED AND FOCUSED

- Have a printed version of your resume and cover letter close by.
- Prepare your answers to commonly asked questions.
- Turn off disruptions such as notifications on your laptop and phone to maintain your focus throughout the interview.

AUTOMATED INTERVIEWS

Organisations may also make use of automated online interviews to sieve out large numbers of applicants. In a one-way structured video interview, you will need to answer a series of automated, pre-scripted questions within a specific time limit. Check how much time you are allocated and be mindful of the time. Be informative yet concise with your responses. There may be a practice run before the actual recorded interview to help you familiarise with the process.

In chatbot interviews, keep your responses concise and to the point. Highlight your relevant skills. Maintain a professional tone as your responses may be reviewed by the hiring manager.

TOP TIPS FOR ASSESSMENT CENTRES

You may be put through a battery of tests, exercises and interviews at assessment centres to determine if you are the right fit for an organisation. Many organisations such as consultancy firms, financial institutions and government agencies use assessment centres to recruit for management associate roles. Follow these pointers to excel at your next assessment centre exercise.

COMMON TYPES OF ASSESSMENTS

- Group interviews
- Aptitude and psychometric tests
- Presentations
- Case studies
- Role plays
- In-tray or e-tray exercises
- Team games

KNOW WHAT TO EXPECT

- Research on the organisation's mission and values through its website and social media pages such as LinkedIn.
- Reach out to its employees to gain insights about the work culture. Then expand your search to other sources such as Glassdoor.
- Find out what assessment centre activities are likely to be carried out so that you can be better prepared.

SET A POSITIVE FIRST IMPRESSION

- First impression counts, both in person and virtually.
- Dress professionally and presentably in appropriate workwear.
- Be punctual.
- Maintain a good posture and positive body language.

PITCH YOURSELF

- Be proactive and seize opportunities to speak up and demonstrate your skills.
- Bear in mind that you are there to pitch your suitability for the job.
- Assessors want to see team players who understand the tasks assigned and are able to adopt suitable strategies to meet objectives.
- Show how you can add value to the organisation with your skills and knowledge.

BE A PURPOSEFUL LEADER AND TEAM PLAYER

- Display your interpersonal, communication and teamwork skills.
- Showcase your strengths and ability as a team player by interacting constructively with other candidates. This demonstrates your confidence and situational awareness as a team player.
- Make it a point to manage strong personalities and engage the quieter ones when working in a group. This will exhibit your leadership skills.

NETWORK CONFIDENTLY

- Be prepared to participate actively during informal sessions such as lunch and tea breaks. The entire assessment centre experience is a social exercise.
- Be professional, pleasant and polite.
- Have a short self-introduction speech ready so that you can initiate and maintain conversation with others.

SHOW YOUR APPRECIATION

- Follow up and thank the company for the opportunity at the end of the assessment.
- Share a short anecdote of your positive experience at the assessment centre to make it more personal.
- Emphasise your interest in the job.

Attend CAO's workshop on **Excel at Assessment Centres** to get feedback through mock practice.



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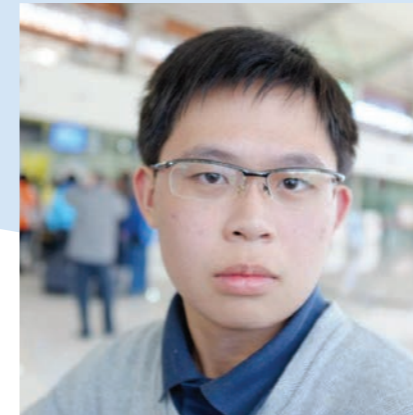
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RECENT GRADUATE STORY

FROM ENGINEERING TO FINANCE

TERRENCE LIM

Civil Engineering with Minor in Business and Economics (2021)

Business Analyst, UBS AG

Please tell us about your role and main responsibilities

I am a Business Analyst with UBS AG. My role is in cross-divisional business management, where we partner business divisions, including Wealth Management, Investment Banking, Asset Management, Corporate and Institutional Banking, and Group Functions to support the implementation of UBS Singapore's strategy to ensure proper governance and front-to-back oversight of functions that impact the Singapore branch.

How long did you take to secure a job after graduation

I am grateful to be able to secure my current role with UBS almost immediately upon graduating from NTU.

What are some challenges you faced when looking for a job and how did you overcome them?

Pivoting to a sector that is not directly related to my discipline of study. Even though I majored in Civil Engineering, I knew that my passion was in Banking and Finance. It was challenging going up against other candidates vying for the finance roles that I applied for, with many of them coming from a business background and a handful with double degrees in business and accountancy.

The interview process for financial institutions is also very rigorous. I had to take quite a number of psychometric assessments, video-recorded interviews and attend face-to-face interviews with each application. More on how I overcame the challenges below.

How did you land yourself this position?

During my job search, I upgraded my skills by taking online courses offered by Coursera, Bloomberg, CFA Foundation, ADBI and CFI. Doing so not only enhances my general and technical knowledge relevant to the finance sector, I was also better equipped to add value to my employer once I secure the role.

I also sought guidance from the career coaches and consultants at the NTU Career & Attachment Office (CAO). They have enabled me to better understand my strengths and helped me in strengthening my purpose and moving closer towards my career aspirations.

I practised mock interviews and assessments on V-Mock several times to enhance my ability to present and to better connect with

my interviewers. It is helpful to record yourself answering various interview questions and have your career coach or consultant critique and provide feedback for improvements from the perspective of a recruiter.

Please share your tips and advice with fellow students who will be looking for jobs or internships soon

To students from a non-finance background: don't dismiss the banking and finance sector! Banking is a multifaceted business and there are many avenues for graduates from various disciplines to value add to the business as a whole. While there are the usual finance-focused areas such as financial advisory and product underwriting, there are also areas such as business strategy, business management, risk management, regulatory compliance and technology management that welcome graduates from other backgrounds.

Leverage the skills you picked up in university to help you clinch the job. As NTU graduates, we are trained to see problems from a multidisciplinary approach which will help us derive the most optimal outcome for real-world business challenges. We are also trained to solve problems in a structured manner which allows us to break complex problems apart for a more targeted analysis. Real-world business challenges can be complicated but we will be able to innovate, create better solutions and streamline processes by connecting the dots.

Pick up project management skills – this not only means setting milestones to ensure your project stays on track (good time management), anticipate how potential changes and delays to one process will impact the overall project.

Finally, a general advice: there is no shortcut to achieve your desired outcome. It is through conscious effort invested in the right direction with the right guidance and support that you can become purpose-driven to make the journey towards your goals.

Remember to stay healthy, both physically and mentally, even though the task at hand may seem difficult. Don't give up and keep striving for excellence in pursuit of your goals and dreams. Know when to seek guidance and help and remember that you are not alone in your journey.

MANAGE JOB OFFERS WITH PROFESSIONALISM

Be professional, observe etiquette and demonstrate gratitude when accepting or rejecting job offers.

HANDLING MULTIPLE OFFERS

If you have more than one job offer, ask the employers for more time so that you do not rush in making a decision. Consider all factors when weighing the offers. Do not accept a job offer prematurely either in speech or writing and then go back on your word.

Gather all the information you need to make a rational decision. Seek clarifications about job advancement, work environment and other concerns. Look at each offer in its entirety, prioritising important factors to you such as job scope, opportunities for learning and advancement, work-life balance, salary and benefits.

ACCEPTING AN OFFER

Always accept a job offer in formal writing. Read through the employment contract before you sign the job acceptance letter. Check the following key details before confirming acceptance: the job role and responsibilities, salary and benefits, work hours, start date and notice period.

Be careful not to give verbal or written acceptance to an offer if you are still considering your options. You have to honour your word when it comes to accepting a job offer. Going back on your word will be considered renegeing on a job offer.

NEGOTIATING YOUR SALARY

Always state a range for your salary expectations as this means more room for negotiation on your part and more room for the employer to make adjustments. Understand what is your market value as a fresh graduate for that particular role and industry, taking in consideration market conditions and economic trends. To get a sense of this, you can refer to the annual Graduate Employment Survey conducted across major local universities, as well as pay scale reports from public and private sources.

Consider your salary and benefits package as a whole, taking into account the number of days of leave and other benefits. When negotiating, you have to present good reasons why you think you deserve the upper end of the salary bracket.

TURNING DOWN AN OFFER

If you receive a job offer that you do not wish to take up, take care not to burn bridges with the organisation. Let the hiring manager know as soon as you have decided to turn down the offer in writing, stating clearly that you will not be accepting the offer. You may include a polite reason. Thank them and express your appreciation for speaking with you and for their consideration of you as a candidate.

Speak to your
Career Coach
or **Consultant** to
manage job offers
professionally.

START YOUR FIRST JOB ON THE RIGHT NOTE

Congratulations on securing your first job! Follow this guide to start your new job on the right note.

ENGAGE YOUR SUPERVISOR

Set clear work objectives and priorities with your supervisor. Take the initiative to have regular check-ins and conversations with your supervisor to make sure that you are on the right track. Find out what is expected of you in terms of work performance and create a plan to reach your goals. Maintain a work calendar with reminders to track your progress. Do not make assumptions. Seek guidance, ask lots of questions and leverage on being new.

CONTRIBUTE AND LEARN

Make yourself a valuable team member by contributing positively to the work. Give constructive suggestions whenever possible and do not keep to yourself. At the same time, be open to feedback, both good and bad. Be humble in learning from others and do not have a fixed mindset.

BE A TEAM PLAYER

Develop authentic relationships, be positive and build trust with those around you. Volunteer for projects or help your colleagues out whenever possible. Keep an open mind to feedback from supervisors and colleagues. Avoid office politics and gossip. Respect the opinions of your colleagues even if they differ from yours. Listen and ask appropriate questions. Be sincere, enthusiastic and focused.

IMMERSE IN THE COMPANY CULTURE

Attend all onboarding activities and take a leaf from your colleagues to blend in. Keep to the organisation's email etiquette, work hours and any protocol when it comes to applying for time off. Always seek your colleagues' advice if you are unsure.

If you have to start by working remotely, make an effort to reach out to your colleagues who can help you acclimatise quickly to your new role. Set up individual meetings to find out who your colleagues are, what are their roles and how you can support them. Other than learning about processes and administrative matters, you may also get insights on any unspoken rules and protocols of the company.



BUILD YOUR NETWORK

As a newcomer and at any point in your career, always grow your professional network to aid your career development. Make it a point to attend staff meetings, conferences and trade shows – even virtually – to meet and interact with people from your organisation and industry.

EMBRACE LIFELONG LEARNING

Though you may be fresh out of school, upgrading yourself with relevant and varied skill sets is highly essential to grow your career. Stay updated on industry trends to remain on top of the game. Sign up for professional development courses in and beyond your field so that you can consistently add value to your organisation.

Congratulations, you have gotten the job! You have got what it takes. Now, remember to stay humble in your role, be hungry to learn and embrace new experiences!



MEET YOUR INTERNSHIP TEAM



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13 **Desmond Woo**

Deputy Director, Career & Attachment Office

MAXIMISE YOUR INTERNSHIPS

Internships are excellent opportunities to have a better understanding about a company and a particular industry and to gain work experiences. Though an internship may last only for a few months, it can potentially lead to a job offer. Make the most of your internships!

SET YOUR GOALS

Before embarking on the internship, decide what you want to learn and achieve. Set your goals and work out how you can reach them through the internship. Discuss with your supervisor on what he expects from you in terms of work and create an action plan. Successful interns take the initiative to learn as much as possible even when interning remotely.

TREAT IT AS AN ACTUAL JOB

Get to know your superiors and colleagues well so that you can settle in smoothly into the new environment. Stay focused on the big picture, be a team player and build rapport with your colleagues. Remember to stay positive and committed.

Be sure to treat your internship as an actual job. Take things in your stride, do your best and be proactive in clarifying doubts. Be resourceful, take initiative and think of how you can provide solutions before consulting others.

FIND OUT ABOUT THE COMPANY CULTURE

Now that you have secured an internship, do your homework before your first day. Read up on industry trends and understand the company's mission and vision, culture, business and value proposition.

As you embark on your internship, observe the people around you and pay attention to work schedules, email etiquette, attire, communication styles and protocols. If you are unsure of any procedures, check with your colleagues.

BE OPEN, POSITIVE AND ADAPTABLE

The key to a successful internship is maintaining a positive attitude at work. Be willing to learn when your supervisor spends time to give you feedback and coach you. Stay flexible and be ready to go the extra mile. Always update your supervisor on your progress and look out for ways you can contribute. Remember that you will be assessed on your work performance in terms of individual tasks as well as collaborations with others.

GROW YOUR PROFESSIONAL NETWORK

Your internship is one of the best times to expand your professional network. Interact with colleagues within and beyond your department to gain insights on the company and the industry. Offer to help your colleagues in their tasks to gain different work experiences and learn new skills. Stay in touch with your new professional connections even after your internship.

END ON A GOOD NOTE

It is important to exit well from your internship. Discuss milestones of your internship journey with your supervisor and gather feedback from your colleagues. Remember to ask your supervisor if he or she can write a testimonial highlighting your key skills and achievements on the internship. Express your gratitude with a farewell email or a thoughtful gift to thank those whom you have worked with.

WHAT IS NEXT AFTER YOUR INTERNSHIP?

Your internship experience has given you an opportunity to have a better understanding of the organisation and the industry and to know yourself better in terms of your career values. Have you considered the possibility of turning your internship into a full-time position?

Here are some steps you can take:



Be proactive. Do not assume that your supervisor knows that you want the job. Have a conversation with your supervisor and be intentional about your interest in having a full-time position with the organisation. Reflect on what you have learned from your internship and showcase how you can continue to contribute to the organisation as a full-time employee.



Speak to someone from HR and find out if there are full-time positions available in your department. It is often easier and more cost effective to convert an intern into a full-time employee than for HR to go through the full cycle of advertising, shortlisting and interviewing candidates for the position.



If there are no openings in your department, find out if there are positions in other departments where you can work in. More often than not, employers are willing to give good-performing interns a chance even though they may be lacking in certain skill sets. Be sure to **demonstrate your commitment** to learn and grow with the organisation.



Even if the organisation is not hiring at the moment, don't forget to express your appreciation to your mentors and supervisor for the time they have spent on you. **Solicit feedback** on how you can improve and ask if they can help to write you a testimonial highlighting your skills and achievements on the internship or make a recommendation via LinkedIn.



Continue to **keep in touch and connect** with your colleagues via social media such as LinkedIn. You never know when your paths will cross again and when you will need their help in the future.





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LOCAL INTERNSHIP EXPERIENCE



DARRYL GOH

Communication Studies

Regional Marketing Intern with Janssen
Pharmaceuticals (Johnson & Johnson)

What made you choose this internship?

As a lifelong patient of eczema, I have always wondered how pharmaceutical companies communicate with patients like me. Having been on the receiving end of such communication campaigns, I felt that I could bring first-hand experience to the table to make campaigns more effective. Janssen's market leadership in dermatology products was also a key factor in me applying for the role.

How did you prepare yourself for the internship?

I familiarised myself with the Janssen Pharmaceuticals portfolio by exploring their website and briefly reviewing their communication materials. I also made it a habit to read industry news on specialised websites such as Fierce Pharma.

What are your main responsibilities as an intern?

I joined shortly before the annual APAC-wide team conferences and was tasked with content creations such as email teasers and highlight reels, with a reach of over 500 colleagues.

For post-conference, I worked on other content creation tasks such as editing explainer videos for a refreshed organisation-wide HR initiative.

Lastly, dealing with different markets in the region meant that there was a potential for more cross-market collaboration. One of my milestone tasks was to archive on a SharePoint library relevant Patient and Physician campaign materials across key markets so Janssen marketers could easily access past materials for inspiration and reference.

What do you like about this internship experience?

I loved being able to get an inside look at the creative process behind campaigns, including seeing how different cultures affect campaign creation. It was also fascinating to meet colleagues from across APAC who shared their unique working experiences and perspectives.

What are some challenges you faced and how did you overcome them?

Working in an MNC often requires going through multiple channels for a task to be completed. Especially when the task is time-sensitive, there can sometimes be a feeling of helplessness when the ball is in someone else's court. In such instances, doggedness is an underrated quality that could determine whether the task gets completed before the deadline.

How have you developed through this internship? What have you learnt and what are your key takeaways?

Being open-minded to tackle tasks outside of my job scope not only allows me to interact with colleagues from job functions, but also provides a useful "charging break" from my regular tasks. By saying yes to different tasks, I was able to experience building business cases and financial forecasting.

Please share your advice with your peers who will be going on internships

Do not be afraid or embarrassed to reach out – chances are your colleagues are just as interested in your work as you are in theirs. Asking for help is not a sign of weakness; rather, it reflects your willingness to take initiative and grow from your learnings. Also, be sure to connect with your colleagues on LinkedIn after you complete your internship – you will never know when an industry contact will be useful!



OVERSEAS INTERNSHIP EXPERIENCE

TOH XIN YING, REGINA

School of Art, Design and Media

Internship with Harvestworks in New York City

What made you choose this internship?

I have always been a fan of American popular culture. New York City (NYC) being the backdrop of many of my favourite movies and television shows has drawn me to this internship opportunity. It was a bucket-list item for me to be able to experience the daily life of living in NYC.

How did you prepare yourself for the internship?

I secured the internship through ArtBound Initiative (ABI)'s network of connections. ABI is a NYC-based agency for individuals seeking professional advancement in the creative fields at an international level. ABI not only assisted in my visa application, they also helped me in securing my accommodation and getting me acquainted with other ABI participants.

What are your main responsibilities as an intern?

I interned at Harvestworks, a not-for-profit organisation conceived by artists who wanted a space to work on their craft collectively. My main responsibilities as an intern were to assist the artists on their summer exhibition, as well as promote the event to generate awareness and interest from the public.

My role at Harvestworks was crucial in ensuring that we could secure sufficient grant money to support future exhibitions. I had the autonomy to pitch ideas and produce marketing collaterals to help the public make sense of the artists' works. I was especially involved in the production and directing of artist interviews, the designing of posters, writing of social media posts and editorials.

As the only full-time intern, I had to manage the schedules and work activities of eight other part-time interns. On top of that, I also arranged for bonding experiences outside of work which helped me better assimilate in the city.

What do you like about this internship experience?

This internship gave me an opportunity to showcase my work in Harvestworks' summer exhibition. I was able to present my work alongside established artists' works, which is an especially valuable experience.

I also met many people who share similar interests that expanded my artistic horizons. I have always wanted to learn music composition. Through Harvestworks' network of musicians and sound technicians, I was able to take part in

studio recording sessions, interact with artists, and offer my visual content services for their music. This experience gave me an insight on how artists communicate and collaborate to produce creative work and also enabled me to become a creative collaborator.

What are some challenges you faced and how did you overcome them?

It was difficult envisioning what overseas life would be like and I did not know where to start. It was especially difficult for a young college student battling with fears stemming from insecurity and lack of confidence. Life in NYC has a reputation of being tough, especially to young foreigners. Thankfully, ArtBound helped to connect me with other foreigners who were also trying to find their footing in the city and I was able to get support through their friendship.

How have you developed through this internship? What have you learnt and what are your key takeaways?

I made sure that every moment of my overseas internship counted. I became more proactive in taking initiative to connect with people and developed greater self-confidence in my abilities and talents. Venturing overseas on my own was a huge leap of faith but I have proven to myself that I am stronger and more capable than I thought I was.

I also learnt about digital music composition from the other interns and was then able to produce my own track which was showcased at the exhibition.

Please share your advice with your peers who will be going on internships

Be proactive in interacting with others and make sure to treasure every responsibility appointed to you as you never know what these people or opportunities might bring you. The people you connect with during internship are important, continue to keep the relationships warm by reaching out after the internship.

If you are planning to go on an overseas internship, other than financial considerations, it is important to have emotional support as well as it can be tough and lonely abroad. For me, I am thankful that I have both the financial and emotional support from my parents that enabled me to feel secure halfway across the world.

All the best!



OVERSEAS INTERNSHIP EXPERIENCE

HUBERT SINN ZONG WEI

Business, Majoring in Banking and Finance

Internship with Philip Bank in Cambodia

What made you choose this internship?

I was apprehensive initially as I did not know anything about Cambodia. However, as I read up more about the country, I realised Cambodia is a friendly country with a rich history.

With investments pouring into the ASEAN region, I believe having some working experience in Cambodia would put me at the frontier of growth in the region. I chose Phillip Bank because it is a strong company with a global network. I also hope that the internship experience could benefit me when I apply to Phillip Capital in Singapore.

How did you prepare yourself for the internship?

I prepared myself by reading up on Cambodia to know more about the country, finding out where to stay and the cost of living. I also researched on the company to find out about its business offerings, organisational structure, and future priorities and prospects.

What are your main responsibilities as an intern?

My responsibilities are quite flexible and is dependent on the department that I am attached to. In Corporate Banking, my main responsibility is to perform credit analysis on our corporate customers who wish to take up corporate and SME loans. I do up credit memorandums and reviews for our credit risk department and senior management for loan approval.

My other responsibilities include liaising with real estate valuation companies and Credit Bureau Cambodia to accurately assess customer's creditworthiness and ability to honour their debt obligations, and calculation and verification of net income, debt servicing coverage ratio and working capital requirement. I conduct site visits to customer's business and collateral properties, verifying their legitimacy and performance. I also assist other departments such as e-Channels to provide insights on card sales strategy and providing sales support for our corporate customers.

What do you like about this internship experience?

I like this internship experience as the company was very flexible in terms of allowing me to learn from different departments. Even though my main role was in Corporate Banking, I was given the opportunity to learn from departments such as Digital, Credit Risk, Operations and e-Channels.

My colleagues are also very easy-going, providing me with feedback on my work while I recommend resources or better

ways to do a certain task. Occasionally, they will offer to bring me around Phnom Penh too. There are also opportunities to go to provincial areas to conduct site visits.

The senior management team is also friendly and approachable. Despite their busy schedules, I can always reach them via WhatsApp, email or in person. This internship also provided exposure to visit areas outside of Phnom Penh, to provincial areas such as Siam Reap.

What are some challenges you faced and how did you overcome them?

The main challenges I faced are due to communication and cultural differences. Although I have no issues getting around daily, I occasionally encounter menus and signs that are in Khmer only. I am grateful to technology that I am able to overcome this language barrier using Google Translate's camera function.

How have you developed through this internship? What have you learnt and what are your key takeaways?

Through this internship, I have gained skills, habits and strategies that I can apply back in Singapore. Firstly, I have enhanced my communication and interpersonal skills as interning in Cambodia exposed me to people from different cultural backgrounds and beliefs. I started to listen more and it helped me to understand their business and needs better. The internship also strengthened my negotiation skills and confidence when I meet and speak to our local and international clients as my role requires me to promote our services to them.

Secondly, I have become better at reading people's body language. In Cambodia, people are generally more conservative. They are non-confrontational and do not usually express emotions such as anger and frustration, as doing so leads to a loss of face. Thus, I have learnt to read the more subtle signs in body language, such as a shift in posture, facial expressions, and hand gestures.

Please share your advice with your peers who will be going on internships

For overseas internships, I would suggest "when in Rome, do as the Romans do". We should always be respectful of their culture even if we do not agree. Go to the country with an open mind. Adjust your expectations so that you will have a better experience. Every country is unique, so do not start comparing life overseas with life in Singapore.

