

CAREER

tracks

2 0 2 4

FORGING AHEAD

SEEKING INSPIRATION

IGNITING POSSIBILITIES

BROUGHT TO YOU BY NTU CAREER & ATTACHMENT OFFICE

IMPACTING OUR TOMORROW



BEYOND STARTING A CAREER, IT'S ABOUT

PURSUING A CALLING.

At DSTA, you will make an impact as you fulfil your career aspirations. Are you ready to defend our future with the next wave of tech innovation?

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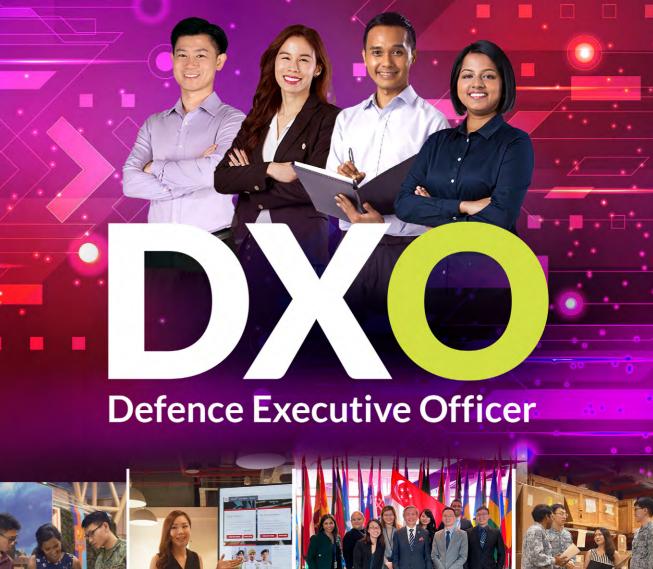






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Gain experience in

Digital Transformation | Telco, Networks & IoT | Regional Data Centre | Data Analytics | Enterprise Applications & Consulting Services | Sales, Marketing & Finance | Cloud & Cybersecurity

Our award-winning graduate programme comprising of two job rotations across different business functions where you will take on challenging and impactful projects guided by senior leaders.



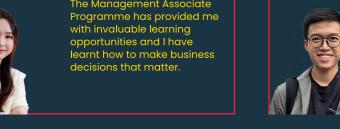


As a Product Marketing Manager, I develop and execute marketing strategies, analyze market trends and create compelling go-to-market strategies. The Management Associate Programme has provided me opportunities and I have learnt how to make business

Spend your summer internship with us and experience life as a Singtel management associate! Choose from seven business functions and take on special projects to tackle a business challenge!



The Management Associate strong career foundation with valuable local and international job rotations. I worked on diverse engineering projects, including smart space, robotics and security management. I also had the privilege to establish an overseas delivery centre, what an immensely rewarding experience!

















IMPACT NG **TOMORROW WITH TODAY'S ACTIONS**

DIRECTOR'S MESSAGE

As a student, engage with the Career & Attachment Office (CAO) to establish a solid foundation for success in tomorrow's workplace through our authentic learning programmes.

There has been a lot of talk about Generative AI (GenAI) in recent months, and many speculations about how AI tools like ChatGPT will change the landscape of work. As with any breakthrough technology, GenAI brings both excitement and apprehension. Many of us have high hopes that GenAI tools will make our lives simpler by automating mundane tasks, while others worry that their jobs are at risk of becoming obsolete.

Looking ahead to 2024 and beyond, the impact of emerging technologies will be more pronounced than ever as the pace of technological adoption accelerates rapidly. We can anticipate further advances in AI that will transform jobs at scale. This will affect everyone, even for those who are not in tech industries.

In this volatile and fast-changing world, how do you ensure that you are able to keep pace with the evolving needs of employers when you step into the workforce? You may be surprised to know that many of the in-demand skills today are not technical in nature. Soft skills such as Creative Thinking, Resilience, Flexibility and Agility, Analytical Thinking, Social Influence, and Curiosity are some of the skills that Singapore employers are focussing their reskilling efforts on.

As a student, engage with the Career & Attachment Office (CAO) to establish a solid foundation for success in tomorrow's workplace through our authentic learning programmes. Here are some examples of our offerings:

Embark on NTU's Work-Study Degree (WSDeg) programme. This is the University's alternative degree pathway that is codeveloped with industry partners to increase our graduates' industry relevancy. The programme takes on a skills-based approach, allowing our students to learn through workplace immersion and multiple on-the-job training experiences throughout the course of their study.