For Cambodia, it would be good to make an effort to learn some Khmer, even though quite a number of locals can speak a little English, and some can speak Chinese. This will make your life easier when it comes to ordering food from street vendors.

For internships in general, I recommend discussing with your supervisor early on to set expectations for the internship. It will lead to less miscommunication between both parties, and you will better understand how to fulfil your duties as an intern from his/her perspective.

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HIGH-GROWTH IN THE DIGITAL, GREEN AND CARE ECONOMIES

With the relentless pace of technological innovations, evolving consumer demands and disruptions brought about by major events of the world, you may be asking how you can better prepare yourself for changes in the workforce when you graduate.

To address fundamental shifts arising from changes in the global economy, the Future Economy Council (FEC) was set up in 2017 to support Singapore's growth and transformation for the future. This includes the implementation of Industry Transformation Maps (ITMs) which are sector-specific roadmaps to drive, support and help the Singapore workforce take up better jobs and empower them with future-ready skills to seize opportunities.

In 2021, SkillsFuture Singapore (SSG) launched their inaugural skills report¹ where three priority economic growth pillars are spotlighted. They are the **Digital Economy**, the **Green Economy** and the **Care Economy**. These three high-growth economies continue to be of focus in the second SSG National Skills report updated in November 2022².

THREE HIGH-GROWTH AREAS:

- The **Digital Economy** is driven by rapid advancements in digitalisation and adoption of digital transformation and technology across many different sectors. The Digital Economy has emerged as the key driver of growth that accelerates growth and facilitates job creation. Digital Economy jobs can be found across all 23 sectors outlined in ITMs.
- The **Green Economy** is driven by the adoption of greener business models and practices as enterprises ramp up on their Environmental, Social and Governance (ESG) and sustainability practices. Today, more than 450 job roles across 17 sectors require green skills, from Built Environment, Manufacturing, Energy and Power, to ICT and Financial Services.
- The **Care Economy** is driven by an ageing population, evolving demands for care, and the future of work and learning. As part of national efforts to transform and protect health, advance human potential and inculcate lifelong learning, these efforts will leverage data to bring about innovations in healthcare, and teaching and learning models.

Many of the priority skills associated with these economies are highly transferable across jobs and industries. As a fresh graduate, there will be plenty of opportunities for you to explore in these three high-growth areas, such as roles in Carbon Footprint Management, Environment and Social Governance (ESG), Customer Experience Management, Software Design, Human Resource Advisory, and Training and Adult Education.

Besides job-related skills, there is an increasing emphasis on soft skills for the future of work. A 2019 study conducted by SkillsFuture SG involving approximately 80 organisations across 28 sectors, revealed that more enterprises are beginning to recognise that soft skills support their employees' performance and business competitiveness. Soft skills such as adaptability, collaboration and self-management, are increasingly becoming critical to thrive in the modern workplace.

Read the articles in this section and keep abreast of jobs and skills trends that will impact your future career development. If you find any of the industries or job roles interesting, prioritise and acquire relevant skills in these emerging sectors and take advantage of the opportunities!

¹ SkillsFuture SG, Skills Demand for the Future Economy, 2021

² SkillsFuture SG, Skills Demand for the Future Economy, 2022

DRIVING ECONOMIC GROWTH WITH DIGITAL TECHNOLOGIES

Today, Singapore's economy is undergoing intensive digitalisation with the government playing a pivotal role in driving digitalisation efforts under the Smart Nation initiative. This includes the launch of digital banks, continued growth of e-commerce, and improvements to Singapore's digital connectivity through 5G networks.

Digital transformations are now considered an absolute necessity to remain in business. With rapid advancements in digitalisation, traditional business models are being challenged and job scopes are evolving.

According to a recent World Economic Forum report¹, close to **30% of new job opportunities globally will be in data, artificial intelligence, engineering and cloud computing** by 2022. Locally, the job skills with increasing importance in the Digital Economy² can be categorised into six domains:

- AI, Data and Analytics
- Cloud, Systems and Infrastructure
- Cyber Security and Risk
- Software Development
- E-commerce and Digital Marketing
- Technology Application and Management

The majority of Digital Economy jobs in Singapore are tech-lite roles which focus on using tech products or solutions to achieve a business outcome. In-demand roles include data analysts, market research analysts and digital marketing specialists. **Tech-lite skills** include **Technology Application** to effectively utilise new technology, **Data Analytics** to make sense of data in research, and **Market Research/Trend** to make informed decisions on business.

Tech-heavy roles are critical in leading digital transformation by using technology to create, build and scale products. In-demand roles include software engineers, data scientists and artificial intelligence engineers. **Tech-heavy skills** include **Technology Development** to detail, formulate and implement digital transformation efforts, **Data Engineering** to develop and utilise data management systems and tools, and **Internet of Things (IoT) Management** to enable interconnectivity via digital hardware and machine data.

These skills are highly transferable across different sectors as more enterprises embark on digital business transformation.

Digital Economy jobs are relevant to all NTU graduates from a broad range of disciplines. To be future ready in this rapidly changing environment, acquire digital skills to stay relevant. If you want to start building your digital skillset, sign up for the various workshops offered by CAO including Digital Marketing, Storytelling with Data, VBA with Excel, and Python Fundamentals with Data Analytics, to enhance your competencies and employability.

OPPORTUNITIES IN THE DIGITAL ECONOMY FOR NTU GRADUATES

Tech-lite roles

- Data Analyst
- Digital Marketing Specialist
- E-commerce Manager
- Brand Associate
- Compliance Analyst
- Presales Solution Advisor/ Consultant

Tech-heavy roles

- Software Engineer
- Network Engineer
- DevOps Engineer
- Data Engineer
- Data Scientist

PRIORITY SKILLS FOR THE DIGITAL ECONOMY

Tech-lite roles

Technology Application and Management

- Skills to support the adoption and application of technology

Data Analysis/Analytics

- Skills covering data collection, data management, data interpretation and data visualisation, applied in research or business.

Market Research/Trend

- Skills to enable businesses to make informed decisions on their business directions.

Tech-heavy roles

Internet of Things (IoT) Management

- Skills to enable working with interconnecting computing devices, equipment and machine data, in a networked environment.

Technology Development

- Skills to analyse, review, formulate and lead new digital transformation efforts with organisations' IT systems and technologies.

Data Engineering

- Skills to develop and implement data management systems and tools.

READ MORE ABOUT DIGITAL ECONOMY JOBS AND SKILLS IN SSG'S SKILLS DEMAND FOR THE FUTURE ECONOMY, 2022.

Our government agencies play a pivotal role in Singapore's digital transformation. If you are keen in a role that allows you to drive the digital future of Singapore, read alumna Wee Yingxian's account of working as a Manager of Strategy and Corporate Planning with IMDA on page 117. You can also listen to alumnus Darryl Leong's podcast episode on CAO's YouTube channel to find out about his work as a Jobs-Skills Analyst with SkillsFuture SG.

For those of you who are interested in a tech-heavy role, read alumnus Elias Ho's career story as a Software Engineer with DBS Bank on page 55.

¹ World Economic Forum, Jobs of Tomorrow: Mapping Opportunity in the New Economy, 2020

² SkillsFuture SG, Skills Demand for the Future Economy, 2021 and 2022

RIDING ON THE GREEN WAVE

Since the launch of the Singapore Green Plan 2030 in March 2021, there has been a nation-wide concerted effort to accelerate Singapore's effort in transitioning to net zero. For example, under the Singapore Green Building Masterplan, there are ambitious targets to green 80% of our buildings, have 80% of new developments to be super low energy buildings, and achieve 80% improvement in energy efficiency for green buildings by 2030.

Other green initiatives include decarbonising our energy sector, scaling up investments in water technologies, and generating new energy from waste through innovative technologies. There is also an increasing focus on sustainable finance, electrification of vehicles and agri-tech to advance Singapore's sustainable development for a greener future.

With the government pushing for a low-carbon future and new green sectors, many businesses are ramping up their efforts to achieve sustainable growth through greener practices and work processes. The Green Economy involves enterprises that are restructuring and creating new business functions by shifting from environmentally harmful business activities to greener ones. A recent study has shown that more than nine in 10 business leaders agree that it is important to integrate sustainability into their organisation's overall business strategy.

As the Green Economy grows in importance, many jobs will require green skills as companies across sectors adopt more environmentally sustainable practices. It is revealed that **more than seven in 10 employers are looking to hire talent for sustainability-related initiatives** in the next two years¹. Locally, more than 450 job roles across 17 sectors require workers with relevant green skills². These sectors range from Green Finance and Accounting, Food Security, Built Environment, Manufacturing, and Energy and Power.

There are many skills for implementing and managing sustainability practices that are transferable across industries

READ MORE ABOUT GREEN ECONOMY JOBS AND SKILLS IN SSG'S SKILLS DEMAND FOR THE FUTURE ECONOMY, 2022.

The energy sector plays an important role in Singapore's green transformation. Read alumnus Lim Han Kwang's career story on page 56 to find out how his work as the CEO of electricity retailer, Geneco, advances our energy future. Also read about how alumna Ghayathiri Sondarajan's work as a Sustainability Associate with real estate company, JLL, supports the green initiatives of a multinational corporation on page 57.

For those of you who prefer to get your hands dirty (literally), listen to alumnus Lim Jia Hui's podcast episode on CAO's YouTube channel to find out about his work as a Crop Scientist with homegrown agri-tech start-up, Archisen.

and sectors with the adoption of greener business models and practices. Business leaders share that **Environment and Social Governance** (44%) is the top sustainability-related skill that would be useful for their organisation, followed by **Carbon Footprint Management** (40%) and **Sustainable Business Strategies** (39%).

Priority skills include **Green Process Design** which looks at reducing wastage and pollution in providing products and services, **Carbon Footprint Management** which helps keep greenhouse gas emissions to a minimum, and **Environmental Management System Framework/Policy** which looks at implementing procedures and practices to ensure compliance with legal and organisational requirements.

If you are passionate about making the world a more sustainable place to live in, working in the Green Economy can be a very rewarding career. There are many opportunities NTU graduates can venture into, such as sustainability associate/manager, energy trader, or even as an urban farmer to advance Singapore's national agenda on sustainable development.

OPPORTUNITIES IN THE GREEN ECONOMY FOR NTU GRADUATES

- Agri-technologist/Urban Farmer
- Architectural Specialist/Technologist
- Energy Trader
- Environment, Health & Safety Manager
- Facilities Engineer/Manager
- Mechanical Engineer
- Electrical Engineer
- Portfolio Management Analyst
- Project Engineer/Technologist
- Sustainability Associate/Manager

PRIORITY SKILLS FOR THE GREEN ECONOMY

- Green Process Design
- Carbon Footprint Management
- Environmental Management System Framework/Policy
- Sustainability Management
- Green Buildings and Facilities Management
- Sustainable Food Production Design
- Sustainable Engineering
- Solar Photovoltaic Systems Design
- Waste Management
- Utilities Management

¹ NTUC LearningHub, Special Report 2022: Sustainability, 2022

² SkillsFuture SG, Skills Demand for the Future Economy, 2021 and 2022

PROVIDING A SEAMLESS CARE DELIVERY

The Care Economy is driven by an ageing population, evolving demands for care and the future of work and learning. The economy comprises the network of care and learning services that supports human health and potential. Sectors delivering these services typically involve **Healthcare, Wellness, Community Care, Social Service, and Training and Adult Education**.

Globally, the Care Economy is one of the fastest expanding economic sectors, contributing significantly to employment and economic growth. According to a recent report¹, **almost 40% of job openings in emerging professions will be in the Care Economy** by 2022. The COVID-19 pandemic has further contributed to this trend and accelerated the need for a stronger care ecosystem.

In Singapore, the Care Economy continues to grow in importance as organisations deal with challenges brought about by the Great Resignation, talent shortages and greater focus on mental well-being.

Professionals in the Care Economy will require skills in **Professional Conduct and Ethics** to uphold high standards of ethical conduct, **Stakeholder Management** for professional advisement and unprejudiced consultations to help care recipients make well-informed decisions, and **Inclusive Practices** for the good of all care recipients regardless of diversity in backgrounds and needs. These skills are required by at least two-thirds of job roles in the Care Economy and are transferable across sectors ranging from Healthcare, Community Care and Social Service, to Early Childhood and Training and Adult Education².

READ MORE ABOUT CARE ECONOMY JOBS AND SKILLS IN SSG'S SKILLS DEMAND FOR THE FUTURE ECONOMY, 2022.

The Training and Adult Education sector plays an important role in enabling our local workforce to stay relevant with its upskilling and reskilling efforts. Read alumna Ng Xin Hui's career story on page 58 to find out how her work as a Specialist with e2i supports the employment and employability needs of our workforce. If you prefer something more tech-related, read how alumnus Kenneth Teo's work as a Development Manager with MedTech company, ObvioHealth, drives the digitalisation of healthcare innovation on page 59.

You can also listen to alumna Annabella Teo's podcast episode on CAO's YouTube channel to find out about her work in Learning and Development as a Chief of Staff with multinational investment bank, UBS.

Digital skills are also fast-emerging in the Care Economy with a focus on tech-lite roles to develop predictive insights, track efficacy and enhance patient outreach. Technological advancements will result in more accurate diagnoses and interventions, and more targeted care plans. There will also be more holistic and inclusive care provision through community partnerships and collaborations across different disciplines.

More emphasis is now being placed on workplace learning and continuous education. As a result, there is a demand for roles in **Training and Adult Education (TAE) and Education Technologies (EdTech)**. The top skills in demand for these roles include Learning Solution Design, Technology-Enabled Learning Delivery and Curriculum Design. Other related fast-growing skills include User Experience Design and Agile Software Development³.

In addition to facilitating learning and delivering content, TAE professionals will need to develop in their roles to become learning and performance specialists as coaching and mentoring grow in importance to support workplace requirements.

If you are passionate about helping people and making a difference in their lives, working in the Care Economy can be one of the most rewarding choices in your career. There are many opportunities NTU graduates can venture into, such as data analytics, health informatics, learning and development, user experience design, and curriculum design to make an impact for the community.

OPPORTUNITIES IN THE CARE ECONOMY FOR NTU GRADUATES

- Data Analyst
- Research Associate
- Instructional Designers
- Instructional Technologists
- Courseware Developer
- Programme Manager
- Human Resource Professional
- Administration Manager
- Educator
- Psychiatrist

PRIORITY SKILLS FOR THE CARE ECONOMY

- Conduct and Ethics
- Stakeholder Management, and Inclusive Practices
- Curriculum Design
- Safety Management Framework
- Infection Control
- Healthcare/Social Policy Formulation/Development
- Digital Skills

¹ World Economic Forum, Jobs of Tomorrow: Mapping Opportunity in the New Economy, 2020

² SkillsFuture SG, Skills Demand for the Future Economy, 2021 and 2022

³ SkillsFuture SG, Jobs-Skills Quarterly Insights, 2022

ESSENTIAL TECH SKILLS FOR ALL STUDENTS

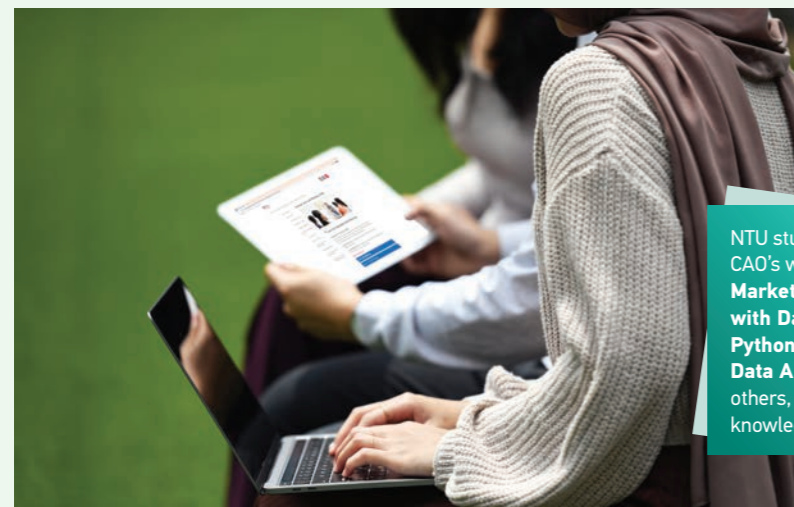
From catching up on the latest news via social media platforms to buying groceries online to attending remote classes, most of our daily activities involve some form of tech. With more organisations embracing digitalisation, it pays to give yourself the competitive edge by acquiring some essential tech skills even if your dream future job doesn't fall under the Digital Economy.

As opposed to tech-heavy roles, most jobs in the Digital Economy are tech-lite roles that do not require specialised tech skills, and these roles are available across many sectors and industries. The most in-demand tech-lite roles are in the areas of data analytics, digital marketing and data protection. Some examples of tech-lite roles include business analyst, data analyst, and digital marketing specialist.

From understanding consumer habits to predicting trends, data can transform businesses and give them a competitive edge. To get started in data analytics, familiarise yourself with Excel, SQL, Python, and Tableau. Here are some online courses which are free for NTU students to start picking up some essential tech skills:

- Introduction to Data Analytics (LinkedIn Learning)
- Learning Data Visualisation (LinkedIn Learning)
- Introduction to Business Analytics (LinkedIn Learning)

In addition, besides data skills, based on a recent employer survey¹, 84% of Singapore employers see an increasing need for employees across various roles and functions to have basic coding skills. According to business leaders, coding skills will help employees stay relevant in an increasingly digital job market, enhance their performance, which in turn increase the career prospects of employees.



NTU students can also attend CAO's workshops on **Digital Marketing, Storytelling with Data, VBA with Excel, Python Fundamentals with Data Analytics**, among others, to gain relevant knowledge and skills.

SOME STATISTICS

62% of business leaders believe that coding skills can help employees stay relevant in an increasingly digital and automated job market.

60% believe that coding skills can enhance the performance of employees.

55% believe that coding skills can increase the career prospects and growth of employees.

43% believe that coding skills can enhance employees' Creative Thinking and Problem Solving Skills.

HERE'S THE GOOD NEWS FOR ALL STUDENTS:

- 67% of business leaders are open to hiring candidates who may not have the relevant education degree but have undergone skills training in coding
- 65% of business leaders are open to hiring candidates who lack relevant job experience but have undergone skills training in coding

To get started in coding, familiarise yourself with Python, a programming language that is touted to be an easy and even fun language to learn for beginners. Here are some online courses (again, free for NTU students) to start picking up Python:

- Programming for Everybody (Coursera)
- Python for Non-Programmers (LinkedIn Learning)

A CAREER IN THE DIGITAL ECONOMY



ELIAS HO

Materials Science and Engineering (2019)

Software Engineer, DBS Bank

Please tell us about your role and responsibilities

I am currently working on a DBS feature called LiveBetter, which is a sustainability initiative by the bank. I am in the Android team and my role involves developing the app using mainly Java and Kotlin programming languages. My day-to-day responsibilities include looking at ways to enhance the user interface/experience of the app and updating the app with new features. My team communicates often with our business team on how best to bring their ideas to users through the app.

People with software skills can get to work in many cross-functional squads of DBS, such as those working on devOps and Cloud services, as the mobile app is not the only thing we are constantly improving and requiring maintenance.

What made you pursue a career in this field?

I felt that tech is a promising sector to be in and there are plenty of job opportunities and possibilities. It is also a field where qualifications do not matter as much, as long as you show potential employers you possess the necessary attributes such as problem solving, logical thinking and a curious mind to explore solutions.

What do you enjoy most about this role?

I get to learn new things every day and grow continually, which appeals to my personal goals when it comes to looking for fulfilling work. I also enjoy the fact that every change our team makes can be seen in the updates of the app. This makes me feel accomplished as it is something tangible that our app users can benefit from.

I am also fortunate to be in an environment where I am given sufficient opportunity to learn, and have a team lead who is patient and willing to be there to answer any doubts I have.

What are some work challenges you faced and how did you overcome them?

I did not come from an IT background. I was offered this position through the Technology in Finance Immersion Programme (TFIP), which is a career conversion programme. My lack of IT knowledge meant I had to study twice as hard to learn basic concepts and practice my coding skills outside of work to catch up with my peers and even interns in my company. Turning on my work laptop the moment I get home is already a well-practiced habit for me. Though it sounds exhausting, the sense of fulfilment I get from learning something new each time never gets old and fuels my passion.

I will not claim to have overcome this challenge yet as every day is a big reminder that there are still many things that I do not know. However, I see this as an opportunity to find out and this attitude is what matters to do well in this industry.

What is needed to be successful in this role?

Adopt the mentality that there are a lot that you do not know. It is normal to feel the imposter syndrome and inadequacy but be brave and seek help even if it is for a problem that you deem trivial. Persist and do not give up. You will find yourself looking back a month or even a week later and realise how far you have come in a short time. Time passes very quickly when you are in the tech industry. As a senior developer once told me: "a senior software developer is a junior who does not give up."

Please share your advice with students who are keen to pursue a career in this field

"Tech roles sounds sexy". Maybe it is. "Tech roles are high paying". That can be true, but you will need to have the skills deserving of the high salary. Make learning a habit as there is always something new developing and you need to continually upgrade to stay ahead. Set a learning goal and remind yourself that you are never done, only a work in progress.

Have interests outside of work so that your life does not revolve around your work. For myself, I am also an emcee and public speaker who has hosted over 100 events.

A Day in the Life of a Software Engineer

8am

Travel to work

10am

Replying to emails and keeping myself up to speed with business decisions on the features we are implementing on our next app release

Our team has a daily (virtual) stand-up meeting as DBS follows the AGILE methodology. Afterwards, there may be a quick Android team meeting between my teammates to check on our progress.

Proceed with coding

12pm

Lunchtime is generally flexible and I usually take an hour with my colleagues

2pm-6pm

After lunch, I will carry on with my coding work. Sometimes, there will be meetings between stakeholders to discuss app improvements and how best to implement them.

6pm

No one stops you from leaving on time but you can always stay if you feel that you work better in office and there is something you must finish before leaving

¹ NTUC LearningHub, Industry Insights Report 2022: Coding



LIM HAN KWANG

Applied Economics (2002)

CEO, Geneco and Group Head (Retail, Regulation and Renewables) of YTL PowerSeraya Pte Limited

A CAREER IN THE GREEN ECONOMY

Please tell us about your role and responsibilities

Before I go into my role and responsibilities, I would like to briefly share what my organisation does. Geneco is Singapore's number 1 residential electricity retailer for homes and businesses and is committed to building a sustainable and accessible energy future for our communities. As the CEO in this dynamic industry, my responsibilities can be summarised in three focus areas:

- I devise strategic plans and policies to bring Geneco's vision to reality. Setting out clear common objectives helps our employees to collaborate stronger together.
- With emerging trends evolving from the need for green energy transition, it is necessary to keep abreast of current affairs, plan ahead in phases and strive to be at the forefront of change.
- There is a need to derive actionable insights from our revenue growth, gross profit margins and cumulative sales to shape future key performance indicators and guide necessary adjustments to help the organisation meet its new targets with an end goal of maximising profits, increasing shareholder value and improving market position.

What made you pursue a career in this field?

It was an exciting time to be in the energy sector with the introduction of the Singapore Wholesale Electricity Market back in 2003, which opened up the energy retail market. With the SG Green Plan 2030 ahead and Singapore's focus to shift to renewable energy, this industry still gives me a great sense of achievement, knowing that I am doing my part to shape the Singapore energy market.

What do you enjoy most about this role?

Being one of the key enablers of sustainability in Singapore to contribute to positive change and impact to our future generation is very motivating. I enjoy the challenge of being at the forefront of innovation and change to deliver new products and services that will contribute towards building a greener nation for all. One example is Geneco's launch of Singapore's first and only customisable green add-on for the residential price plan - "Power Eco Add-On". We understand that there is a growing segment of consumers who are both cost and green conscious. Hence, this innovative add-on was conceived.

What are some work challenges you faced and how did you overcome them?

The electricity sector contributes to 40% of carbon emission in Singapore. Climate change is a global issue and the challenge we face is how we, as an organisation, can reduce carbon emission. Reaching zero carbon emission is not something that can be accomplished overnight. We need to take a pragmatic approach to gradually shift our generation portfolio mix to more sustainable options.

A few key areas that we have been focusing on are the importation of green power from neighbouring countries, installation of solar panels at YTL PowerSeraya Power Station buildings' rooftops, providing solar installation solutions for businesses and residences, and investing in hydrogen capable power generating units.

What is needed to be successful in this role?

- Be curious** – Always keep yourself updated with the latest market developments and never stop learning.
- Be clear** – Once business objectives are communicated clearly, it would be seamless for all in an organisation to collaborate to work towards common goals.
- Be a leader you want** – There is no perfect CEO role model to follow. Hence, strive to be the leader you have always hoped for.

Please share your advice with students who are keen to pursue a career in this field

Firstly, and this applies to every industry, it is important to develop fundamental skills during the early stage of your career, such as business writing, contract management, financial modelling and communication skills. These lifelong skills are transferable to any organisation or sector. Secondly, have an open mind and be ready to take on any work that is assigned to you because there is always something to learn from the experience that will help make you a more well-rounded person. Lastly, climate change is a global crisis and every sector has its part to play in tackling global warming. We do need passionate individuals who believe in the bigger purpose of the green economy to help us build a more sustainable nation for all.

A Day in the Life of a CEO of an Electricity Retailer

8am

Having a cup of coffee while keeping up with current affairs from the news. Planning the calendar schedule for the day and checking emails.

10am

Meeting with internal or external parties

12pm

Networking with industry players, customers and business partners or catching up with the team over lunch

2pm

Meeting with internal or external parties

4pm

Checking and replying to emails

6pm

Prioritising family time unless if there are networking events



GHAYATHIRI SONDARAJAN

Environmental Earth Systems Science (2018)

Sustainability Associate, JLL

A CAREER IN THE GREEN ECONOMY

Please tell us about your role and responsibilities

As one of two members of JLL's Global Corporate Sustainability team in Asia Pacific (APAC), my role involves interacting with various stakeholders in JLL offices in APAC to establish a country sustainability strategy that is aligned to the organisation's global strategy and ambitions. It is also my responsibility to support the journeys of these country sustainability teams in achieving their ambitions throughout the year.

On top of my regional role, I also wear a second hat and work on internal corporate communications from my team to the rest of the business. This involves managing a sustainability network of 3,000 employees, dabbling in website design and social media.

What made you pursue a career in this field?

I have been very passionate about the environment since I was a child. Throughout my time at NTU, I used to wonder where I would be able to find the most meaning in my career and explored various roles through internships.

I chose to work in corporate sustainability because I felt that large businesses are crucial key drivers in ensuring a sustainable future. These businesses have the immense responsibility to innovatively lead in creating change and also have a huge sphere of influence to enact these changes. In my opinion, working in this sector is immensely meaningful and rewarding.

What do you enjoy most about this role?

What I enjoy most about this role is having the opportunities to engage with sustainability professionals from all around the region and globally. It is truly enriching to learn about the sustainability journeys of teams from different countries and learn more about state legislations and other contributing factors. It is very satisfying to work with like-minded people towards a common purpose throughout the business.

I also enjoy the process of building a sustainability strategy that caters to the local landscape. There is always a lot to learn about different aspects that come under the umbrella of corporate sustainability such as decarbonisation, giving back to our communities, diversity and inclusivity, waste and water management.

What are some work challenges you faced and how did you overcome them?

When I first entered the industry, there were few entry-level roles in Singapore as the environmental sector was just growing and high-level experts were needed to develop the sector. I was also in the pioneer batch of my course at NTU and we did not have any seniors to seek advice from. There was truly a lot to think through and figure out for myself.

I overcame these challenges by exploring different roles through internships during my time in NTU. Exploring enabled me to figure out where my interests lie and helped me get a feeling of the landscape in Singapore and how to pave my path moving forward.

What is needed to be successful in this role?

To be successful in this role, you will need to have an understanding of the science behind mitigating climate change, the internal structure of the business, trends and knowledge of different countries and how to bring all of these aspects and many others together to successfully achieve sustainability ambitions.

Having good presentation skills come in handy as there is a need to meet stakeholders from all levels of the organisation. There is a lot to learn constantly to keep up to speed in such a rapidly evolving sector. Thus, it is important to keep an open mind and be able to adapt quickly.

Please share your advice with students who are keen to pursue a career in this field

Explore as much as you can while in university. Use your summer holidays to do internships - year 1 is not too early to start! I did internships throughout my university education, which really helped me in finding my footing. Stay updated about trends in Singapore and look at sustainability job descriptions to find out what skills you will need. Then work towards attaining those skills. Use every possible opportunity to network as there is always a valuable takeaway from every conversation you have with someone even though it may not be apparent now. It is a great time for the green sector where jobs are aplenty and diverse whether it is in research, green finance, consulting or education among many other areas.

A Day in the Life of a Sustainability Associate

9am

Start of workday. I usually spend an hour or two replying emails that I received overnight from other regions who are working in different time zones.

10am

Replying emails and working on communications assets and resources for events happening in JLL

12pm

Working on creating a strategy for rollout of an internal platform for community engagement for countries in the region

2pm

Lunch and meetings with APAC counterparts

4pm

Meetings with counterparts in Europe

6pm

Working on deliverables after meetings

8pm

Meetings with counterparts in the US (up to three times a week usually)



NG XIN HUI

Sociology (2021)

Specialist, e2i

A Day in the Life of an Adult Education Specialist

8am

Head to our office at Devan Nair Institute for Employment and Employability

10am

Team meetings to share what we are working on, brainstorm ideas, and get guidance on any decks that will be presented to the management team

12pm

Lunch time with my teammates or fellow batchmates from the undergraduate programme

2pm

Meetings or email correspondence with counterparts in other associations, to discuss new initiatives or share more about e2i's talent matching, training services, and other manpower solutions to employer partners

4pm

Organise databases to be used for reports

6pm

Time to go home!

A CAREER IN THE CARE ECONOMY

Please tell us about your role and responsibilities

I joined e2i's year-long undergraduate programme upon graduation, which allowed me to experience the various functions within the organisation. During this period, I was exposed to grant policies, organised employer engagement events, and underwent a mentorship programme to provide career guidance to jobseekers.

Currently, I handle corporate partnerships with business associations, to see how we can join forces to better serve the employment and employability needs of the local workforce. I also manage the coordination of employment facilitation services for workers impacted by restructuring exercises in companies across Singapore, to ensure that they have access to employment-related resources so they can quickly bounce back.

What made you pursue a career in this field?

Although I did not have a clear idea of what career path I wanted to embark on, one thing I knew for sure is that I wanted to create a positive and meaningful impact on others. I was also excited by the idea of being able to experience the various functions in the organisation, especially since I was unsure of what I was good at, or what I wanted to do.

Hence, I decided to apply for a role at e2i as the company's mission resonates with me – to create better jobs for better lives. As the saying goes, "Give a man a fish and you feed him for a day. Teach a man to fish and you feed him for a lifetime." Knowing that our work has a far-reaching impact on the people we serve keeps me going.

What do you enjoy most about this role?

My role is quite dynamic as it involves developing new initiatives within the organisation and/or with other partners, hence I like that I always have different projects to work on, and many areas to learn in. I can also quickly get to know many colleagues across the organisation as my coordination role requires a lot of cross-department communication. The people here are what makes this role enjoyable! The exposure to various functions also enabled me to gain a wider perspective of my work and develop a deeper appreciation of the organisation's work.

What are some work challenges you faced and how did you overcome them?

As a fresh graduate, I found it difficult to value-add to the organisation, as I lacked the experience and knowledge of the employment landscape which my colleagues had. On my part, I did a lot of reading through online research and internal resources to build up my knowledge.

Another important lesson is to not be afraid to ask for help. Whenever I faced obstacles, my teammates were more than happy to guide me along and I definitely learnt a lot from them. I was also able to share my newfound knowledge with my fellow batchmates when they encountered similar issues.

What is needed to be successful in this role?

Communication skills are important, especially when you have to engage many different stakeholders and get everyone's agreement. For example, during engagements, you have to be able to bring across your messages or concerns tactfully and succinctly, in order to achieve your objectives.

Having a sharp mind will also enable you to contribute meaningfully. As a new person in the organisation, you can provide a fresh perspective when making evaluations, and identify areas of work which can be simplified or streamlined so that things can be done more efficiently.

It is imperative to keep an open mind as well, as we come across people from all walks of life in this line of work.

Please share your advice with students who are keen to pursue a career in this field

It is a people-oriented sector, so you have to remind yourself to stay grounded and practise empathy. Often, it is easy to get caught up in our own objective and being immersed in day-to-day work that we lose sight of our purpose. At the same time, keep in mind that you should not feel responsible for everyone's issues. Frequent perspective-taking to put yourself in the shoes of others is also key to making sure what you do within your scope of work benefits those whom you serve, is relevant to them and user-friendly.



KENNETH TEO

Bioengineering (2016)

Development Manager, ObvioHealth

A Day in the Life of a Development Manager at a MedTech Startup

9am

I get onto public transport on a typical work from office day which happens twice a week

10am

Meetings with various team leads and product managers to update on our work progress

12pm

Lunch with the team and catching up with my colleagues

2pm

Interview candidates as part of the hiring pipeline or sync up with our HR colleagues on strategic hiring plans

4pm

One-on-one sessions with my team to help them with their career development and to help them with any issues they are facing

5pm

I try to leave office before 5pm to avoid the peak hour crowd, clearing emails or messages while travelling home

5:30pm

Have dinner and spend family time with my eight-month-old daughter and wife.

10pm

I have night calls every Tuesday and Thursday with my US colleagues which usually end by midnight

A CAREER IN THE CARE ECONOMY

Please tell us about your role and responsibilities

My role mainly revolves around hiring for, growing, scaling and structuring the web development team comprising mainly software engineers and product owners in the Singapore office. We grew the team from two to 30 over the past year as part of our scale-up efforts.

My main responsibilities include sourcing of talent, on-boarding them and managing their performance.

What made you pursue a career in this field?

I was looking for a job in product development in the MedTech space back when I graduated in 2016. To my dismay, I found that most of the MNCs in the pharma and medical device space mainly had a sales and operations presence in Singapore, product development was something reserved for the "mothership" back in their headquarters.

It just so happened that a MedTech start-up company which shared the same investors as another start-up that I previously interned at had an opening. I was given a warm introduction and the rest is history.

Since then, I have been working in the MedTech space building, growing and running product development teams across companies of various scales, from start-up to SME.

What do you enjoy most about this role?

I enjoy the process of building something from scratch and making it into a product. Equally gratifying is in finding good talent and developing them. I also like the exposure to different cross functional roles in a dynamic high growth start-up environment.

What are some work challenges you faced and how did you overcome them?

It is difficult to find young talented people to join a start-up. I had to get creative and look for people and referrals within my network. Also, training and growing the young talents into the role is another challenge of my job. I have to make sure that I give them ample opportunities to grow.

What is needed to be successful in this role?

There are two key traits to be successful in this role, namely:

1. Being adaptable to a rapidly changing and scaling environment: What worked for a 10-man team may not work for a 30-man team. Having the adaptability to unlearn old habits and learn new ones to adapt to a scaling environment is important.
2. Collaboration and communication: Being an individual contributor and fulfilling your job role is not sufficient. It is important to share the knowledge you have across the team and be able to explain the context of why something is important to avoid knowledge silos.

Please share your advice with students who are keen to pursue a career in this field

Focus on the learning and growth opportunities you can get in the first few years of your career. The earning opportunities will come to you once you get more exposure in the domain and the specific job function.

Find a good mentor who is, ideally, independent from your full-time job. They can be invaluable in giving good advice to help you avoid first-timer mistakes.

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3 Frank Ng
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4 Benn Goh
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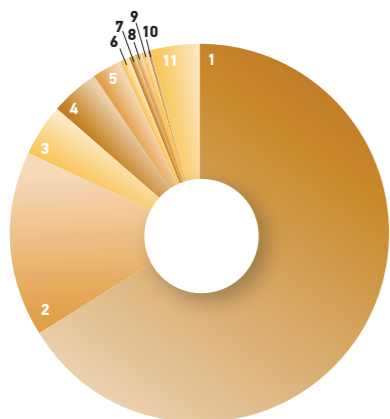
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10 Angeline Sim
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ACCOUNTANCY

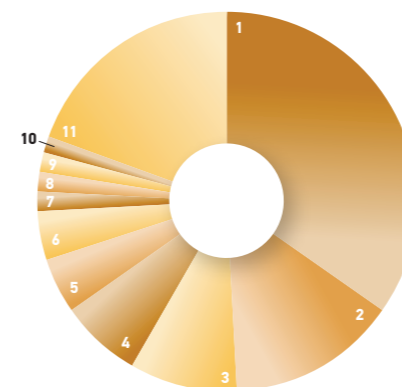


Industries	%
1 Legal, Accounting and Auditing	66.3
2 Financial and Insurance	15.9
3 Public Administration and Defence	4.3
4 Business and Management Consultancy	4.3
5 Information and Communication	2.6
6 Healthcare	0.7
7 Retail Trade	0.6
8 Other Professional, Scientific and Technical Activities	0.6
9 Air Transport	0.4
10 Petroleum, Mining and Prospecting Services	0.3
11 Others	4.1

Common Job Titles

Auditor (Accounting)	Business Consultant	Budgeting and Financial Accounting Manager
Tax Accountant	Management Executive	Securities and Finance Dealer and Broker
Financial Analyst	Accountant	
Accounting Associate Professional	Management Consultant	

BUSINESS

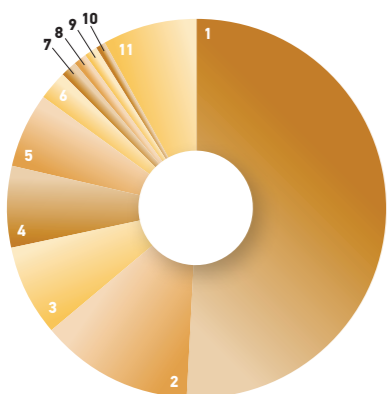


Industries	%
1 Financial and Insurance	34.7
2 Information and Communication	14.6
3 Public Administration and Defence	9.1
4 Business and Management Consultancy	7.0
5 Retail Trade	4.7
6 Advertising Services and Market Research	4.0
7 Legal, Accounting and Auditing	1.9
8 Education	1.6
9 Logistics and Supply Chain Management	1.6
10 Wholesale Trade	1.4
11 Others	19.3

Common Job Titles

Financial Analyst	Management Executive	Compliance Officer/ Risk Analyst
Human Resource Professional	Business Consultant	Mathematician, Operations Research Analyst and Actuary
Sales and Marketing Manager	Data Analyst	
Investment Adviser	Systems Designer/Analyst	

ACCOUNTANCY AND BUSINESS

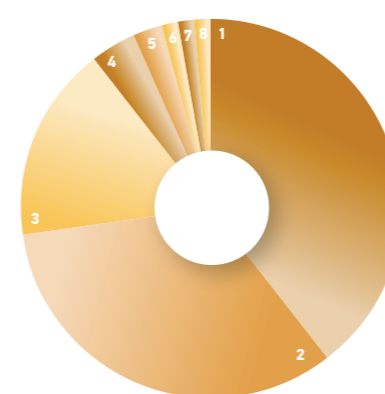


Industries	%
1 Financial and Insurance	51.1
2 Legal, Accounting and Auditing	13.0
3 Business and Management Consultancy	7.9
4 Information and Communication	6.9
5 Public Administration and Defence	6.3
6 Retail Trade	2.4
7 Electronic Products	1.6
8 Pharmaceutical and Biological Products Manufacturing	1.1
9 Advertising Services and Market Research	1.1
10 Healthcare	0.8
11 Others	7.9

Common Job Titles

Financial Analyst	Management Executive	Business Consultant
Auditor (Accounting)	Investment Adviser	Management Consultant
Mathematician, Operations Research Analyst and Actuary	Budgeting and Financial Accounting Manager	Tax Accountant
Accountant		

BUSINESS AND COMPUTING

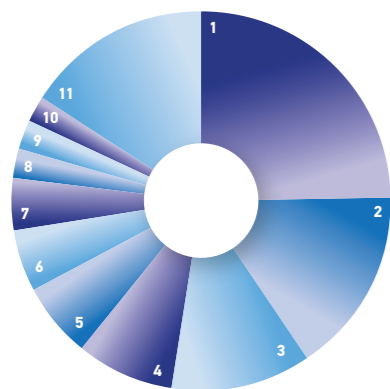


Industries	%
1 Information and Communication	39.7
2 Financial and Insurance	33.3
3 Public Administration and Defence	16.7
4 Business and Management Consultancy	3.8
5 Construction	2.6
6 Logistics and Supply Chain Management	1.3
7 Machinery and Equipment	1.3
8 Scientific Research and Development	1.3

Common Job Titles

Software Developer/ Engineer	Applications/Systems Programmer	Business Development Executive
Financial Analyst	ICT Professional	Database Designer
Information Technology Security Specialist	Management Executive	Investment Adviser
		Fund/Portfolio Manager

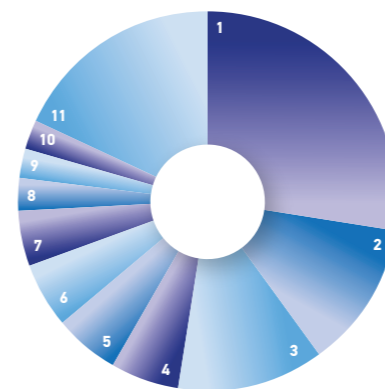
AEROSPACE ENGINEERING



Industries	%
1 Public Administration and Defence	24.8
2 Aerospace	15.8
3 Information and Communication	11.9
4 Electronic Products	8.4
5 Financial and Insurance	6.4
6 Scientific Research and Development	5.4
7 Air Transport	4.5
8 Transport Equipment	2.5
9 Other Engineering Manufacturing	2.5
10 Electrical Products	2.0
11 Others	15.8

Common Job Titles	Common Job Titles	Common Job Titles	Common Job Titles
Mechanical Engineer	Production Engineer	Quality Control/ Assurance Engineer	
Research Officer	Manufacturing Engineer	Electrical Engineer	
Management Executive	Civil Engineer		
Systems Designer/Analyst	Operations Officer		

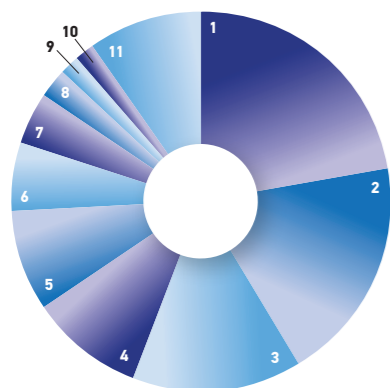
CHEMICAL & BIOMOLECULAR ENGINEERING



Industries	%
1 Electronic Products	27.5
2 Pharmaceutical and Biological Products Manufacturing	12.5
3 Chemical Manufacturing	12.5
4 Public Administration and Defence	5.8
5 Information and Communication	5.8
6 Financial and Insurance	5.4
7 Other Engineering Activities	4.6
8 Petroleum, Mining and Prospecting Services	2.9
9 Scientific Research and Development	2.5
10 Healthcare	2.5
11 Others	17.9

Common Job Titles	Common Job Titles	Common Job Titles	Common Job Titles
Production Engineer	Research Officer	Mechanical Engineer	
Chemical Engineer	Electronics Engineer	Software Developer/Engineer	
Management Executive	Manufacturing Engineer	Systems Designer/Analyst	
Manufacturing Engineer			

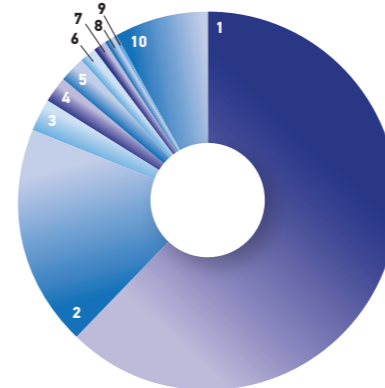
BIOENGINEERING



Industries	%
1 Healthcare	22.4
2 Pharmaceutical and Biological Products Manufacturing	19.0
3 Medical and Precision Instruments	14.7
4 Scientific Research and Development	9.5
5 Public Administration and Defence	8.6
6 Electronic Products	6.0
7 Information and Communication	4.3
8 Financial and Insurance	2.6
9 Other Manufacturing	1.7
10 Other Engineering Services	1.7
11 Others	9.5

Common Job Titles	Common Job Titles	Common Job Titles	Common Job Titles
Biomedical Engineer	Research Officer	Data Scientist	
Quality Control/ Assurance Engineer	Manufacturing Engineer	Compliance Officer/ Risk Analyst	
Medical and Pathology Laboratory Technician	Life Science Professional	Automation Engineer	
	Operations Officer		

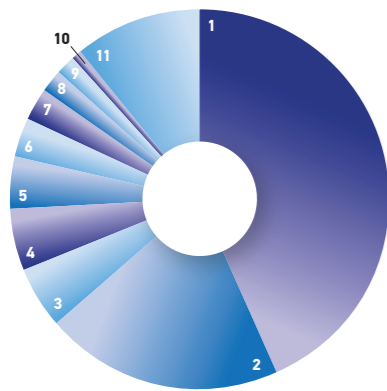
CIVIL ENGINEERING



Industries	%
1 Construction	62.2
2 Public Administration and Defence	19.1
3 Other Engineering Activities	2.6
4 Architectural	2.2
5 Financial and Insurance	2.2
6 Land Transport	1.5
7 Education	1.1
8 Business and Management Consultancy	0.7
9 Other Engineering Manufacturing	0.4
10 Others	7.9

Common Job Titles	Common Job Titles	Common Job Titles	Common Job Titles
Civil Engineer	Management Executive	Network/Infrastructure Architect	
Building and Construction Project Manager	Research Officer	Procurement Manager	
Quantity Surveyor	Information Technology Testing/Quality Assurance Specialist	Quality Control/ Assurance Engineer	
Financial Analyst			