Embarking on this programme gives you the opportunity to gain relevant industry skills and cultivate an understanding of real-world practices that will enhance your readiness for the workplace. Not only will you benefit from exposure to a realworld work environment, you will also gain early access to employers who are looking to hire fresh graduate talents.

Get an overseas experience. Employers are now more aware of the value that diversity and global perspectives can bring to the workplace and are seeking workers who have crosscultural awareness to thrive on a global scale. For jobseekers, career opportunities are no longer confined to within Singapore as more employers adopt skills-based hiring and are open to having qualified staff work remotely from all over the world.

Your NTU education provides you with numerous opportunities to gain global perspectives, from exchange programmes to overseas internships and experiential learning programmes run by CAO, such as NTU PEAK ASEAN.

Learn from a mentor. Mentors offer valuable advice on life skills, increase career clarity and industry knowledge, and help build connections. CAO's network of alumni and industry mentors provides a supportive and nurturing environment where our students can find answers to their questions and work towards their aspirations. Through mentorship, our students have honed critical skills and gained a clearer understanding of their strengths and goals.

To the Class of 2024, congratulations on reaching this significant milestone in your life. As you embark on the next phase of your journey, whether you are stepping into the workforce, pursuing entrepreneurial aspirations, or continuing your education as a graduate student, remember that having the right mindset will help you navigate difficult situations. Be curious, be adaptable and be resilient. Leverage the transformative power of technology and embrace opportunities to steer your career towards a future where possibilities are boundless. Above all, we invite you back as a valued member of our Career Community where you can be an alumni-mentor or an industry partner.

Your future begins now, and CAO is here to help you impact your tomorrow.

Loh Pui Wah

Director

Career & Attachment Office

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MEET YOUR CAREER CONSULTANTS

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: https://careeraxis.ntu.edu.sg/ Contact us at:

- 6790 5242
- ao@ntu.edu.sg
- ntu.edu.sg/education/careerguidance-industry-collaborations

Get social with us:

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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.



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.

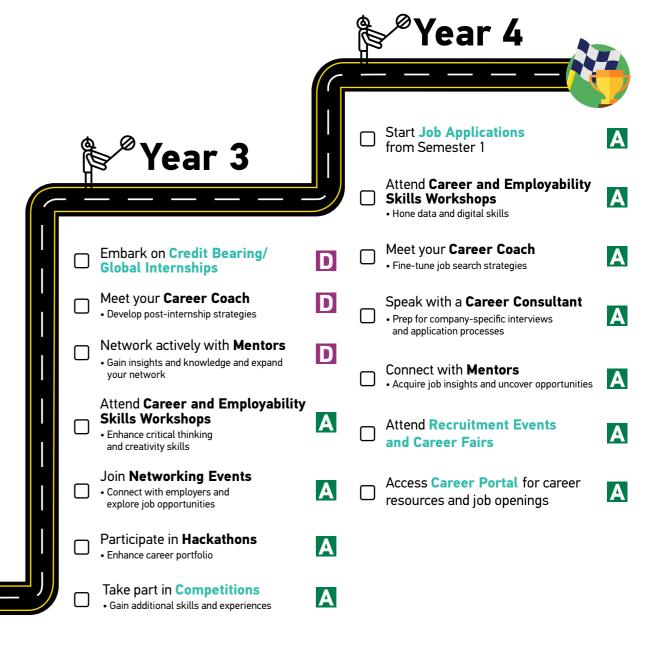
- Career and Employability Skills Workshops
- CareerAxis, your One-Stop Career Portal for Jobs
- Career Fairs and Networking Events

Own It!

FAST TRACK YOUR CAREER WITH THE CAREER & ATTACHMENT OFFICE

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

Maat value Carrage Carab	_	Enrol in ML0004 Module • Acquire internship prep skills	5
Meet your Career Coach Identify career goals, strengths and skills	S	Attend Career and Employability Skills Workshops Develop communication and workplace-ready skills	5
Attend Career and Employability Skills Workshops • Acquire personal brand, build LinkedIn profile	S	Meet your Career Coach Explore and prep for internships	
Participate in NTU Xperience	S	Speak with a Career Consultant • Acquire industry insights and employer expectations)
Job shadow to understand different job roles		Participate in Hackathons Gain skills and experiences	
Participate in CCAs and Volunteer Work • Explore interests and develop skills	S	Attend Company Visits Obtain insights on company cultures)
Connect with Mentors in ConnectingMinds Increase awareness of the working world	0	Embark on Part-Time Work/Internships • Build work experiences)
Attend Alumni Sharing/ Peer Mentor sessions Network and learn from seniors	0	Year 2	
record and real morn seriors			





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SELF-ASSESSMENT

EXPLORE OPTIONS

SET DIRECTIONS

TAKE **A**CTION

Budget Direct

insurance



Jumpstart Your Career with a Fresh Perspective!