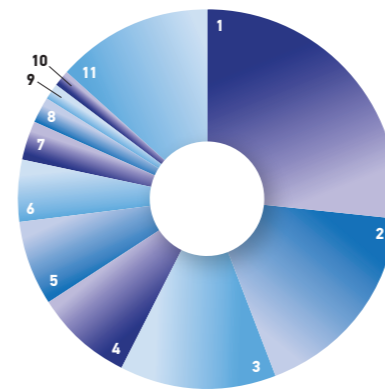
COMPUTER ENGINEERING



Industries	%
1 Information and Communication	43.4
2 Public Administration and Defence	20.4
3 Electronic Products	5.3
4 Financial and Insurance	5.3
5 Electrical Products	4.4
6 Other Professional, Scientific and Technical Activities	3.5
7 Investigation and Security	2.7
8 Other Engineering Services	1.8
9 Healthcare	1.8
10 Electronic Products	0.9
11 Others	10.6

Common Job Titles	Software Developer/Engineer Blockchain Developer/Engineer Information Technology Security Specialist	Network Administrator Automation Engineer Embedded Systems Engineer Information Technology Project Manager	Information Technology Testing/Quality Assurance Specialist Electrical Engineer Artificial Intelligence Engineer/Specialist
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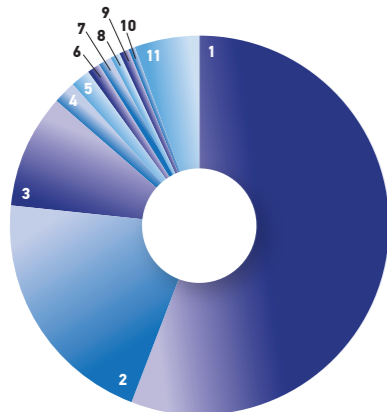
ELECTRICAL AND ELECTRONIC ENGINEERING



Industries	%
1 Information and Communication	26.7
2 Public Administration and Defence	17.5
3 Electronic Products	13.3
4 Electrical Products	8.6
5 Other Engineering Activities	7.0
6 Construction	5.3
7 Financial and Insurance	3.3
8 Scientific Research and Development	2.2
9 Other Engineering Manufacturing	1.6
10 Machinery and Equipment	1.3
11 Others	13.2

Common Job Titles	Electrical Engineer Software Developer/Engineer Electronics Engineer Systems Designer/Analyst	Information Technology Security Specialist Network/Infrastructure Architect Production Engineer	Quality Control/Assurance Engineer Artificial Intelligence Engineer/Specialist Automation Engineer
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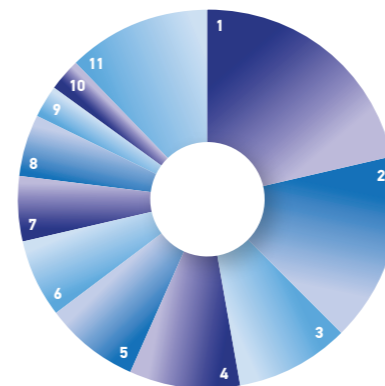
COMPUTER SCIENCE



Industries	%
1 Information and Communication	56.1
2 Public Administration and Defence	20.7
3 Financial and Insurance	9.8
4 Healthcare	1.9
5 Scientific Research and Development	1.6
6 Electrical Products	1.2
7 Other Engineering Manufacturing	1.1
8 Electronic Products	0.9
9 Other Engineering Services	0.7
10 Education	0.7
11 Others	5.3

Common Job Titles	Software Developer/Engineer Information Technology Security Specialist Systems Designer/Analyst Applications/Systems Programmer	Data Scientist Information Technology Project Manager Web and Mobile Applications Developer	Artificial Intelligence Engineer/Specialist Information Technology Testing/Quality Assurance Specialist Automation Engineer
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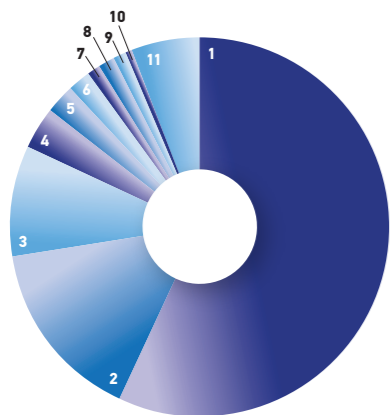
ENVIRONMENTAL ENGINEERING



Industries	%
1 Public Administration and Defence	21.6
2 Construction	16.2
3 Other Engineering Activities	9.5
4 Scientific Research and Development	9.5
5 Solar, Wind, Water Treatment	8.1
6 Electronic Products	6.8
7 Information and Communication	5.4
8 Architectural	5.4
9 Business and Management Consultancy	2.7
10 Other Engineering Manufacturing	2.7
11 Others	12.2

Common Job Titles	Environmental Engineer Civil Engineer Production Engineer Compliance Officer/Risk Analyst	Research Officer Environment Research Scientist Manufacturing Engineer	Network/Infrastructure Architect Sales and Marketing Manager Management Executive
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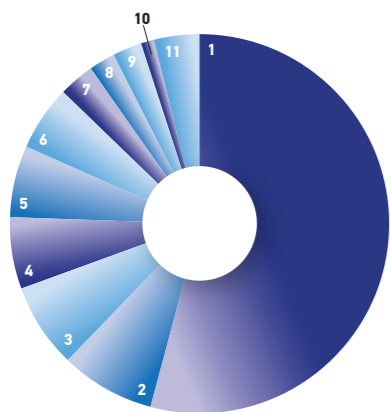
INFORMATION ENGINEERING & MEDIA



Industries	%
1 Information and Communication	57.1
2 Public Administration and Defence	15.5
3 Financial and Insurance	9.3
4 Electronic Products	3.7
5 Business and Management Consultancy	2.5
6 Electrical Products	1.9
7 Healthcare	1.2
8 Education	1.2
9 Other Professional, Scientific and Technical Activities	1.2
10 Legal, Accounting and Auditing	0.6
11 Others	5.6

Common Job Titles
Software Developer/Engineer Systems Designer/Analyst Quality Control/ Assurance Engineer Information Technology Project Manager
Interaction/User Experience Designer Web and Mobile Applications Developer IT Service Manager
Information Technology Security Specialist Information Technology Testing/ Quality Assurance Specialist Multimedia Designer/Developer

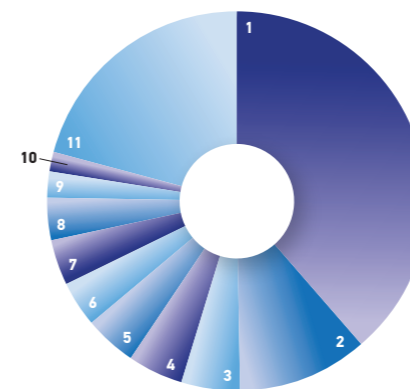
MARITIME STUDIES



Industries	%
1 Water Transport	54.3
2 Logistics and Supply Chain Management	7.9
3 Financial and Insurance	7.3
4 Petroleum, Mining and Prospecting Services	6.1
5 Marine and Offshore Engineering	6.1
6 Public Administration and Defence	5.5
7 Information and Communication	3.0
8 Transportation and Storage	2.4
9 Wholesale Trade	2.4
10 Administrative and Support Services Activities	1.2
11 Others	3.7

Common Job Titles
Port/Shipping Operations Executive Management Executive Trade Broker
Operations Officer Shipping Clerk Buyer and Purchasing Agent Research Officer
Data Analyst Logistics Manager Warehouse Manager

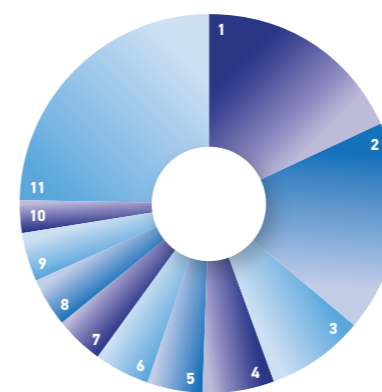
MATERIALS ENGINEERING



Industries	%
1 Electronic Products	38.8
2 Public Administration and Defence	11.1
3 Other Engineering Manufacturing	4.9
4 Information and Communication	4.9
5 Financial and Insurance	4.3
6 Scientific Research and Development	4.0
7 Electrical Products	3.7
8 Oilfield and Gasfield Machinery and Equipment Manufacturing	3.7
9 Other Engineering Services	2.2
10 Construction	1.8
11 Others	20.6

Common Job Titles
Manufacturing Engineer Materials Engineer Quality Control/ Assurance Engineer
Production Engineer Electronics Engineer Research Officer Management Executive
Software Developer/Engineer Business Development Executive Data Analyst

MECHANICAL ENGINEERING

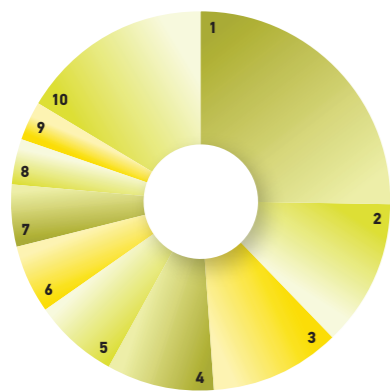


Industries	%
1 Public Administration and Defence	18.3
2 Electronic Products	17.9
3 Information and Communication	8.3
4 Construction	6.2
5 Other Engineering Activities	4.8
6 Other Engineering Manufacturing	4.5
7 Marine and Offshore Engineering	4.3
8 Oilfield and Gasfield Machinery and Equipment Manufacturing	4.2
9 Machinery and Equipment	4.0
10 Scientific Research and Development	2.9
11 Others	24.6

Common Job Titles
Mechanical Engineer Manufacturing Engineer Production Engineer Automation Engineer
Software Developer/Engineer Quality Control/ Assurance Engineer Systems Designer/Analyst
Electronics Engineer Research Officer Management Executive

COLLEGE OF HUMANITIES, ARTS AND SOCIAL SCIENCES

ART, DESIGN AND MEDIA

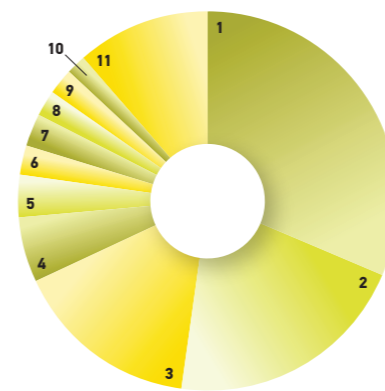


Industries	%
1 Information and Communication	25.5
2 Arts, Entertainment and Recreation	12.4
3 Public Administration and Defence	11.1
4 Advertising Services and Market Research	9.2
5 Other Professional, Scientific and Technical Activities	7.2
6 Retail Trade	5.9
7 Education	5.2
8 Industrial Design	3.9
9 Financial and Insurance	3.3
10 Others	16.3

Common Job Titles

- | | | |
|--------------------------------------|--|---------------------------------------|
| Graphic Designer | Interaction/User Experience Designer | Management Executive |
| Product and Industrial Designer | Sales and Marketing Manager | Software Developer |
| Multimedia Designer/Developer | Public Relations/Corporate Communications Professional | Web and Mobile Applications Developer |
| Advertising/Public Relations Manager | | |

COMMUNICATION STUDIES

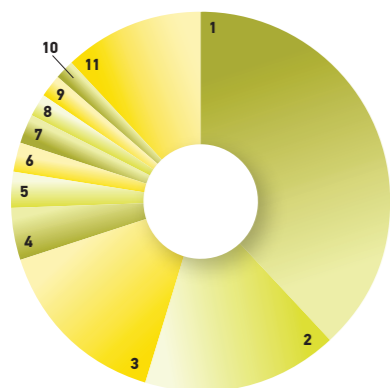


Industries	%
1 Information and Communication	31.6
2 Advertising Services and Market Research	20.7
3 Public Administration and Defence	15.8
4 Financial and Insurance	5.6
5 Business Management Consultancy	3.6
6 Healthcare	2.6
7 Retail Trade	2.6
8 Society and Community	2.3
9 Administrative and Support Services	2.3
10 Arts, Entertainment and Recreation	1.6
11 Others	11.2

Common Job Titles

- | | | |
|--|-------------------------------|--------------------------------|
| Public Relations/Corporate Communications Professional | Journalist | Human Resource Professional |
| Advertising/Public Relations Manager | Sales and Marketing Manager | Business Development Executive |
| Management Executive | Market Research Analyst | Research Officer |
| | Multimedia Designer/Developer | |

CHINESE

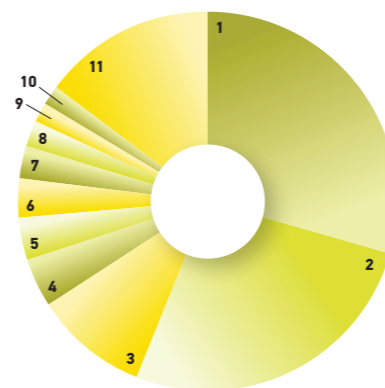


Industries	%
1 Public Administration and Defence	38.3
2 Information and Communication	16.7
3 Education	15.4
4 Administrative and Support	4.3
5 Business and Management Consultancy	3.1
6 Retail Trade	2.5
7 Healthcare	2.5
8 Financial and Insurance	1.9
9 Arts, Entertainment and Recreation	1.9
10 Society and Community	1.9
11 Others	11.7

Common Job Titles

- | | | |
|--------------------------------------|---------------------|--|
| Educator | Editor | Market Research Analyst |
| Journalist | Operations Officer | Public Relations/Corporate Communications Professional |
| Administration Manager | Production Manager | |
| Advertising/Public Relations Manager | Business Consultant | |

ECONOMICS

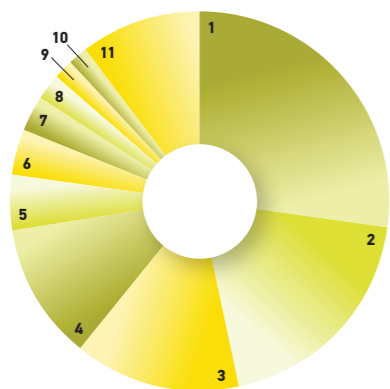


Industries	%
1 Public Administration and Defence	29.5
2 Financial and Insurance	26.7
3 Information and Communication	9.7
4 Retail Trade	4.1
5 Advertising Services and Market Research	3.7
6 Other Engineering Activities	3.2
7 Business and Management Consultancy	2.8
8 Legal, Accounting and Auditing	2.3
9 Administrative and Support Services	1.8
10 Petroleum, Mining and Prospecting Services	1.4
11 Others	14.7

Common Job Titles

- | | | |
|--------------------------------|---------------------------------|-----------------------------|
| Financial Analyst | Policy and Planning Manager | Human Resource Professional |
| Management Executive | Compliance Officer/Risk Analyst | Operations Officer |
| Tax Accountant | Economist | Market Research Analyst |
| Business Development Executive | | |

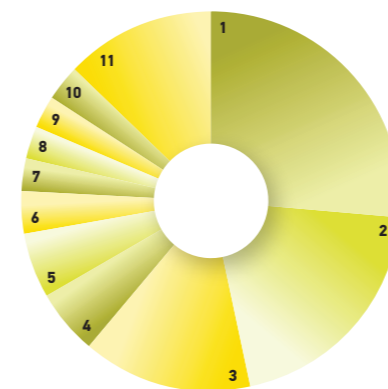
ENGLISH



Industries	%
1 Public Administration and Defence	27.3
2 Information and Communication	19.5
3 Education	14.1
4 Advertising Services and Market Research	11.7
5 Financial and Insurance	4.7
6 Arts, Entertainment and Recreation	3.9
7 Society and Community	3.1
8 Administrative and Support Services	2.3
9 Scientific Research and Development	1.6
10 Business and Management Consultancy	1.6
11 Others	10.2

Common Job Titles
Educator Management Executive Journalist Advertising/Public Relations Manager
Editor Sales and Marketing Manager Exhibition/Conference/ Event Planner
Market Research Analyst Policy and Planning Manager Public Relations/Corporate Communications Professional

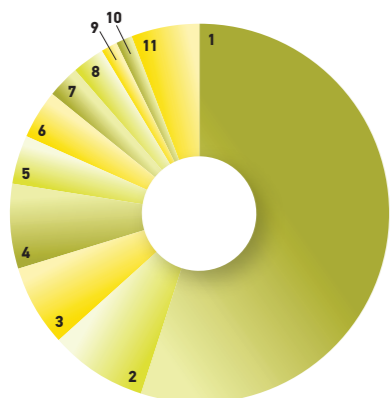
LINGUISTICS AND MULTILINGUAL STUDIES



Industries	%
1 Public Administration and Defence	26.6
2 Education	20.2
3 Information and Communication	14.7
4 Administrative and Support Services	5.5
5 Advertising Services and Market Research	5.5
6 Business and Management Consultancy	3.7
7 Air Transport	2.8
8 Arts, Entertainment and Recreation	2.8
9 Financial and Insurance	2.8
10 Healthcare	2.8
11 Others	12.8

Common Job Titles
Advertising/Public Relations Manager Human Resource Professional Management Executive Educator
Business Consultant Exhibition/Conference/ Event Planner Administration Manager Editor
Public Relations/Corporate Communications Professional Research and Development Manager

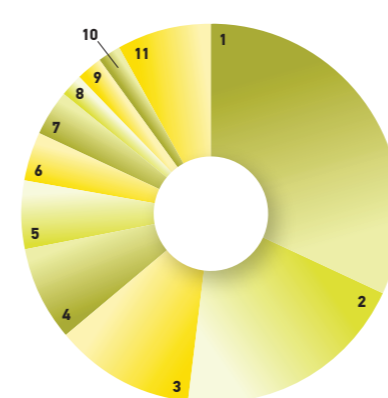
HISTORY



Industries	%
1 Public Administration and Defence	54.9
2 Financial and Insurance	8.5
3 Education	7.0
4 Information and Communication	7.0
5 Retail Trade	4.2
6 Business and Management Consultancy	4.2
7 Other Professional, Scientific and Technical Activities	2.8
8 Legal, Accounting and Auditing	2.8
9 Advertising Services and Market Research	1.4
10 Scientific Research and Development	1.4
11 Others	5.6

Common Job Titles
Educator Human Resource Professional Production Manager Management Executive
Public Relations/Corporate Communications Professional Research Officer Advertising/Public Relations Manager
Compliance Officer/Risk Analyst Market Research Analyst Policy and Planning Manager

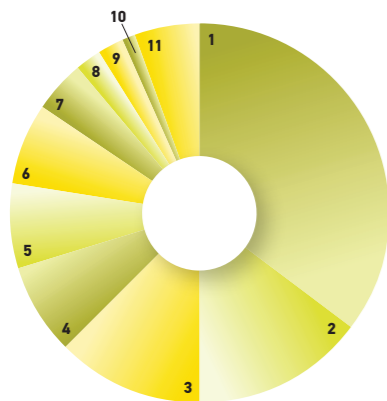
PHILOSOPHY



Industries	%
1 Public Administration and Defence	32.0
2 Information and Communication	20.0
3 Advertising Services and Market Research	12.0
4 Education	8.0
5 Healthcare	6.0
6 Financial and Insurance	4.0
7 Retail Trade	4.0
8 Society and Community	2.0
9 Personal and Other Services	2.0
10 Petroleum, Mining and Prospecting Services	2.0
11 Others	8.0

Common Job Titles
Advertising/Public Relations Manager Editor Management Executive
Business Development Executive Educator Sales and Marketing Manager Human Resource Professional
Journalist Public Relations/Corporate Communications Professional Research Officer

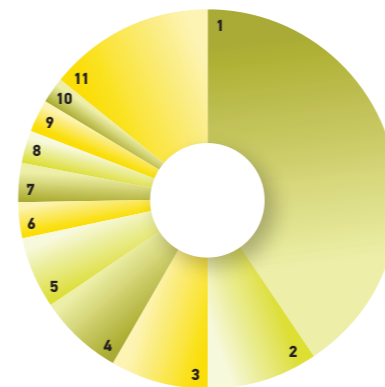
PSYCHOLOGY



Industries	%
1 Public Administration and Defence	35.5
2 Education	14.8
3 Society and Community	12.6
4 Healthcare	7.7
5 Scientific Research and Development	7.1
6 Information and Communication	7.1
7 Financial and Insurance	4.4
8 Administrative and Support Services	2.2
9 Business and Management Consultancy	2.2
10 Advertising Services and Market Research	1.1
11 Others	5.5

Common Job Titles	Research Officer	Educator	Administration Manager
	Human Resource Professional	Psychologist	Policy and Planning Manager
	Social Work and Counselling Professional	Management Executive	Police Inspector/ Immigration Officer
		Management Consultant	

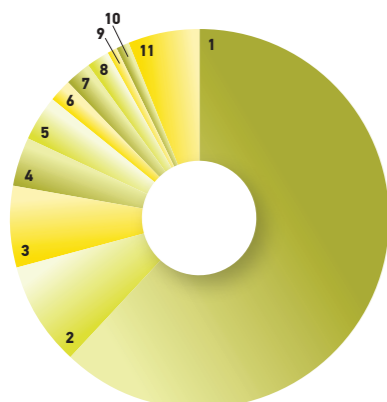
SOCIOLOGY



Industries	%
1 Public Administration and Defence	40.6
2 Society and Community	9.4
3 Information and Communication	8.3
4 Financial and Insurance	7.2
5 Advertising Services and Market Research	6.1
6 Education	3.3
7 Healthcare	3.3
8 Administrative and Support Services Activities	2.8
9 Business and Management Consultancy	2.8
10 Retail Trade	2.2
11 Others	13.9

Common Job Titles	Human Resource Professional	Social Research Analyst	Public Relations/Corporate Communications Professional
	Management Executive	Administration Manager	Advertising/Public Relations Manager
	Social Work and Counselling Professional	Market Research Analyst	
	Sales and Marketing Manager	Policy and Planning Manager	

PUBLIC POLICY & GLOBAL AFFAIRS

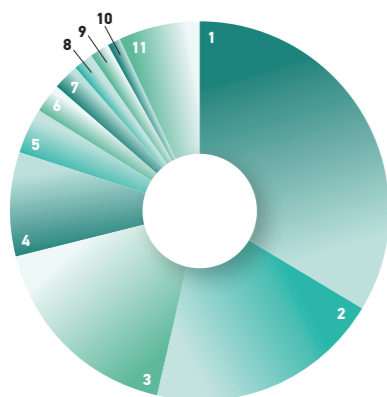


Industries	%
1 Public Administration and Defence	62.0
2 Information and Communication	9.0
3 Financial and Insurance	7.0
4 Society and Community	4.0
5 Healthcare	4.0
6 Education	2.0
7 Legal, Accounting and Auditing	2.0
8 Investigation and Security	2.0
9 Arts, Entertainment and Recreation	1.0
10 Business and Management Consultancy	1.0
11 Others	6.0

Common Job Titles	Policy and Planning Manager	Social Work and Counselling Professional	Human Resource Professional
	Management Executive	Systems Designer/Analyst	Information Technology Security Specialist
	Public Relations/Corporate Communications Professional	Business Development Manager	Police Inspector/ Immigration Officer
	Research Officer		



BIOLOGICAL SCIENCES

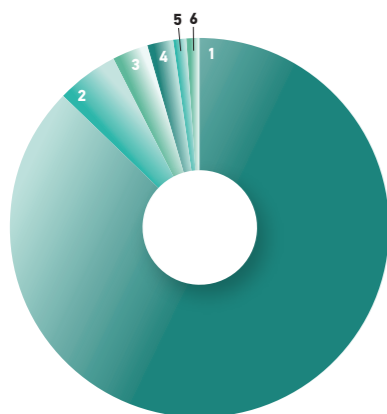


Industries	%
1 Healthcare	33.7
2 Scientific Research and Development	20.0
3 Public Administration and Defence	17.5
4 Pharmaceutical and Biological Products Manufacturing	8.9
5 Education	4.1
6 Financial and Insurance	2.5
7 Business and Management Consultancy	2.2
8 Information and Communication	1.6
9 Other Professional, Scientific and Technical Activities	1.6
10 Advertising Services and Market Research	1.3
11 Others	6.7

Common Job Titles

Research Officer	Administration Manager	Quality Control/ Assurance Engineer
Life Science Professional	Environment Research Scientist	Data Analyst
Medical and Pathology Laboratory Technician	Operations Officer	Health Services Manager
Medical Scientist		

BIOMEDICAL SCIENCES

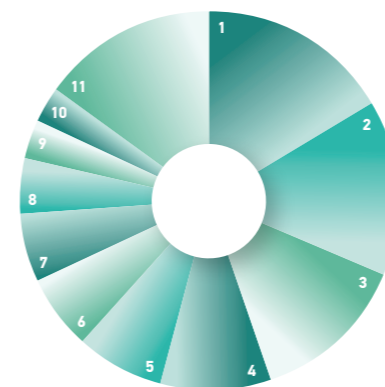


Industries	%
1 Healthcare	87.4
2 Public Administration and Defence	5.3
3 Education	3.2
4 Scientific Research and Development	2.1
5 Pharmaceutical and Biological Products Manufacturing	1.1
6 Other Professional, Scientific and Technical Activities	1.1

Common Job Titles

General Practitioner	Management Executive	Healthcare Professional
Physician	Medical and Pathology Laboratory Technician	Research Officer
Healthcare Manager	Nursing Professional	Educator
Administration Manager		

CHEMISTRY AND BIOLOGICAL CHEMISTRY

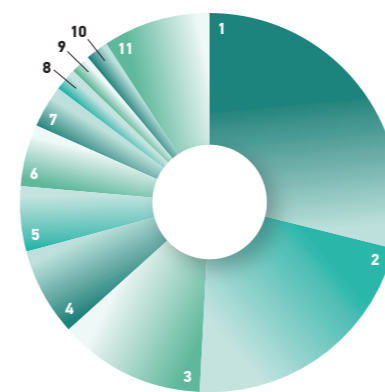


Industries	%
1 Scientific Research and Development	16.5
2 Pharmaceutical and Biological Products Manufacturing	15.0
3 Public Administration and Defence	13.5
4 Healthcare	9.4
5 Chemical Manufacturing	7.5
6 Electronic Products	6.4
7 Other Professional, Scientific and Technical Activities	6.0
8 Education	4.5
9 Financial and Insurance	3.4
10 Food and Beverages	3.0
11 Others	15.0

Common Job Titles

Chemist	Business Consultant	Chemical and Physical Science Technician
Research Officer	Quality Assurance Manager	Medical and Pathology Laboratory Technician
Quality Control/ Assurance Engineer	Life Science Professional	Management Executive
	Manufacturing Engineer	

ENVIRONMENTAL EARTH SYSTEMS SCIENCE

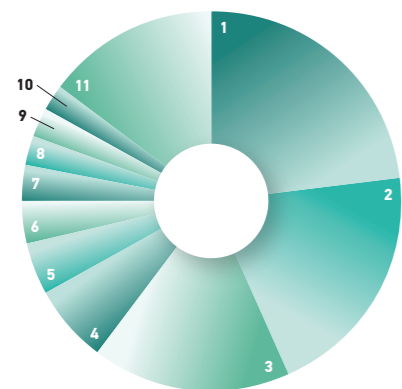


Industries	%
1 Public Administration and Defence	29.1
2 Business and Management Consultancy	21.8
3 Information and Communication	12.7
4 Scientific Research and Development	7.3
5 Construction	5.5
6 Financial and Insurance	5.5
7 Other Professional, Scientific and Technical Activities	3.6
8 Education	1.8
9 Administrative and Support Services	1.8
10 Retail Trade	1.8
11 Others	9.1

Common Job Titles

Business Development Executive	Financial Analyst	ICT Professional
Environment Research Scientist	Policy and Planning Manager	Information Technology Testing
Management Executive	Public Relations/Corporate Communications Professional	Quality Assurance Specialist
		Medical Scientist

MATHEMATICS AND ECONOMICS, AND MATHEMATICAL SCIENCES*



Industries	%
1 Public Administration and Defence	23.3
2 Information and Communication	20.3
3 Financial and Insurance	16.9
4 Education	6.6
5 Business and Management Consultancy	4.3
6 Advertising Services and Market Research	3.7
7 Logistics and Supply Chain Management	3.0
8 Electronic Products	2.7
9 Healthcare	2.3
10 Retail Trade	2.3
11 Others	14.6

Common Job Titles

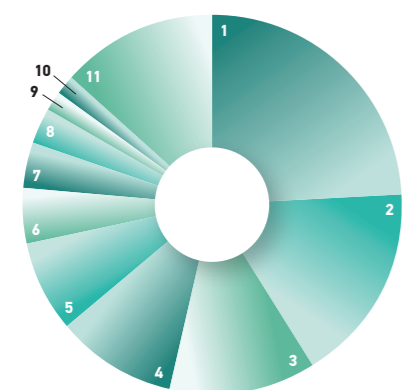
Data Analyst
Systems Designer/Analyst
Management Executive
Software Developer/Engineer

Financial Analyst
Business Development Executive
Data Scientist

Information Technology Security Specialist
Policy and Planning Manager
Artificial Intelligence Engineer/Specialist

*Mathematics and Economics, and Mathematical Sciences have emerged into one category in GES 2021 due to cohort size.

PHYSICS AND APPLIED PHYSICS



Industries	%
1 Public Administration and Defence	24.2
2 Information and Communication	17.2
3 Electronic Products	12.5
4 Scientific Research and Development	10.2
5 Financial and Insurance	7.8
6 Education	4.7
7 Healthcare	3.9
8 Business and Management Consultancy	3.1
9 Logistics and Supply Chain Management	1.6
10 Electrical Products	1.6
11 Others	13.3

Common Job Titles

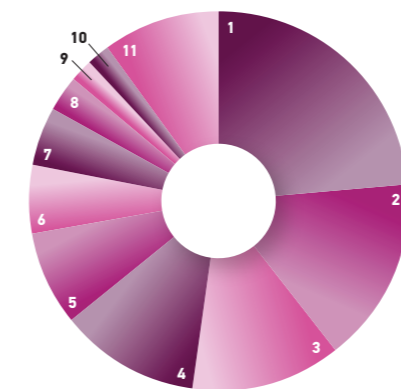
Research Officer
Data Scientist
Production Engineer
Software Developer/Engineer

Electronics Engineer
Manufacturing Engineer
Data Analyst
Business Consultant

Compliance Officer/Risk Analyst
Environmental Engineer

The data was compiled based on the Graduate Employment Survey from 2019, 2020 and 2021.

SPORT SCIENCE AND MANAGEMENT



Industries	%
1 Public Administration and Defence	23.8
2 Education	15.8
3 Healthcare	12.9
4 Arts, Entertainment and Recreation	11.9
5 Administrative and Support Services	7.9
6 Information and Communication	5.9
7 Personal and Other Services	5.0
8 Financial and Insurance	3.0
9 Society and Community	2.0
10 Retail Trade	2.0
11 Others	9.9

Common Job Titles

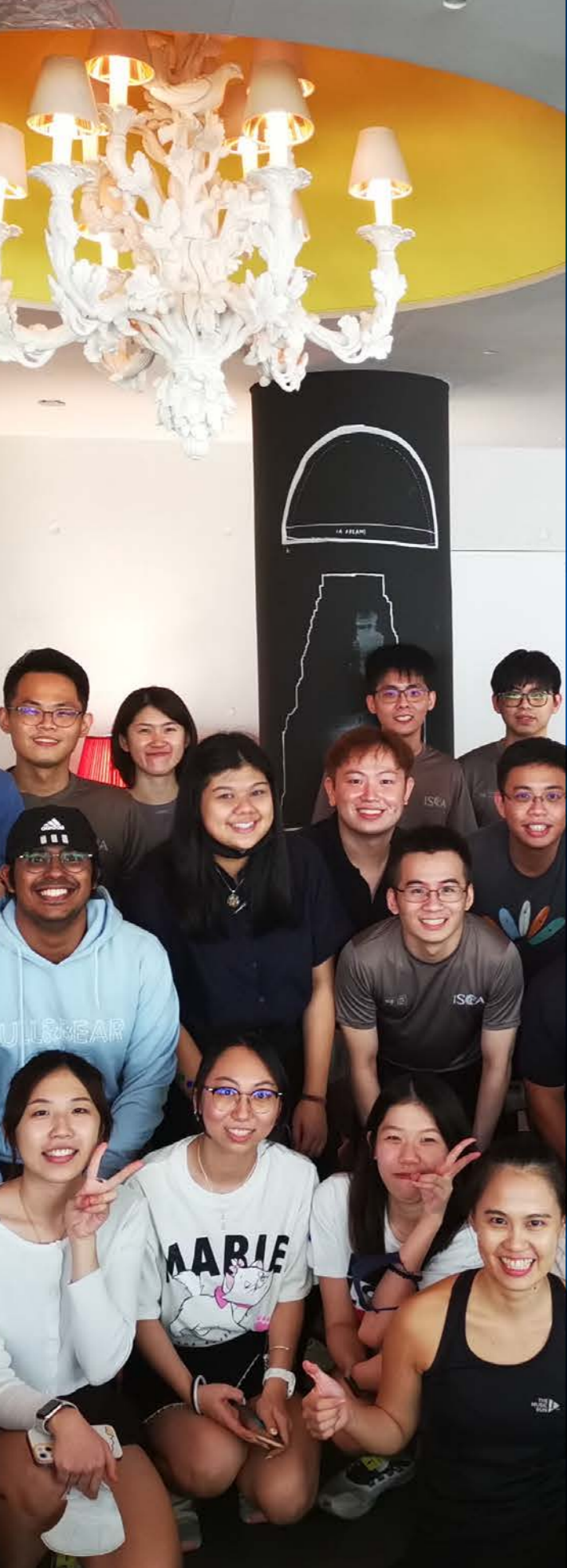
Trainer
Business Consultant
Exhibition/Conference/Event Planner

Management Executive
Physiotherapist
Health Services Manager
Healthcare Professional

Nutritionist
Operations Officer
Administration Manager



The data was compiled based on the Graduate Employment Survey from 2019, 2020 and 2021.



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Charting Pathways



MEET YOUR CAREER CONSULTANTS



Chemicals | Commodity & Natural Resources | Information & Communications Technology | Oil & Gas | Utilities

1 Eric Yeo
eric.yeo@ntu.edu.sg

Logistics | Maritime & Shipping | Non-Profit | Public Service | Transportation

2 Lee Hebin
hebin.lee@ntu.edu.sg

Banking & Finance | Insurance

3 Annabelle Yong
annabelle.yong@ntu.edu.sg



Senior Assistant Director, Career & Attachment Office | Accounting & Audit | Education | Hospitality & MICE | Information & Communications Technology | Management & HR Consulting

4 Ivan Choong
ivan-choong@ntu.edu.sg

Aerospace & Aviation | Engineering & Manufacturing | Research & Development

5 Edwin Chen
weilunedwin.chen@ntu.edu.sg

Consumer Business | e-Commerce | Food & Beverage | Information & Communications Technology | Media & Marketing | Retail Trade | Wholesale Trade

6 Melissa Ng
melissang@ntu.edu.sg

Agriculture | Biomedical Sciences | Healthcare | Real Estate, Building & Construction | Water & Environment

7 Wilson Huang
wilson.huang@ntu.edu.sg

ACCOUNTING AND AUDITING

Join a new generation of accountants who are emerging as trusted business advisors and creating impact at every stage of business growth.

As organisations across all industries grapple with new complex business realities, accountancy and auditing professionals will continue to be in great demand.

Megatrends such as rapid digital adoption, globalisation and increased regulation are amplifying opportunities for accountants to evolve and become trusted business advisors. Increasingly, today's accounting professionals are expected to apply financial knowledge to deliver insights and provide inputs to shape business decisions across borders.

These developments have transformed accounting into a career rich with possibilities. Accounting graduates can look forward to pursuing diverse career paths and carving out their own niche in the accountancy profession. These pathways include accounting, auditing, tax and financial management and consultancy services such as financial analysis and business valuation.

In addition, accounting graduates who arm themselves with data analytics skills such as Python, SQL and RPA (Robotic Process Automation) can enjoy more opportunities in this industry.

TYPICAL ROLES FOR FRESH GRADUATES

- Associate (Audit and Tax)
- Accounting Executive
- Corporate Accountant
- Financial Analyst
- Business Analyst

CAREER PROSPECTS AND OPPORTUNITIES

As Singapore moves towards becoming a leading global accountancy hub, accounting graduates in Singapore face promising careers.

Graduates can look forward to joining a highly dynamic profession that offers unique opportunities in high growth areas such as financial forensics, enterprise risk management, restructuring and insolvency, and mergers and acquisition. They can either choose to join the many firms in Singapore that provide high-value accounting services, or work in businesses across all industries.

Top corporate leadership roles are also within reach for chartered accountants. Additionally, candidates who demonstrate business acumen and leadership, technology expertise or knowledge risk management will be increasingly sought after by employers.

RELEVANT QUALIFICATIONS/SKILLS

- Basic or higher degree in accountancy
- Singapore Chartered Accountant Qualification or CPA certification for auditing roles
- Enhanced qualifications depending on the specialisation such as Chartered Accountant (Singapore), Certified Financial Services Auditor and Certified Internal Auditor
- In-depth knowledge of tax laws and other legal requirements
- Organisational, communication and collaborative skills
- High level of professionalism, integrity and legal ethical awareness

WHAT RECRUITERS LOOK FOR

- Solid hard skills (such as RPA) and experience
- Demonstrates business acumen, communication skills and leadership qualities
- Digital fluency and capacity with the ability to learn new technologies
- Genuine curiosity and tenacity for top auditing jobs
- Data mining and digital skills for top leadership positions



AEROSPACE AND AVIATION

Aerospace continues to be an important industry for Singapore as the world emerges from the pandemic. As the leading aviation hub in Asia Pacific, Singapore continues to ride on future growth trends with Changi Airport Terminal 5 set to be one of the world's biggest airport terminals when completed in the mid-2030s.

Regardless of your course of study, you will have a role to play in shaping an exciting future of air travel. Fresh graduates who are keen to be part of this transformation can participate in many ways, such as planning, finance, communications, talent management, customer service, technology development, manufacturing, or operations.

Major aircraft manufacturers and start-ups alike are busy revolutionising aircraft concepts. With increased pressure to decarbonise air travel, innovations either make use of alternative fuels or electric power or seek to invent new modes of intercity and intracity air travel. Changes will be introduced to the mass market over many years but we are already seeing flying prototypes and urban air mobility vehicles undergoing safety certification.

With the development of new aircraft concepts, there is also an increasing focus on the overall air travel experience. Improvements made to health, safety and security policies, coupled with automation and technology have the potential to make the travel experience more seamless and pleasant for passengers.

CAREER PROSPECTS AND OPPORTUNITIES

As Singapore continues to be one of the world's leading aerospace maintenance, repair and operations (MRO) hub and a market leader in the Asia-Pacific region, career prospects in the industry remains to be bright.

Aerospace companies are developing in areas such as big data analytics to monitor aircraft health, predict maintenance schedules, optimise fuel consumption, and minimise on-ground delays to help airlines and passengers save time and costs.

Fresh graduates can look forward to joining a dynamic profession that offers opportunities in long-term growth areas such as digital services, autonomous flight systems and sustainable aircraft propulsion as companies work together to reduce aviation's impact on the environment.

RELEVANT QUALIFICATIONS/SKILLS

- Good written and communication skills
- Good interpersonal skills
- Proficient in CAD software
- Proficient in programming and software development
- Strong problem solving, analytical and conceptual skills

WHAT RECRUITERS LOOK FOR

- Team player
- Self-motivated and able to work independently
- Positive attitude
- Problem solving
- Creative thinking to troubleshoot problems

TYPICAL ROLES FOR FRESH GRADUATES

- Management/Graduate Program
- Design Engineer
- Software Engineer
- System Engineer
- Data Analyst
- Manufacturing/Service Engineer

BANKING AND FINANCE

With the ongoing digital revolution in banking and financial services, banks and financial institutions are going all out to attract tech talent and upgrade the skills of professionals in the industry.

Banking and finance professionals are among the most in demand workers in Singapore. There are many drivers behind this. Firstly, Singapore is set to play a key role in financing the region's growth with its plans to become the Asian hub for digital banks and FinTech. The banking and financial industry is accelerating the innovation of digital offerings to meet rising customer expectations for more accessible and integrated experiences.

Qualified professionals can make the most of rich opportunities in the banking and finance industry by building up their skills and adapting for the digital future.

In the banking sector, fresh graduates can tap on a range of graduate schemes to acquire a comprehensive understanding of the evolving industry. In financial firms, young graduates often begin as trainees or analysts, working alongside senior colleagues to gain valuable experience in a chosen area of focus. Professionals who eventually opt for specialisation will find growing opportunities in niche areas such as compliance and risk management, data analytics, FinTech and investment banking.

CAREER PROSPECTS AND OPPORTUNITIES

Singapore's standing as a financial hub in Asia Pacific means that professionals in the banking and finance sector enjoy diverse career pathways across a wide range of institutions, including corporations, retail and private banks, financial services firms, specialist consultancies and regulatory bodies.

The continuing adoption of data analytics and automation in the banking and finance sector will continue to transform job roles in banking and financial services. Professionals with excellent digital skills ranging from data analysis and interpretation to data storytelling and digital engagement will continue to be prized by banks and financial institutions. Beyond technical knowledge, professionals who demonstrate business acumen, interpersonal skills and an understanding of changing client needs are also highly sought after.

Driven by the imperative to gather deeper insights from data and the need to create delightful user experience for customers, banks are also actively hiring graduates for non-traditional roles in product and service design.

RELEVANT QUALIFICATIONS/SKILLS

- Degree in business, science, technology, engineering, mathematics, data and analytics or related disciplines
- Possess strong communication, data literacy, problem-solving, programming and coding skills, with the ability to tell data stories from a global perspective
- Integrity, strong ethics and a positive attitude
- Programming skills in Python and SQL are highly sought after

WHAT RECRUITERS LOOK FOR

- A healthy balance between technical skills and people skills
- Agility to navigate new technologies
- Awareness of the risks and challenges in a fast-paced environment
- Ability to gain the trust of stakeholders through initiative and adaptability

TYPICAL ROLES FOR FRESH GRADUATES

- Sales and Trading Analyst
- Quantitative Researcher
- Quantitative Trader
- Software Engineer
- Strategy and Business Development Associate
- Wealth Planning Manager
- Global Markets Operations Analyst
- Investment Analyst
- Financial Crime Compliance Analyst
- Technology Analyst

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BIOMEDICAL SCIENCES

Supported by a vital ecosystem, Singapore's biomedical science industry offers assured prospects for fresh graduates who are keen to embark on a career in biomedical manufacturing and research.

During the COVID-19 pandemic, Singapore's biomedical sciences industry remains a bright spot in the local economy and for jobseekers. Biopharmaceutical manufacturing firms here continue to ride on strong global demand even as Singapore attracts new players seeking to tap on the growing Asian market.

The industry offers dynamic opportunities not just for graduates with life science majors, but also for graduates from different disciplines such as mechanical engineering and data and computer science.

Research specialists involved in pioneering innovative solutions will be highly sought after in the current competitive hiring landscape, while the growing availability of biological and medical data will lead to exciting prospects for data scientists.

TYPICAL ROLES FOR FRESH GRADUATES

- Clinical Researcher
- Data Science Executive
- Healthcare Operations Executive
- Manufacturing Biotechnologist
- Medical Laboratory Technologist
- Process Engineer
- Quality and Assurance Specialist
- Technical Specialist

CAREER PROSPECTS AND OPPORTUNITIES

Long-term government support and investor confidence in the country augur well for graduates looking to carve out a career in biomedical sciences in Singapore. Bolstered by Singapore's vital ecosystem, industry players ranging from leading multinational corporations, research institutions, government bodies and hospitals to local universities generate a plethora of employment opportunities.

Many biopharmaceutical manufacturing firms in Singapore are expanding in areas such as process development, production, engineering and quality control and assurance.

Those with specialised skill sets in areas such as medical device engineering, next-generation sequencing, pharmaceutical manufacturing and cell and gene therapy continue to enjoy attractive prospects.

Beyond strong technical skills, business acumen and collaborative skills are highly valued especially for cross-functional roles involving diverse stakeholders. Those with an entrepreneurial streak may find opportunities in sales and marketing and in supporting the setting up of biomedical start-ups.

Bear in mind that as the world accelerates its adoption of manufacturing productivity, green manufacturing and digitalisation, workers in biomedical sciences are expected to keep up with the latest practices to drive continuous improvement.

RELEVANT QUALIFICATIONS/SKILLS

- A degree in biomedical science, chemistry, materials engineering, chemical and biomolecular engineering, or other science or engineering related disciplines
- Postgraduate qualifications, especially for specialised skills such as next-generation sequencing
- Practical training and experience working in a laboratory or production setting
- Integrity and a strong sense of responsibility

WHAT RECRUITERS LOOK FOR

- Good organisational and planning skills
- Business acumen and commercial awareness
- Troubleshooting, analytical and problem-solving skills
- Interpersonal skills essential for working in a collaborative work environment

BUILDING AND CONSTRUCTION

In tandem with the strides Singapore is making towards realising its vision of becoming a smart and sustainable city, the building and construction sector in the country is undergoing rapid change. The ongoing revolution means that there is a great demand for talent to make the industry more competitive, progressive and resilient.

How will human-centred design change our city? How can we harness technology to enable buildings to be more sustainable? How will smart technologies change the way we live and play? If these questions interest you, then a career in Singapore's building and construction industry might just be for you.

With high targets set for the physical transformation of Singapore, 80% of buildings in the country are set to go green by 2030. With this, there is a national push for the local construction industry to go high-tech and acquire cutting-edge capabilities.

At the same time, other forces are catalysing changes in Singapore's building and construction sector. Singapore is a data centre hub in Southeast Asia. As a highly desirable global destination for data centre operators, the city-state must make up for its scarcity of land by developing sustainable infrastructure. The local land transport system is another impetus; it is growing and innovating to better connect people and places with increased reliability and connectivity so as to support Singapore's vision of becoming a car-lite nation.

This transformation of the building and construction industry has been ongoing for several years and it has propelled companies in the industry to adopt advanced technologies such as Integrated Digital Delivery (IDD) and Design for Manufacturing and Assembly (DfMA) as well as a shift towards green buildings. In the process, companies have become more competitive, progressive and resilient.

CAREER PROSPECTS AND OPPORTUNITIES

Careers in building and construction are diverse. They include jobs in architecture, engineering, quantity surveying, construction, project management and digital delivery and facilities.

The advent of cutting-edge construction methods means that graduates can expect to grow their careers in a high-tech and cutting-edge industry. With the right qualifications and exposure, building and construction professionals can look forward to exciting career pathways. They will be rewarded with practical project experiences and accumulated technical and collaborative skill sets.

Ahead, IT skills such as building information modelling will become increasingly requisite for architects, engineers and builders to communicate their design ideas and construction approach.

As the industry transforms with digitalisation and sustainability trends, more companies will adopt the IDD approach to leverage data and digital technologies to connect different project partners.

Graduates should be aware of the challenges involved in adopting new technologies and strategise how change can be better managed. Sustainable engineering that integrates social, environmental and economic considerations is another area to explore, where environmental impact analysis is involved in design decisions.

RELEVANT QUALIFICATIONS/SKILLS

- A degree in civil, electrical or mechanical engineering, architecture, building construction, facilities management or related disciplines
- Genuine interest to build a career in the industry, with awareness of industry trends
- Sound technical skills, with an eye for detail and safety
- Professional ethics and good conduct

WHAT RECRUITERS LOOK FOR

- Interpersonal and communication skills
- Driven with a thirst for learning

TYPICAL ROLES FOR FRESH GRADUATES

- Junior Architect
- Junior Engineer
- Project Executive
- Property or Technical Executive in Facility Management
- Quantity Surveyor
- Real Estate Executive (Development Department)
- Real Estate Sales Manager

CHEMICALS

With Asia hailed as the world's fastest-growing market for chemicals, a career in Singapore's established chemical sector is a solid option for graduates.

Buoyed by the global appetite for cost-efficient and sustainable chemicals, Singapore's role as a leading chemical hub is set to grow, especially in the area of specialty chemicals.

The drive for research and development will intensify as the industry continues to diversify to offer more customised solutions and to support emerging niche sectors like industrial biotechnology and synthetic biology.

Digitalisation and advanced technologies are other forces that are reshaping careers in the industry. These technologies enable higher levels of manufacturing efficiency, leading jobs within the industry to increasingly focus on digital skills, innovation and business growth.

With climate change and a decline of natural resources, chemical companies have to boost their environmental performance by pursuing innovation and sustainability within their value chains.

TYPICAL ROLES FOR FRESH GRADUATES

- Junior Chemical Engineer
- Junior Process Engineer
- Junior Production/Facility Engineer
- Chemist
- QA/QC Laboratory Technician

CAREER PROSPECTS AND OPPORTUNITIES

With over 100 global chemical companies located here, Singapore is a vibrant chemical hub that offers numerous opportunities for graduates looking for a career in the chemical sector.

Employers in the chemical sector seek talents in areas such as production and process engineering; health, safety and environment; engineering and maintenance; quality assurance and quality control; technical service; and application and product development.

There are also roles in business areas such as sales, marketing and finance for jobseekers from non-technical backgrounds.

With increasing digitisation in the workplace, workers in the chemical industry will need to upskill to manage advanced machinery, while plant managers will be expected to hone their ability to interpret data to derive business insights. There will also be increasing emphasis placed on soft skills such as decision-making, collaborative and communication skills.

One thing to bear in mind is that certain entry-level jobs may require employees to work long hours in shifts. This is particularly true of roles in manufacturing plants.

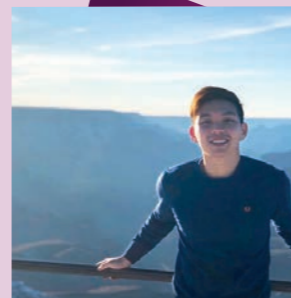
RELEVANT QUALIFICATIONS/SKILLS

- A degree in Chemical or Mechanical Engineering, Chemistry, Biological Sciences, Pharmaceutical Sciences or related disciplines
- A genuine interest to build a career in the chemical sector and a willingness to learn
- Troubleshooting, problem-solving and decision-making skills

WHAT RECRUITERS LOOK FOR

- Digital literacy and an ability to quickly pick up new technologies
- Interpersonal and communication skills
- A high level of integrity and sense of responsibility

A CAREER IN THE CHEMICAL SECTOR



ZAYN TEE YIN YONG

Aerospace Engineering (2015)

Head of Global Business Agility, Yara Asia

A Day in the Life of an Agile Coach

8am

Review to-do list for the day and week. Clear important emails.

10am

Plan for workshop/trainings with team. Map out activities as needed.

12pm

Lunch

2pm

Meetings with stakeholders or running facilitation/training sessions

4pm

One-to-one meetings with team members or engage in hiring/recruitment activities as needed

6pm

Quick reflection of the day, review to-do list and wrap up

Please tell us about your role and responsibilities

As the Head of Global Business Agility, I have to ensure the continuous improvement and learning from different industries as well as internal review to improve our practices in both teams and product development. I also have to be on a constant lookout to build a robust hiring pipeline to drive the sustainable growth of the organisation. As we adopt Business Agility across the organisation, a big part is to drive a culture where every team member feels psychologically safe to provide feedback for continuous improvement.

What made you pursue a career in this sector?

I started out as a Graduate Associate in a local bank back in 2015. Back then, the bank was undergoing transformation and I was selected to attend Agile training courses to help transform our project teams as we adopt the Agile framework.

The stint sparked my interest in enabling teams and improving the way organisations work together to adapt in a Volatile, Uncertain, Complex and Ambiguous (VUCA) world. I utilised my analytical skills coupled with soft skills to drive effective changes.

I was intrigued when I found out that I could apply my Agile knowledge in the field of digital farming. As global demand for food rises, farmers need to grow their produce more efficiently and sustainably through innovations. I first joined Yara International's Digital Farming team where I led teams to adopt Agile practices to grow the business value and delivery of products.

What do you enjoy most about this role?

What I enjoy most about my role is the people. One key aspect of any change management is the way we drive positive changes through each member of the organisation.

My role enables me to understand and support a wide range of functions within any organisation, from product development, technology, finance to HR. I am able to both coach and train team members in various aspects of business agility. Doing so also spurs me to continually learn and develop myself to adapt to the different coaching needs of the organisation.

What are some work challenges you faced and how did you overcome them?

A big part of my role involves engaging stakeholders and helping them discover solutions to existing challenges. Earlier on in my career, whenever multiple teams approach me, I often say yes without evaluating my workload. Hence, I became overly stretched. In the midst of trying to help everyone, you end up not being able to contribute effectively to each stakeholder and no one benefits.

Going through that phase made me realise the importance of setting priorities and stakeholder management. In my current role, one of the first things I do every week is to look at my upcoming to-do list and focus on items that are both important and urgent before working on the rest. This enabled me to support teams effectively while ensuring my team operates at a sustainable pace.

What is needed to be successful in this role?

You will need to first understand that building trust with your stakeholders is the most important first step. Show empathy and be an active listener in your interactions with the various stakeholders you work with.

You will also need to be data-driven to help teams understand the value and improvements they can achieve using different working and collaboration processes.

Finally, you will need to stay curious as both the Agri-tech and Agile space are constantly evolving. Adopt a growth mindset and continuously hone your skills and knowledge to lead and overcome your organisation's next big challenges.

Please share your advice with students who are keen to pursue a career in this field

You could explore online courses to understand the foundation of Agile and the job scope of an Agile practitioner. Sign up for mentorship programmes such as the one offered by NTU CAO or reach out to Agile practitioners through LinkedIn. Speaking to industry professionals will give you a better insight of the job scope and developmental pathway.

Also explore internship opportunities or trainee programmes in organisations that practice Agile to gain real-world industry experiences.

COMMODITIES

Volatile market conditions and disruptive technologies are propelling change in commodities trading. As a result, the sector holds both challenges and rewards for ambitious graduates.

Technology is transforming commodities trading. New technologies ranging from blockchain to artificial intelligence and big data are pushing business models and products to evolve and accelerate change in cross-border trade financing, production and supply change management. Increasingly, the commodities sector is harnessing technology to solve longstanding problems. Increasing regulation and the global call for sustainability and transparency are also reshaping the way commodities traders operate.

As commodities firms strive to remain relevant and sharpen their competitive edge in this evolving business landscape, agility and innovation will be critical to the success of these firms.

Those looking to enter the commodities industry should bear in mind that this is a demanding and fast-paced industry. A career in this industry will involve long hours and frequent international travel. Workers in the commodities industry must also continually keep abreast of trends and update their skills. However, for driven individuals looking to make a mark in the dynamic arena of international trade, a career in commodities trading could prove lucrative.

TYPICAL ROLES FOR FRESH GRADUATES

- Trainee
- Graduate Programme Trainee
- Junior Analyst
- Business Executive



CAREER PROSPECTS AND OPPORTUNITIES

Singapore is the region's largest commodities trading hub with its strategic position in resource-rich Asia. Home to more than 400 global, regional and local commodities players, the commodities sector is a high-growth one. This makes the sector highly attractive to graduates especially in the areas of trading, finance, logistics, risk management and technology.

Ambitious graduates with strong technical competencies can launch their career in the industry by applying for a position in graduate schemes offered by major trading companies. These schemes allow fresh graduates to gain valuable exposure to diverse business areas across global markets as well as enjoy rich networking opportunities.

RELEVANT QUALIFICATIONS/SKILLS

- A degree in business, computer science, economics, finance, logistics, international finance or related disciplines
- Excellent communication skills coupled with the ability to work with diverse stakeholders
- Strong multitasking and organisational ability and an eye for detail
- Ability to work under pressure

WHAT RECRUITERS LOOK FOR

- A strong interest in trading, commodity markets, financial markets, shipping or related industries
- For engineering roles: knowledge of relevant trading platforms and applications
- For trading roles: analytical skills and familiarity with Excel and programming language (including VBA and Python)
- Proactive self-starter personality
- Collaborative and teamwork skills

CONSUMER BUSINESS AND E-COMMERCE

Opportunities abound in Singapore's established consumer business and e-commerce industry for driven graduates who seek to innovate, delight customers and win market share while carving out a career in this thriving industry.

As a consumer insights hub, Singapore draws a large number of global players in diverse sectors ranging from beauty, food and beverage, nutrition and fragrances to personal care. These multinationals have established their regional headquarters and manufacturing and research facilities in the republic, thereby creating a thriving consumer hub.

Graduates who are keen in the industry can look forward to careers with attractive prospects with global brands, top consumer firms and cutting-edge research and development centres. A career in this sector promises exposure to global and regional markets where one can gain exceptional consumer insights and acquire the know-how of launching and growing a successful brand.

Propelled by the pandemic, e-commerce platforms have grown rapidly and exponentially. Today's e-commerce platforms are no longer viewed as a threat to traditional consumer business roles. Not only is it recognised that the human touch is essential when it comes to growing markets, developments in e-commerce have led to the creation of more progressive functions for employees and exciting new categories of jobs.

The e-commerce sector requires talents with varied skills which include soft skills such as creativity and interpersonal skills. Tech talents are also needed to develop and leverage advancements in digital technologies.

Another emerging area is sustainability. Consumers around the world are becoming more conscious of issues touching on purchasing habits and ecological balance. As a result of this new consumer awareness, sustainability has become a key focus in the fast-moving consumer goods (FMCG) industry. Today, players in the FMCG industry are investing extensive resources and effort on areas such as sustainable packaging and sourcing, environmental protection, and energy efficiency.

CAREER PROSPECTS AND OPPORTUNITIES

As a highly-diverse industry, graduates are recruited from all disciplines for roles ranging from marketing and brand management, e-commerce and data analytics, retail, supply chain and finance to human resource.

Many corporations offer graduate programmes and apprenticeships. These openings are keenly sought after by graduates. To improve your prospects in the consumer business industry, be sure to demonstrate relevant skill sets and experiences by doing volunteer work or by participating in co-curricular and leadership activities, business case competitions, and innovation challenges organised by schools and potential employers. Bear in mind that creativity is highly valued by the industry, as well as presentation and analytical skills.

Many FMCG companies also invest heavily in research and development to continually differentiate their products. This means there are numerous opportunities for those with the relevant technical and research skill sets.

RELEVANT QUALIFICATIONS/SKILLS

- A degree in any discipline
- A passion for retail, FMCG or associated industries
- Awareness of the latest consumer and product trends
- Strong communication, interpersonal and presentation skills
- An entrepreneurial mindset and strong problem-solving skills
- Digital literacy including knowledge of e-commerce SEO
- Technical skills in areas such as AI and machine learning
- Data/market analytical skills
- Content writing skills

WHAT RECRUITERS LOOK FOR

- Driven and proactive individuals who are open to learning
- Strong analytical skills coupled with a sensitive understanding of data
- Ability to manage complexity and work under pressure
- Ability to work independently as well as collaboratively within a team
- Leadership quality and resilient aptitude
- Strong people and interpersonal skills
- Creativity and adaptability

TYPICAL ROLES FOR FRESH GRADUATES

- Management Associate
- Assistant Brand Manager
- Assistant Supply Chain Manager/Executive
- Junior Development Engineer
- SEO Content Writer/Specialist
- UX/UI Designer
- Business/Data Analyst
- Digital Marketing Manager/Specialist
- E-commerce Project Manager
- Digital Operations Manager

CONSULTING AND PROFESSIONAL SERVICES

As one of Singapore's key growth sectors, the professional and consulting sector remains highly attractive for ambitious graduates.

The local professional and consulting sector powers Singapore's position as a world-class business hub. Driven by the nation's bold ambitions, there are new national initiatives to boost the sector's innovation and digital capabilities to meet evolving demands.

With a diverse sector, there are activities ranging from human resource management and professional services to niche services. One domain that is undergoing exciting change is human resource management. Human resource practitioners are increasingly expected to play the role of business partners. They are called upon to provide strategic input and data-backed recommendations. Meanwhile, management consultants are increasingly required to value add by offering data and innovative solutions as well as moving towards implementation for their clients.

In the wake of the COVID-19 pandemic, professional services such as architecture and engineering services, accounting, legal and advertising have experienced expansion and are expected to be on a growth trajectory. In particular, graduates will benefit from the pressing need for legal and accounting firms to boost their productivity and digital adoption, and demand from architecture and engineering firms for talents in project management and sustainability consulting.

Firms offering niche services in areas such as cybersecurity, user experience and design, and intellectual property will also be ramping up their recruitment with rising demand in these areas.

CAREER PROSPECTS AND OPPORTUNITIES

Long-term prospects in consulting and professional services remain bright. Graduates who join this sector will enjoy an abundance of opportunities for career growth as firms here look to become global leaders in specialist services.

Professionals and consultants should track global trends and build their profiles to make the most of these opportunities. One way to increase your professional profile is by demonstrating thought leadership and by networking in the industry. With the increasing adoption of data science, analytics and artificial intelligence, practitioners will also need to upskill in these areas and deliver value to clients in these domains.

There will also be a growing demand for those with regional experience as firms here look to expand internationally. Hence, graduates who are proficient in an ASEAN language will have an added advantage.

RELEVANT QUALIFICATIONS/SKILLS

- Stellar academic record from across all degree programmes
- Strong communication, interpersonal and presentation skills
- Relevant internship experience or credentials in consultancy/strategy work, start-ups and project management
- Ability to interpret trends and data to deliver value add solutions, while being highly analytical and insightful

WHAT RECRUITERS LOOK FOR

- Excellent client management skills
- Strong problem-solving, analytical, logical and organisational skills
- Good grasp of specific area of specialisation, supported by proven track record and testimonials (good to have, but not critical)
- Sound knowledge of organisational behaviour and management beyond area of expertise
- Ability to structure unstructured complex problems

TYPICAL ROLES FOR FRESH GRADUATES

- Accounts Executive
- Business/Market Analyst
- HR Consultant
- Consumer Insight Consultant
- Management Consultant
- Product Knowledge specialist
- IP Administrator

A CAREER IN CONSULTANCY



JOAN CHAN

Psychology (2017)

Senior Consultant, EY

A Day in the Life of a Consultant

7:30am

Commute to office if I need to, or have a little snooze in before my work-from-home day begins

8:30am

Grab coffee, check and update my schedule for the day and write a to-do list of tasks I need to complete

8:45am

I am most productive in the mornings so this is when I make time to do research, complete reports or prepare slides for presentations

10:30am

Grab a snack. Continue work or attend meetings if there are any.

12pm

Catch up with my colleagues over lunch if I am in office to learn about the other projects my team is working on

1pm

Reply to emails received in the morning. Assess whether my to-do list for the day needs to be amended based on new priorities. Then continue my work or meetings.

4:30pm

We usually have team calls towards the end of the day, either to learn something new through meetings, discuss project updates or to plan for upcoming projects

5:45pm

Wrap up for the day by reviewing my schedule for the next day

Please tell us about your role and responsibilities

I am a Senior Consultant within the Consulting service line at EY. I belong to the sub-service line known as People Advisory Services. We consult clients on people-related management strategies such as organisation and workforce transformation, strategic workforce planning, change management and people experience.

My main responsibilities can be categorised into three main buckets: engagement delivery, business development and practice building. On engagement delivery, I work with my team to take ownership of and drive completion of project deliverables. I am also expected to manage smaller projects or workstreams independently. For business development, I contribute to conceptualising and developing content for pursuits with potential clients, material for industry events or publications, as well as project proposals. Lastly, in practice building, each of us are involved in various team development activities such as organising team learning sessions, onboarding and training of new colleagues.

What made you pursue a career in this sector?

I have always been drawn to understanding the human mind and behaviour. As I went through my Psychology programme at NTU, I realised that workplace behaviour was a fascinating area to study – many factors come together to shape the way we think, act and behave, and influences our motivation, drive and performance. A role in consulting also involves research, allowing me to apply the skills I have learnt, while also having the element of near-term practical implications and implementation value, something which I find purposeful and enjoyable. Furthermore, with work playing a key role in our identity and purpose, I was intrigued at the possibility of playing a part in shaping the way organisations approach people management issues and bringing it to the forefront of business decisions.

What do you enjoy most about this role?

I would say what I enjoy most is the sense of purpose and accomplishment from crossing a milestone, driving a project to completion, or even the smaller everyday things like delivering an excellent presentation. I believe that when you find purpose in your job, there is something to look forward to every day.

What are some work challenges you faced and how did you overcome them?

"Imposter syndrome" is very prevalent in the management consulting industry. Clients do sometimes expect you to be the subject-matter expert and to know-it-all, which most of the time, we aren't and don't! There is a need for very fast thinking and excellent research and analysis skills to quickly find, synthesise and translate information into insights for the client and propose feasible solutions that would be well received. It gets easier with more experience on the job.

What is needed to be successful in this role?

Intellectual curiosity is a must have. Without curiosity, it is difficult to find excitement in solving problems for our clients. Maintain a curious mind and growth mindset. Learn new knowledge through interactions with your peers and seniors or through self-learning such as reading industry articles and listening to podcasts.

Strong communication skills are also essential as we have to manage stakeholders and get our ideas across. Many aspects of people consulting, such as change management and employee engagement will also involve communication with multiple stakeholders to balance different perspectives and competing priorities.

Please share your advice with students who are keen to pursue a career in this field

Start understanding more about the industry by speaking with your seniors and/or attending networking events, to get a feel of whether you would enjoy a job in management consulting. It can be a huge jump going from school to your first job, whether it be in management consulting or other fields, so doing internships in your summer or winter break would provide you with the experience you need for the transition. Not to mention, internships are a great way to learn about a company or industry's culture, gain exposure, and make and learn from mistakes (it is unavoidable!) in a safe environment. Most management consulting interviews would also involve business case studies, and getting opportunities to practice (e.g. through case competitions) would be a plus.

ENERGY, OIL AND GAS

While environmental and commercial factors are accelerating changes in the energy industry, long-term prospects in this industry remain attractive.

The energy sector today is undergoing major changes. Energy demand and investment have been affected by international pressure to reduce carbon emissions, coupled with disruptions caused by the COVID-19 pandemic and the war in Ukraine. More governments are now transiting to more sustainable energy sources.

Singapore's energy industry is similarly undergoing rapid transformation. For Singapore, it is a key national priority for the country to secure a sustainable energy future in the face of climate change. This has seen a stepping up of research into low-carbon energy sources and the launch of many low-carbon energy projects.

Today, Singapore remains a major energy trading hub and oil refining centre and a key player in energy financing in Southeast Asia. Its diverse energy industry includes the oil and gas, marine and offshore, renewable energy, and the power and utilities sectors.

CAREER PROSPECTS AND OPPORTUNITIES

The energy industry offers stable career prospects. In fact, this industry has one of the lowest attrition rates by sector.

Jobs available in the industry include operational and managerial roles in energy facilities. Today's graduates, however, enjoy career pathways beyond these traditional roles as a result of new jobs generated by Singapore's exploration into future energy generation options for the nation. These new jobs include roles in research and engineering in emerging areas ranging from solar energy and energy storage to biofuels. The commencement of Singapore's open electricity market has also led to an increased recruitment for energy retail and digital roles.

Exciting opportunities may also be found in energy trading companies in roles such as project management, portfolio management and data analysis. Graduates from non-engineering backgrounds may also find positions in finance, marketing, sales and corporate communication in energy-related firms.

New technologies such as energy analytics and smart meters are other forces reshaping the industry. With the advent of these new technologies, engineers and managers in the field will increasingly be required to upskill in areas such as data analysis.

RELEVANT QUALIFICATIONS/SKILLS

- A degree in engineering or related disciplines
- Engineers who wish to become Energy Managers may require additional certification, for example, as a registered Singapore Certified Energy Manager (SCEM) or certified Water Efficiency Manager
- Good interpersonal and communication skills

WHAT RECRUITERS LOOK FOR

- Strong analytical, project management and organisational skills
- Systematic and meticulous working style
- Ability to work independently as well as collaboratively in a team
- A good understanding of energy markets and new technologies and trends would be an advantage

TYPICAL ROLES FOR FRESH GRADUATES

- Electrical Engineer
- Mechanical or Civil Engineer
- Project Engineer
- Manufacturing Engineer
- Finance Engineer
- Business Development Executive
- Analyst

A CAREER IN THE ENERGY SECTOR



MUHAMMAD AZRUL BIN SALEHAN

Applied Physics (2017)

Senior Equipment Engineer,
REC Solar Pte Ltd

A Day in the Life of an Equipment Engineer

7:30am-8am

Reach office, make coffee and prepare for morning passdown meeting

8am-8:30am

Attend daily Equipment Passdown Meeting (night shift team passdown to day shift team)

8:30am-9:30am

Prepare for War Room Meeting

9:30am-10:30am

Attend daily War Room Meeting where all the division stakeholders and directors share about their respective major KPIs

10:30am-12pm

Work on improvement projects to boost machine performance. Follow up open machine issues during machine maintenance.

12pm-12:45pm

Lunch with colleagues

12:45pm-4:30pm

If there are any machinery issues, assist team to perform systematic troubleshooting. Then continue to work on improvement projects to boost machinery performance.

4:45pm

Go back home!

Please tell us about your role and responsibilities

As an Equipment Engineer, I am accountable for the maintenance and troubleshooting of production equipment. I also strive for continuous improvement by implementing up-to-date methods to achieve departmental goals. These include maintaining optimum utilisation of equipment, reduced tool downtime, increased equipment throughput and achieve safety and equipment maintenance KPIs. On top of these responsibilities, I also oversee the work of the maintenance team, train and groom them to the highest level of technical competencies and align the strategic ambition of the company.

What made you pursue a career in this sector?

I have a keen interest in renewable energy engineering and sustainability management. Singapore has strong potential when it comes to renewable energy production and with its bold movement to reduce carbon footprint and increased renewable energy capacity by 43% by means of solar, there is no better place to be than in REC. REC being the sole solar manufacturing plant in Singapore and with my desire to learn and experience first-hand in Solar panel manufacturing, it did not take long for me to decide where my career path lies.

What do you enjoy most about this role?

What I enjoy the most is that I am able to experience first-hand the process of producing a complete solar module from scratch. I was able to see how solar wafers are made from the raw silicon material, and how these wafers are processed into solar cells before finally assembled to a full-scale solar module. As an engineer, you hold a significant level of ownership in your dedicated work area and that will constitute to how the manufacturing processes will eventually pan out. It offers an array of opportunities to expand your skill sets and showcase your capabilities as you progressively work on more challenging and rewarding projects.

What are some work challenges you faced and how did you overcome them?

For someone who is from a non-engineering background, I had to put in a lot of hard work and dedication to catch up with engineering graduates who are already equipped with the relevant technical knowledge. Two things helped me to persevere through the foundational period.

First, recognise that being under pressure is not a bad thing. How we handle pressure will determine whether we thrive or break. Imagine being in a situation where you cannot comprehend an electrical diagram because you are not equipped with the skill while technicians are waiting for your instructions for the next troubleshooting step. Situations like these only push me to work harder and improve myself as an engineer.

Second, I attended online courses to equip myself with the skills and knowledge to take on the hurdles I face in my career. There are plenty of channels out there, such as Coursera, that you can utilise. Take full advantage of them.

What is needed to be successful in this role?

I started my career with close to zero experience and technical knowledge in this field but that did not hinder me from doing my best at work. I adopted a positive mindset and constantly reminded myself that every problem will have its solution. You just have to take that extra step to search for it. Success comes sweetest when you achieve it from the bottom up.

Please share your advice with students who are keen to pursue a career in this field

I understand the common concerns in graduating students are whether the company they are joining provides job stability, good career opportunities and personal growth. These are important in seeking jobs but too often people overlook the importance of morale and job satisfaction. You have to be proud of what you do and have that sense of contribution for the greater good. And being in the solar industry puts you nothing short of that.

ENGINEERING AND MANUFACTURING

The rapid pace of urbanisation and digitalisation across Asia ensures engineers will continue to be in demand in Singapore and in the region.

Engineering services are a key driver of Singapore's economic growth. Engineering graduates can expect to carve out a successful and rewarding career in the country creating the building blocks for the nation's continued success.

Opportunities are rife in Singapore, be it in infrastructure and transportation projects, manufacturing or precision engineering. The local sector is expected to experience exciting growth in the domains of project development and financing, project management, technical engineering and digital technologies.

With technology driving change in almost every industry and facet of human life, engineers will increasingly be seen as integral to innovation and will lead the creation of new urban and industrial solutions. As companies across the globe join the Industry 4.0 revolution, engineers in the industry will benefit from keeping up with the latest trends such as advanced manufacturing, Internet of Things (IoT), robotics, artificial intelligence and data.

CAREER PROSPECTS AND OPPORTUNITIES

Engineers are trained to think systematically and are good problem solvers. With this skill set, engineering graduates can choose from many exciting career routes ranging from developing specialist engineering skills in niche areas to progressing to project management and business leadership roles.

COVID-19 has accelerated the adoption of technology in many areas. This has led to a surge in demand for engineers in all industries, including banks and consulting and technology firms.

Those inclined towards research and development will find a trove of opportunities in diverse pathways, from being a research engineer in a manufacturing facility to exploring deep technology.

Non-engineering graduates may also find careers in engineering-related companies in areas such as project financing, project development, and in operational roles such as procurement, planning, sales and business development.

For those with an entrepreneurial bent, Singapore offers support and resources to bring promising ideas and solutions to the market.

RELEVANT QUALIFICATIONS/SKILLS

- A degree in engineering
- Accreditation as a Chartered Engineer is required for certain senior roles
- Additional skills and certifications are required for specific industries. Examples include Lean Six Sigma, Project Management Professional (PMP), Agile/Scrum; programming languages such as Python, Java and C++; and data analytics tools such as Tableau and Robotic Process Automation (RPA)
- Knowledge in CAD software such as Solidworks, AutoCAD
- Analytical, logical and mathematical or technical skills
- Critical thinking and problem-solving skills
- Able to read and interpret engineering drawings

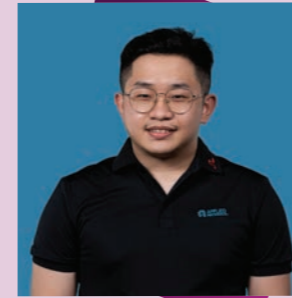
WHAT RECRUITERS LOOK FOR

- Drive and open-mindedness, with an interest in learning new technologies
- Creativity and innovation skills are especially important for research roles
- Teamwork, leadership and communication skills
- Ability to work in a fast-paced and multifaceted environment

TYPICAL ROLES FOR FRESH GRADUATES

- Biomedical Engineer
- Electrical/Electronics Engineer
- Environment Safety and Health Engineer
- Facilities/Equipment/Maintenance Engineer
- Field Service Engineer
- Mechanical Engineer
- Process/Project/Integration Engineer
- Product or Sales Engineer
- Quality Assurance Engineer
- Industrial/Production/Manufacturing Engineer
- Design Engineer
- Software Engineer
- Automation/Robotics Engineer

A CAREER IN THE MANUFACTURING SECTOR



YEE JIUN SHYAN

Materials Science and Engineering (2021)

Manufacturing Engineer, Applied Materials

A Day in the Life of a Manufacturing Engineer

8am

Check emails, take note of shipment deliveries for the week and plan out the daily tasks that need to be completed by the end of the day

10am

Attend production meeting and work with production floor, planners, project managers, supply chain and directors to understand what the challenges are and the engineering solutions to overcome them

12pm

Lunch with colleagues and continue with unfinished work

2pm

Work with production floor on any issues they face and think through solutions that will best resolve the problem. If changes are required, prepare documentation to seek alignment with design engineers and other functional leaders for the engineering change process.

4pm

Catch up on emails to get an update on on-going projects and find out if any inputs are needed from engineering

6pm

Check my daily agenda to find out which objectives have been met and which are still pending. I also make use of this time to prioritise the tasks to follow up on the next day.

Please tell us about your role and responsibilities

As a Manufacturing Engineer, my main responsibility is to ensure that the production floor runs smoothly daily and ensure on-schedule delivery to our global customers. I am a product owner that serves as a subject matter expert on certain tools. During malfunction or challenging situations, I come up with solutions to resolve the issues and get the tools running again. In addition, I have the opportunity to drive engineering changes and continuous improvements by working with various cross-functional stakeholders. It is eye-opening to work with colleagues from all over the world. I feel an immense sense of accomplishment when we are able to implement better processes to drive efficiency and improve our tool.

What made you pursue a career in this sector?

Like many of my course mates in Materials Science and Engineering, I did my internship at a semiconductor company. I took on the role of a Process Engineer but soon realised that I preferred a more technical and hands-on role. During my job search after graduation, I chanced upon an opportunity in Applied Materials. I first got to know about the company through my seniors who did their internship here. They shared with me that the company has a good working culture and provides equal opportunities for everyone to be successful in their roles. After understanding more about the job scope, I decided to give the role a try and I have never looked back since.

What do you enjoy most about this role?

I enjoy working in a fast-paced environment. The role not only allows me to work in such an environment, it also requires me to have an in-depth understanding about engineering problems and encourages me to think out of the box and find creative ways to overcome challenges.

I get a sense of accomplishment whenever my teammates and I overcome complex engineering challenges and see the hard work and effort that we put in being implemented and adopted.

In addition, one of the key aspects about my role is that I get to communicate with people across different functional groups to drive engineering changes. This allows me to learn from different individuals, see problems from different perspectives and gain a holistic understanding of the company and the semiconductor industry. This also gives me the opportunity to brush up on my communication and soft skills which are extremely important in the working environment.

What are some work challenges you faced and how did you overcome them?

As I did not come from a Mechanical and Electrical Engineering background, I did not understand the technical terms and engineering concepts used by my colleagues initially. In my first week at work, I felt lost and needed more time to understand the engineering problems on-hand. Thankfully, I have supportive colleagues and team members who are always willing to share their knowledge and guide me through complex problems. My manager also allocated extra time for me to slowly pick up the skills along the way during my on-the-job training, which has helped me to transit from a fresh graduate to a Manufacturing Engineer.

What is needed to be successful in this role?

Having the right mindset and being open to learning new skills are crucial to be successful as a Manufacturing Engineer. To be better at tackling increasingly complex problems, we need to constantly acquire new skills, innovate and be flexible to try new solutions. This is how we can continue to lead the industry in our tools and processes.

Please share your advice with students who are keen to pursue a career in this field

Be open to learning new skills and do not be afraid of failure – it is all part of the learning process.

You can Move the World

A child's world can be full of wonder and play because they see possibilities at every corner. As a leading port and supply chain group with offices spanning 160 locations in 42 countries, PSA is at the very forefront of managing the complexities of cargo movements, backed by deep global expertise and smart technology to move the world's goods.

As we continue to grow, we are looking for people with wide-ranging experiences and skills to join us at PSA – people who will charge up the industry with purpose and possibilities, and innovate with us to connect communities and orchestrate supply chains for greater agility, resilience and sustainability.



PSA International



PSA Singapore



PSA International



We offer a broad range of exciting career opportunities



Cargo Solutions and Platform Digitalisation



Port Management



Engineering and Automation



Software Engineering and IT Infrastructure



Cybersecurity and Operational Technology Security



Data Analytics, Architecture and Engineering



Supply Chain Sustainability



HR, Finance and Procurement

PSA Management Associate Programme

The PSA Management Associate Programme (MAP) nurtures young talents who share our passion for excellence, innovation and sustainability to lead our business transformation. Every Associate's development is customised to their individual strengths and aspirations, enabling growth in leadership potential and global agility.

This programme offers two exciting career tracks: Business (including Cargo Solutions) and Professional (Information Technology & Data, Engineering, Civil Engineering, Finance or Human Resource).

Your Growth with PSA

Featuring high impact development experiences, you may look forward to broadening your perspectives, growth in professional expertise, and charting new frontiers!

EXPERIENCE BUILDING

- Job rotations and short attachments to different business areas
- High profile and exciting projects
- Global assignments

EXPOSURE & SOCIAL LEARNING

- Mentoring by Senior Leaders
- Networking sessions and fireside chats
- Buddy support from experienced Management Associates

PROFESSIONAL & LEADERSHIP DEVELOPMENT

- Leadership and business acumen programmes
- Opportunity for part-time post graduate study sponsorship

Management Associate Scholarship

Our scholarship sponsors tertiary education in local universities. It includes a lump sum grant to cover tuition and other miscellaneous fees. It is open to undergraduates who are currently in their second, third or final year of study.

JOIN US as part of #TeamPSA, where you can move the world.

Visit globalpsa.com or singaporepsa.com to find out more about PSA and the positions we offer.

HEALTHCARE

Pursue a rewarding career in healthcare in new emerging roles across diverse healthcare settings.

Facing an ageing population and changing social landscapes, Singapore's healthcare industry is undergoing enormous transformation. The healthcare services sector in Singapore is expanding beyond hospitals and other traditional healthcare settings.

Community healthcare providers who focus on health promotion and maintenance are on the increase and are thriving. This development has resulted in a growing demand for talents in therapy, preventive healthcare services and chronic disease management.

The way in which healthcare services are being delivered is also evolving, with hospitals and healthcare providers increasingly adopting a more patient-centred and holistic approach.

TYPICAL ROLES FOR FRESH GRADUATES

- Healthcare Administrator (in the spheres of manpower development, planning, compliance, grant management and operations, among others)
- Healthcare Communication Professional
- Medical Social Worker

CAREER PROSPECTS AND OPPORTUNITIES

With ongoing government investment resulting in a strategic renewal of Singapore's healthcare sector, graduates can look forward to a wide range of opportunities in the sector.

Faced with a gloomy outlook for many industries due to COVID-19, recruitment in the healthcare sector remains robust, with a proliferation of job openings in hospitals, national specialty centres, polyclinics and community care venues.

The healthcare sector does not merely employ doctors and nurses. The sector has a growing need for healthcare administrators, allied health professionals, medical social workers and therapists. Healthcare and medical communication roles are also available. These roles involve the mounting of public health campaigns and the strategising of health communication programmes aimed at fostering positive health management behaviours.

As the deployment of new healthcare technologies becomes more prevalent within the sector, there will also be increased demand for talents with skills in artificial intelligence, digital technologies, e-logistics and remote sensor devices.

Those with non-healthcare backgrounds can get relevant on-the-job training for positions in administration, human resources, accounting, finance and IT.

RELEVANT QUALIFICATIONS/SKILLS

- A degree in any discipline, with an interest in medical care
- A strong motivation to serve patients and the community
- Good communication and interpersonal skills
- Strong sense of ethics and personal responsibility

WHAT RECRUITERS LOOK FOR

- Prior experience working in a healthcare setting
- Analytical and problem-solving skills
- Ability to work in a fast-paced and dynamic setting with patients from all walks of life



HOSPITALITY AND MICE

The hospitality and MICE industries have been badly affected by the COVID-19 pandemic but these industries are now seeing a sharp rebound as travel restrictions are lifted globally. Hoteliers and event professionals alike welcome the strong recovery.

The hospitality and MICE industry in Singapore may be temporarily down in the dumps during the pandemic but it is not beaten.

The industry is seeing a sharp rebound with travel restrictions lifted. During the pandemic, hotels in Singapore were utilising the pandemic downturn to reposition themselves for the future, most notably by improving manpower productivity and upskilling their current workforce and learning the use of automation. The industry is expected to be buoyant, with trends such as automation, digitalisation and data analytics driving the creation of higher-value jobs.

With more MICE players seeing value in building digital capabilities, Singapore's MICE industry will evolve to present more hybrid events that blend physical conferences with an online audience. This will allow local MICE players to tap on a broader global market. It will also lead to an increased demand for talents with digital skills in vital areas such as livestreaming and cybersecurity.

CAREER PROSPECTS AND OPPORTUNITIES

As a fresh graduate looking to enter the hospitality and MICE industry, be willing to keep an open mind and embrace trends. This will help you adapt to current industry needs. Career progression is likely as hotels, event management companies and tourist attractions continually upgrade their workforce in order to cultivate agility and nimbleness in their staff.

Roles in change management, revenue management, customer engagement, data analytics and digital marketing are exciting options for those in the hospitality and MICE industry. Flexible individuals who can work across various job functions are particularly prized in the industry. Additionally, human resource professionals with experience in talent and change management will also be in demand as job redesign becomes more pervasive in the industry.

The MICE industry is likely to step up efforts in creating hybrid events. Digital events managers – individuals with both event management and digital skills – will be in high demand as a result.

RELEVANT QUALIFICATIONS/SKILLS

- A degree in tourism and hospitality management or related disciplines
- Passion for travel and service, with an interest in building a career in the sector
- Strong communication, interpersonal and persuasion skills
- Resourcefulness and agility, with the ability to learn quickly on the job

WHAT RECRUITERS LOOK FOR

- Digital literacy coupled with the ability to embrace and learn new technologies
- Familiarity with travel, business and consumer trends
- Strong organisational and project management skills
- Resourceful, able to work under pressure and manage complexity
- Great personality and service orientated

TYPICAL ROLES FOR FRESH GRADUATES

- Management Associate or Trainee
- Events Executive
- Account Servicing Executive
- Marketing Executive
- Business Development Executive

INFORMATION AND COMMUNICATIONS TECHNOLOGY

Singapore is one of the most technologically advanced Information and Communications Technology (ICT) markets in the world. With the nation revving up its digitalisation efforts to create a Smart Nation, employers are eagerly seeking infocomm technology talents to develop new applications and keep information safe.

Singapore has an advanced and high-value enterprise market where software and services are expected to drive continued growth in total ICT spending. The pandemic has further accelerated digitalisation and the industry continues to grow and move towards a new era of massive digitalisation.

As a matured market and an early adopter of new technologies and solutions, Singapore offers world-class ICT infrastructure and a vibrant ecosystem of technology partners.

The nation continues to explore new frontiers in innovations such as artificial intelligence (AI), cloud computing, cybersecurity, data analytics, FinTech, Internet of Things (IoT), quantum technology and technologies that provide smart solutions in aviation, energy, healthcare, defense and the other areas of the public sector. One example is in the area of speech-to-text audio transcription services for judicial proceedings and smart facilities management systems to help schools improve water and energy efficiency.

CAREER PROSPECTS AND OPPORTUNITIES

With technologies such as AI, data analytics, IoT and machine learning becoming central to the operations of organisations in a digital economy, the ICT industry is today tremendously vibrant and abounds with possibilities for graduates.

ICT professionals who can harness technology to drive business decisions and organisational efficiency will be in great demand across sectors and will enjoy rewarding careers. In particular, employers are on the hunt for digital business analysts, data analysts, AI and software engineers, and cybersecurity and infrastructure specialists. Other possible career pathways include consultancy work and entrepreneurship in the technology space.

To advance in their career, ICT professionals must continually stay on top of the latest technology.

RELEVANT QUALIFICATIONS/SKILLS

- A degree in any discipline coupled with software engineering background or experience
- Specialised certifications for IT hardware and software such as UI/UX, Agile/Scrum, SQL and Oracle9i Database Administrator
- While industry-recognised IT qualifications such as MSCE and PMP are not an immediate requirement, they will be required for those seeking to advance their career or to specialise after a few years
- Abstract troubleshooting, solutioning and testing skills
- Ability to write tight code together with attention to detail

WHAT RECRUITERS LOOK FOR

- Curiosity and interest in the ICT sector
- A passion for programming and eagerness to learn new technical skills
- A good balance of hard and soft skills on top of IT qualifications
- Demonstrable problem-solving, creative thinking and technical competency skills

TYPICAL ROLES FOR FRESH GRADUATES

- Data Analyst or Data Engineer
- Network Engineer
- Software Engineer
- DevOps Engineer
- IT Project Manager/Engineer
- Associate IT Consultant or Consulting Analyst
- Business or Systems Analyst
- Programme Developer
- Software Developer
- Web Developer
- Cybersecurity Consultant
- Full Stack Engineer (front and back end)
- Artificial Intelligence Engineer
- Machine Learning Analyst/Engineer

A CAREER IN ICT



LYNETTE TEO

Wee Kim Wee School of Communication and Information (2016)

Senior Account Manager, Google

A Day in the Life of a Tech Account Manager

8am

Travel to work at the Google APAC HQ and get a cup of coffee once I reach the office

10am

Internal meetings with cross functional teams and collaborators to align on projects

12pm

Lunch at any one of the four eating spots in our office, paired with a casual catchup with colleagues over lunch

2pm

Client meetings non-stop (these often occur on a fortnightly basis) or one-off support calls to provide our clients support and advice. Every now and then we do a big pitch, or run a training workshop to ensure our clients know the latest and greatest from Google.

4pm

Sometimes, we have to attend trainings, or join in calls with product leads to share feedback on the products. More client calls again if needed.

6pm

Catch the shuttle bus to go home!

Please tell us about your role and responsibilities

I am currently a Senior Account Manager in the Large Customer Sales team at Google. I work with the top Tech and Retail advertisers in the region to scale up their digital presence and provide data driven solutions to help them deliver against their business objectives. I also partner with them to strategise their digital marketing plans across key campaigns and identify potential opportunities to grow their market presence or increase their sales of products and services.

What made you pursue a career in this sector?

I love a fast-paced and dynamic environment. The tech industry is certainly one that provides lots of learning opportunities because there is always something new to learn with every tech advancement. When I graduated from NTU, digital marketing was at the cusp of becoming a booming industry, and I wanted to ride that wave and be at the forefront of that. I did not initially have the required hard skills, hence I joined a graduate programme offered by Google and EDB which equipped us with digital marketing knowledge and industry experience. Since then, I have been able to marry my background in PR and Comms with the digital marketing knowledge I gained to become a trusted client advisor, and my current career has been the result of that journey.

What do you enjoy most about this role?

I enjoy the problem-solving aspect of my role, helping clients achieve their business objectives by providing data-driven solutions and being hands-on with the platforms to deep dive into their challenges. I also like that this role gives me the opportunity to work with many talented and diverse teams within Google, and allows me to develop close relationships across a breadth of clients and agencies in the industry. Lastly, I love the fact that I get to influence the roadmaps of products that Google builds, to make sure that it is always suited to the needs of our customers.

What are some work challenges you faced and how did you overcome them?

Working across a variety of clients with different archetypes, products and markets meant that I had to wear many hats and juggle different client needs at once. I had to work on my own personal time management and prioritise effectively. I also had to leverage on the resources around me and the help of cross functional teams to deliver client projects on time.

What is needed to be successful in this role?

To me there are three success factors.

First, exercising critical thinking in understanding how the products can solve our client's challenges, which comes from having a strong core product knowledge and awareness of the context our clients are operating in, then being able to develop an independent point of view backed by data.

Second, the ability to navigate complex and ambiguous environments so that you can understand how to influence and create a bias for action both internally and externally.

Third, great communication skills to be able to distil complex information for your clients, and to be able to share ideas internally to foster greater collaboration with other stakeholders.

Please share your advice with students who are keen to pursue a career in this field

I would encourage NTU undergraduates to look for opportunities where you can get your hands "dirty" and practise using such digital marketing platforms, whether it is Google or Facebook – anything that allows you to look under the hood and gain practical experience will always serve you well down the road – such experiences cannot be undervalued and for me, it has helped me be more confident of what I sell and also creates greater trust and credibility with my clients.

INSURANCE

Insurance organisations in Singapore are on the hunt for talents as Singapore's insurance industry steps up its pace of transformation.

With Asia billed as the world's fastest-growing market for insurance products and services, Singapore's insurance sector offers graduates unparalleled scope for professional growth.

Graduates who choose the insurance industry will find themselves immersed in a competitive and innovative sector where they will be exposed to diverse market sectors and engage in forward-focused work.

Insurers around the world have been accelerating business transformation to address changing consumer expectations and the ongoing digital disruption. Looking to capitalise on new market opportunities in the insurance sector, they have become leaner and more focused on delighting customers and adopting new technologies.

In this dynamic and rapidly changing environment, new talents will be in great demand, especially those who possess skills in digital literacy, data analysis and stakeholder management.

TYPICAL ROLES FOR FRESH GRADUATES

- Corporate Management Associate
- Underwriter
- Actuarial Analyst

CAREER PROSPECTS AND OPPORTUNITIES

Those who join the local insurance industry will benefit from Singapore's standing as a leading insurance marketplace in Asia. They can look forward to forging rewarding careers in diverse areas including underwriting, operations, marketing, compliance, claims, actuarial, digital, data and finance.

If you are planning to enter the insurance industry, you will benefit from an understanding of how job roles – as well as relevant skill sets – may evolve ahead. Underwriters in future may spend more time on assessing risk than on data processing. Actuaries of tomorrow will focus more on product innovation and analysis. Claims examiners may work more closely with data teams to manage claims.

Lifelong learning is key to success in this industry as insurance organisations need to constantly keep up with new market trends in order to meet the needs of an increasingly savvy and demanding audience.

Make headway in the industry by broadening your exposure to diverse sectors and improving your data analytical, storytelling and business skills.

RELEVANT QUALIFICATIONS/SKILLS

- A degree in finance, economics, statistics, actuarial science, mathematics or related disciplines
- Keen interest in building a career in the insurance industry
- Good interpersonal and communication skills
- Analytical and problem-solving skills
- A blend of technical skills and business acumen

WHAT RECRUITERS LOOK FOR

- A strong academic record and honours degree may be required for admission to a graduate programme
- Flexible, adaptive and proactive
- Able to work independently as well as collaboratively in a team



LOGISTICS AND TRANSPORTATION

A career in logistics and transportation offers dynamic long-term prospects while allowing you to participate in powering the national economy and global trade.

The complexity of the modern economy means that professionals in the logistics and transportation field are constantly tackling challenges and new developments. The rise of e-commerce, for instance, has accelerated demand for logistics services. At the same time, the logistics and transportation sector found itself having to deal with unexpected disruptions to global trade brought on by the COVID-19 pandemic. The resulting supply chain disruption has surfaced both new challenges and opportunities for logistical and transportation firms. Firms in the sector are developing new digital capabilities to mitigate these disruptions.

Technological advancement is another force that is remodelling the industry. For instance, as Singapore makes the shift to Logistics 4.0, modern warehouses in Singapore will soon be relying on automation, robotics and data to run their operations.

Today, a good supply chain management and logistics system is about the "right time, right place and right product". With firms striving to achieve this, niche skill sets in logistics information systems, logistics solutions and programme management are in great demand.

CAREER PROSPECTS AND OPPORTUNITIES

This fast-paced industry will appeal to those who thrive on solving problems in the front line. The global nature of the logistics industry also means exciting prospects for international and cross-industry exposure. Drawn by its dynamism, many professionals choose to build lifelong careers in this industry. The sector is also a popular choice with mid-career switchers.

New entrants should build up their knowledge in logistics operation and supply chain, and keep abreast of business and technological trends. Graduates can gain exposure to different aspects of a supply chain in sectors ranging from food, healthcare, retail, electronics and oil and gas to infrastructure and construction.

With COVID-19 accelerating e-commerce undertakings, recruitment in this sector continues to be healthy, with abundant opportunities to be found in operations, logistics solutions, programme management, process improvements and information systems.

RELEVANT QUALIFICATIONS/SKILLS

- A degree in supply chain management, commerce, engineering or related disciplines
- Good academic record for those looking to join a graduate programme
- Keen interest to grow a career in the logistics industry
- Strong analytical, problem-solving and organisational skills

WHAT RECRUITERS LOOK FOR

- Flexibility and agility, with a zeal for lifelong learning
- Additional logistics and supply chain qualifications acquired through postgraduate courses or industry-certified training
- Experience handling large warehousing and supply chain projects is valued
- Ability to work in a fast-paced and demanding environment

TYPICAL ROLES FOR FRESH GRADUATES

- Management Associate
- Distribution or Purchasing Executive
- Logistics and Supply Chain Executive
- Analyst
- Chartering Executive
- Supply Chain/Demand/Capacity Planner
- Strategic Sourcing Manager
- Procurement Specialist
- Commodities Manager
- Category Manager
- Logistics Manager
- Transport Manager
- Inventory Controller
- Warehouse Manager
- Supply Chain Solutions Analyst

MARITIME AND SHIPPING

Resilient and forward-looking, Singapore's maritime and shipping industry offers exciting career pathways for fresh graduates looking to contribute to a key pillar of the port city's economy.

A vital node in international sea networks, Singapore's status as a global hub port and an international maritime centre draws leading players in ship financing, ship broking, risk management and marine insurance.

In contrast to many industries that have suffered disruptions during the COVID-19 crisis, Singapore's maritime and shipping industry has remained resilient and has held steady. This bodes well for the future of the local maritime and shipping industry.

Seen as key to Singapore's continued economic growth, the industry is currently positioning itself for the future by investing heavily in maritime research and technological advancements and development and by adopting new maritime practices.

Continuous learning is critical in this fast-paced industry with the sector's rapid adoption of the Internet of Things and digitalisation. The industry is adapting to numerous new challenges such as those brought about by new piracy threats, the rise of green shipping, the pandemic and the emergence of new trade routes.

CAREER PROSPECTS AND OPPORTUNITIES

With over 140 international shipping groups and 5,000 maritime organisations and leading maritime agencies here in Singapore, graduates who opt for a career in the local maritime and shipping sector will be working in the world's leading maritime capital.

This thriving maritime ecosystem offers graduates a rich variety of roles in shipping, port operations, maritime and commercial services, and offshore and marine engineering. Graduates across disciplines and non-maritime related fields will be able to establish rewarding careers in information technology, insurance, legal, finance, human resource, business development and marketing roles.

The global nature of the maritime and shipping industry means that graduates will enjoy lots of opportunities for travel and international exposure, together with highly competitive remuneration.

Experience is key in this industry. In particular, graduates will benefit from gaining exposure to the digital, technical, marketing and operational aspects of this dynamic industry. Progression to leadership roles or marine advisory and consultancy roles is possible with substantial years of experience.

RELEVANT QUALIFICATIONS/SKILLS

- A degree in maritime studies, shipping, marine and offshore engineering, business, economics or related disciplines
- Driven and results-oriented with the ability to work under pressure
- Strong attention to detail
- Good problem-solving, analytical and organisational skills

WHAT RECRUITERS LOOK FOR

- Strong communication, interpersonal, presentation and negotiation skills
- Adaptability, with a willingness to learn on the job
- Digital literacy, with the ability to pick up new technologies

TYPICAL ROLES FOR FRESH GRADUATES

- Ship Charterer/Agent
- Trainee Broker
- Commercial Executive
- Post Fixture Officer
- Logistics Executive
- Shipping/Port Operation Executive
- Shipping Analyst
- Maritime Legal Executive
- Marine Insurance Broker Trainee/Executive

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MEDIA AND MARKETING

With brands and organisations jostling for attention in an increasingly competitive digital landscape, media and marketing talents are sought after in all industries to help develop effective communication strategies.

As a thriving regional media hub, new media content is constantly being pushed out from Singapore to the rest of Asia to capture the growing consumer base in the region. Singapore generates great demand for creative and technical talents as a media hub.

In common with other industries, megatrends like digitalisation and e-commerce have reshaped the media and marketing industry. The COVID-19 pandemic has intensified this shift. In the wake of the pandemic, the media and marketing industry has accelerated its pace of adoption of digitalisation, big data, e-commerce and social media marketing.

With the industry moving away from traditional media and marketing platforms, job roles within the media and marketing industry have evolved. Consequently, skills in digitalisation, big data, e-commerce, social media marketing and content marketing are now highly sought after by media and marketing firms. This means that digitally savvy media and marketing professionals will enjoy great opportunities for career growth and progression, while traditionally trained practitioners will have to acquire digital skill sets to continue to thrive.

CAREER PROSPECTS AND OPPORTUNITIES

Life is never dull in this fast-paced and dynamic industry. The coming years will see organisations of all sizes on the lookout for digital marketers, data scientists, market and data analysts, social media strategists, content marketers and producers.

Graduates can choose to join a media and marketing agency or corporation to build their skills and portfolio, and get exposure to a wide range of clients. Those with relevant experience can choose to transit to similar work with a brand or corporate organisation. Successful media and marketing professionals can consider consultancy work or starting their own agency.

To advance in a media and marketing career, it is imperative to stay abreast of the latest in technology and market trends.

RELEVANT QUALIFICATIONS/SKILLS

- A degree in mass communication, media studies, marketing, business and related disciplines
- A creative flair coupled with knowledge of social media platforms and the latest in market and consumer trends
- Ability to work under tight deadlines and under pressure

WHAT RECRUITERS LOOK FOR

- Strong written and verbal communication as well as presentation skills
- Prior experience working in a media and marketing agency or corporation, together with a strong portfolio
- An independent player who is also able to work well within a team
- Business acumen
- Adaptability and resourcefulness, with the ability to learn quickly on the job

TYPICAL ROLES FOR FRESH GRADUATES

- Marketing Executive
- Accounts Executive
- Copywriter
- Assistant Producer
- Data Scientist
- Market Analyst
- Social Media Strategist
- Content Strategist
- Digital Marketer
- Journalist
- Public Relations Executive

A CAREER IN MARKETING



STEPHANIE NG YI QI
Mathematical Sciences (2012)

Head of Marketing and Business Development, Makoto-Ya

A Day in the Life of a Marketing Lead

8am

I start the day by checking emails and incoming messages from team members and replying to customer queries and orders. I then check our Statement of Account and request for payment from our customers.

10am

Daily sales and marketing stand-up meetings to discuss about the latest market trends or catch up with each other on our new daily tasks

12pm

I will lunch with my team members. Sometimes, we use this opportunity to try new food samples from Japan!

2pm

Meetings with our business development team to explore new channels and opportunities

4pm

Procurement strategy planning or meet up with our B2B customers on any new requests or improvements to their menu

6pm

I will spend some time to brainstorm new ideas and campaigns, then head home to my family and dog!

Please tell us about your role and responsibilities

I lead the Sales and Marketing teams at Makoto-Ya, directly managing both our business-to-business (B2B) and business-to-consumer (B2C) portfolios. Some of my responsibilities include ensuring that the pipeline of customers remain steady through new lead generation and customer retention, as well as managing the working relationships of both teams. In recent years, our teams have digitalised the business and have explored new channels such as online marketplaces and direct-to-consumer e-commerce models. This helps to improve team efficiency and also increase the company's overall competitiveness.

What made you pursue a career in this sector?

I have always wanted to explore a more unconventional career in the wholesale trade business and this role has definitely been very rewarding thus far! I am exposed to many aspects of Japanese culture, new food items and am also in close contact with many of my counterparts based in Japan.

What do you enjoy most about this role?

What I enjoy most about my role is that everything is possible so long as I try. There were many business processes that have been established a long time ago which needed to be digitalised, such as vehicle tracking and business order processing. However, we see the value in updating these processes and I am very proud of seeing through many of them. The role also gives me an opportunity to constantly explore new ideas and trends where I have the autonomy to execute and follow through several new projects. An example is the online launch of our Sake Inn brand, which has since become one of the most popular Japanese F&B merchants on various online marketplaces.

What are some work challenges you faced and how did you overcome them?

Some of our older employees who have been with the company for many years may not understand the need and importance of digitalisation. The latest market trends also do not appeal to them. Often, changes that we make to meet market trends are seen as additional workload. To overcome these challenges, I not only have to lead our employees to understand how these changes will value add to the company as a whole but also convince them on how upskilling will be beneficial to them as an individual. We have since expanded our teams and hired younger employees who can better understand the value of the changes we made. The enthusiasm of our younger employees has helped to advocate for change in many of our internal processes!

What is needed to be successful in this role?

It is important to always "think again". What might have worked today for a specific challenge may not work again in the future. This is a concept introduced in a book called "Think Again" by Adam Grant. The concept has helped to frame many of my past successes and failures clearly. We ought to always think of new strategies to improve the business and not simply rest on our laurels and rely on our past successes.

Please share your advice with students who are keen to pursue a career in this field

A passion for the field, in my case, food and beverage and Japanese culture, will definitely be helpful in making sure that your career goes a long way. Always be inquisitive and not afraid to try something new and explore different channels.

NON-PROFIT

With non-profit, philanthropic and social service organisations looking to ramp up their capabilities to achieve greater impact, the industry is on the search for able talents who are passionate about driving transformation for social good.

Today, non-profit and philanthropic organisations make up a growing and vibrant industry. The industry is diverse, ranging from social enterprises, community foundations and advocacy groups to social service organisations.

Against the backdrop of the COVID-19 pandemic, an ageing population and the increasing complexity of social issues amidst an uncertain future, charities and philanthropic organisations are set to take on a larger role in Singapore.

Another notable development is the push to professionalise the industry. Organisations in the industry have stepped up their efforts in this direction even as public perception of non-profit organisations has shown a positive shift in recent years. Currently non-profit organisations are embarking on a journey to build capacity and boost their transparency and accountability, notwithstanding the grounds the sector has gained thus far in terms of greater public trust and visibility.

These non-profit and philanthropic organisations will need a great number of talents to prepare for future growth and to further boost credibility and professionalism. This bodes well for job prospects in the industry.

CAREER PROSPECTS AND OPPORTUNITIES

A job in a non-profit organisation can be highly meaningful and challenging. Non-profit organisations in Singapore are expected to demonstrate thought leadership, excellent care management, innovation and professionalism. To meet these expectations, professionals in the industry must take on a variety of roles and are often involved in the launch of important initiatives.

Today, talents in marketing and digital content are highly sought after to communicate the value of each organisation's work to the public and promote greater public awareness of the organisation. There are also roles in development and donor relations open to graduates, as non-profit organisations strive to increase funding and preserve financial sustainability. Those interested in creating social change and working closely with the community can choose to be involved in creating and managing programmes and events and in project management. Qualified professionals are also crucially needed in the areas of human resource and finance. They are key in enabling non-profit organisations to boost their capabilities in the long term.

To attract talent, non-profit organisations are heavily investing in training and career development. Fresh graduates who join the industry can look forward to opportunities to expand their skills and knowledge.

RELEVANT QUALIFICATIONS/SKILLS

- A degree in any discipline, including business administration, marketing, social work and related disciplines
- Passion to establish a career in the non-profit sector
- Strong communication and interpersonal skills
- Ability to work independently as well as in a team

WHAT RECRUITERS LOOK FOR

- Excellent problem-solving and organisational skills
- Adaptability and the ability to learn fast on the job

TYPICAL ROLES FOR FRESH GRADUATES

- Grants Executive
- Donor Relations Executive
- Marketing Executive
- Programme Executive
- Partnerships Executive

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PUBLIC SERVICE

Singapore is constantly on the lookout to grow its public sector talent pool so as to advance as a nation in a complex world. The Singapore public sector recruits individuals of diverse backgrounds and skills. Despite their diversity, Singapore public servants are united by a common passion for developing Singapore into a leading global city of talent, enterprise and innovation.

The Singapore public service is one of the largest employers in Singapore. It employs about 146,000 officers in 16 ministries and over 50 statutory boards. These officers power the five sectors of the Singapore public service: economic, security, social, infrastructure and environment, and central administration.

As the world becomes more complex, the Singapore public service sector is also undergoing transformation. For instance, the Singapore public service is transforming itself digitally in order to utilise government resources effectively and efficiently.

To meet the future needs of the nation, the Singapore public sector will increasingly hunt for talents from diverse backgrounds who can provide fresh perspectives and different skill sets to drive innovation and address emerging challenges.

If you are interested in implementing systems to meet the long-term complex needs of the nation and in nurturing the country's multi-industry economy, the Singapore public service sector is for you.

Bear in mind that public servants in Singapore are expected to exercise foresight in developing policies, programmes and plans while staying agile, grounded and open to the world. They are also expected to uphold high ethical standards and to possess a strong sense of social responsibility.

As a public servant, your career could span the areas of trade, defence and the environment, among others. As a public servant, whichever sector you choose to be engaged in, you will enjoy stable career prospects as well as the opportunity to contribute to the growth, prosperity and security of the nation.

RELEVANT QUALIFICATIONS/SKILLS

- Good academic record, with a degree from any discipline
- Keen sense of responsibility and high ethical standards
- Strong leadership, analytical and organisational skills
- Relevant skill sets for job functions applied for
- Excellent interpersonal and communication skills

WHAT RECRUITERS LOOK FOR

- A desire to serve Singapore and shape the country's future
- A whole-of-government perspective
- Resourcefulness and the ability to respond quickly and under pressure
- Keen attention to detail

CAREER PROSPECTS AND OPPORTUNITIES

Working in the public service offers unparalleled opportunity to shape the future of Singapore. Your work could be in domains ranging from the economy to education, from infrastructure to healthcare, and from foreign affairs to local issues. To thrive in the public service sector, you will need to have a passion for serving the people, in accord with the Singapore public sector's consultative and customer-centric approach.

With an established robust leadership development system in the civil service, graduates from all backgrounds can look forward to multiple pathways for career development. Junior officers, for instance, will benefit from job rotation within the service. This is designed to help junior officers acquire knowledge in areas such as policy, technology, operations and communication. Meanwhile senior officers may be seconded to another ministry or statutory board or even take up a brief stint in the private sector, so that they can benefit from deep exposure in specific areas.

Starting salaries are relatively attractive and you enjoy good prospects for personal and professional advancement.

TYPICAL ROLES FOR FRESH GRADUATES

- Policy Planner
- Analyst
- Project Manager
- Management Associate/
Graduate Associate

A CAREER IN PUBLIC SERVICE



WEE YINGXIAN

Business (2018)

Manager (Strategy & Corporate Planning), IMDA

A Day in the Life of a SCP Manager

8am

I start the day with a cup of Americano before checking my email to list down the key things to complete for the day

10am

We have our SCP weekly meeting to raise issues and seek guidance on the strategic pieces of work. Every week, we also arrange meetings with senior management to seek their support on policy/initiatives and reviews of programmes.

12pm

I usually have lunch with my colleagues or AIM batchmates. We will head out to the food court near office and catch up over a scrumptious meal.

2pm

I am seldom at my desk as I am usually involved in meetings with other line divisions and counterparts from other ministries and agencies. We also conduct sharing with international partners to share about IMDA's role in architecting Singapore's digital future.

6pm

We have our weekly session of Captain's Ball. It feels great to sweat it out together and let loose after a long day at work.

Please tell us about your role and responsibilities

I joined IMDA under the Associate in Infocomm Media (AIM) graduate development programme where I was given rotation opportunities to explore different job functions. I am currently with the Strategy and Corporate Planning (SCP) team where I use data to guide policy directions and devise strategies to boost Singapore's digital economy.

My current responsibilities include managing and coordinating the overall Digital Economy strategy and plan, which guides IMDA's work in developing and implementing the infrastructure, policy, governance, and sectoral plans for digitalisation across sectors in Singapore. This includes working closely with internal stakeholders to identify strategic priorities and areas within the Infocomm & Media sector that require specific interventions by IMDA. I also align strategic resources with the organisation's priorities and drive coordinated action across agencies on Whole-of-Government digital (or related) issues and policies.

What made you pursue a career in this sector?

I wanted to play a role that drives the digital future of Singapore. No one day is the same when you are in the tech sector as things change so rapidly. There is always room for learning and growth – piloting new initiatives, learning from successes and failures, and adapting to new insights. The roles in the tech sector are also not restricted to a single industry, providing the breadth of work across a variety of industries.

What do you enjoy most about this role?

Under the AIM programme, I enjoy the job rotation opportunities as I get to work with other teams, try out different job functions, and acquire skills from different managers. This helped me identify my strengths and allowed me to have a better understanding of what I would like to achieve in my career.

One of my rotations included a stint with the International team where my first work trip was to participate in the negotiation for the Regional Comprehensive Economic Partnership (RCEP). I had the opportunity to travel overseas to represent Singapore to share some of IMDA's initiatives. Another rotation was in Data Innovation and Protection Group where I analysed how to drive data-driven innovations within Singapore.

Right now, as part of the SCP team, one interesting area of my role is in translating ideas into words and communicating them effectively to our target audience.

What are some work challenges you faced and how did you overcome them?

Convincing stakeholders to implement strategies, as well as getting the necessary buy-in and support of the entire organisation from top to bottom is challenging, but exciting. For instance, sometimes during the planning stage, there could be a disconnect between the plans of the different divisions. In such cases, I would first try to understand the context and reasons from each division, and identify a common ground between parties involved, before coming up with a win-win solution.

What is needed to be successful in this role?

Echoing the words of our Minister, Ong Ye Kung, "Essentially, we are moving into a world where knowledge increasingly may lose its premium because it is so accessible, but instead, it is how we do things and achieve an outcome that has a premium." Soft skills are imperative, especially for a strategic planning role. While it may not be as challenging to formulate the right strategy, it can be challenging to convince stakeholders and manage their expectations.

Please share your advice with students who are keen to pursue a career in this field

Don't be afraid of failures and changes. Tech is ever-changing and the only constant is change. Be prepared to keep an agile mind and be adaptable. Be open to the different ways of how work can be done.

WATER AND ENVIRONMENT

With strong government support and international demand, Singapore's water industry is an ideal choice for a stable career, particularly for graduates who are passionate about the environment.

Climate change is exacerbating water supply challenges around the world. For many countries, sustainable and resilient urban water solutions are the pressing needs of the moment.

As one of the world's leading hydro-hubs, Singapore plays a key role in sharing water sustainability solutions with the world. The expertise of its water industry is greatly sought after by countries keen to meet their growing urban water needs.

The local water industry comprises a range of firms and agencies in the areas of water management, water reclamation, seawater desalination and industrial wastewater treatment that together form part of a thriving ecosystem. The industry enjoys significant government assistance as part of the government's holistic support for this ecosystem.

Graduates can expect to work in a technologically advanced environment. Today, technological advancements in the water and environment industry are driving demand for talents in operation management, digital planning, digital design and digital construction.

CAREER PROSPECTS AND OPPORTUNITIES

With over 180 water companies on the island, Singapore boasts one of the world's densest populations of water-related companies. This density means a profusion of opportunities and options for graduates.

In contrast to the uncertainty and disruption facing many industries, Singapore's water industry remains relatively secure and unaffected by the pandemic. This makes the industry appealing for graduates looking to build stable long-term careers.

Those interested in research will enjoy particularly good prospects as Singapore is a global leader in the field of water research, especially in membrane, water reuse and desalination research.

Talents in engineering, sales and business development are also sought after by small and medium-sized firms in the local water industry that are engaged in developing water solutions for the world. Graduates may also consider roles in Singapore's award-winning public agencies, where they will shape policies that will have an impact on Singapore's sustainable future.

Keep in mind that career progression is tied to industry experience and knowledge of water-related projects and technologies.

RELEVANT QUALIFICATIONS/SKILLS

- A degree in civil engineering, environmental engineering, chemical and biomolecular engineering, mechanical engineering, electrical engineering, chemistry and biological chemistry, life sciences or related disciplines
- Good communication and interpersonal skills
- Strong analytical and technical skills

WHAT RECRUITERS LOOK FOR

- Relevant knowledge and experience in water technologies, water management and water-related projects
- Strong organisational, project management and problem-solving skills
- Able to work independently as well as within a team

TYPICAL ROLES FOR FRESH GRADUATES

- Consultant
- Researcher
- Process or Design Engineer
- Business Development Executive
- Public Servant



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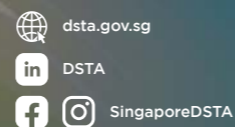
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