Think the insurance industry is dull and lacks innovation? Think again!

At Budget Direct Insurance, we're reshaping the future.

Get ready to launch your career with a dynamic, digitally-driven insurance company and be part of a fast-growing enterprise.

See yourself working in one of our many corporate positions?

Let's chat about how you can make your mark!



Risk and Compli<u>ance</u>



Finance Professional



Claims Executive



Business Intelligence Expert



Quality Assurance Engineer



Digital Marketer

Send your resume to joinus@budgetdirect.com.sg











Protected up to specified limits by SDIC



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. It is equally important to know 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 in, this 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. This 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 transferrable 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!



Strategise Your Job Search

Searching for a job 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 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

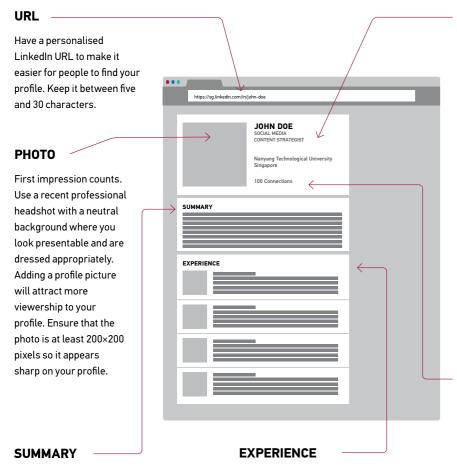
It is important to maintain a strong professional brand online. Your social media presence should consistently portray a positive professional image. Clean up your social media presence so that it does not affect your personal brand. Remember: recruiters often check out candidates on social media platforms.

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.

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.



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. Using LinkedIn's suggested summary as a guide, put together one that focuses on your career interests, accomplishments and skills to highlight your unique proposition. Use the right keywords to increase your search visibility.

Import your resume and use it for LinkedIn with more content and keywords. Include your internships, part-time jobs and project 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, 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

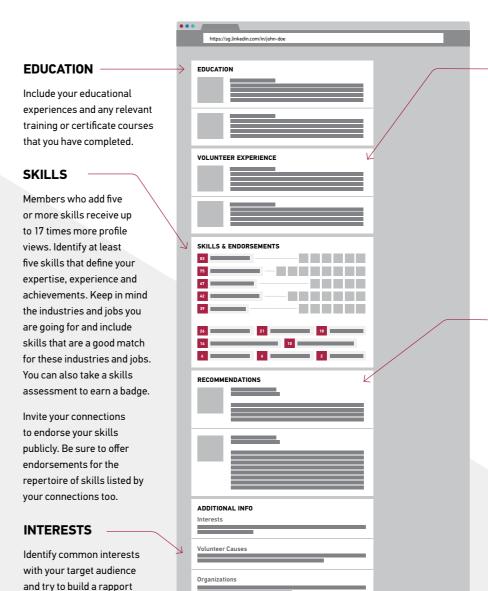
Build up your professional network on LinkedIn. Connect with people whom you know such as your professors, recruiters, alumni, friends and family members. Join LinkedIn groups to tap on their networking potential.

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, e.g. mention a mutual connection
- Be clear about your intention to connect



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.

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.

TESTIMONIAL FROM STUDENT

with them. Attract a

recruiter's attention by

about your interests.

providing more information

"Through the career workshop Optimise Your Resume and LinkedIn Profile, I have learnt how to optimise my LinkedIn profile that was empty just a week ago to a profile that is filled with relevant content. The workshop was very engaging as our trainer interacted with every one of us and the content was very concise. It is clear that she has put a lot of effort into preparing the session."

Yeoh Ming Wei, Year 3, Data Science & Artificial Intelligence

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.

15

Recent Graduate Story



LIM YI XUAN

Psychology, with a minor in Linguistics
and Multilingual Studies (2023)

HR Manager (Policy & Planning), Home Team
Science and Technology Agency (HTX)

Tell us about your role and main responsibilities.

I am currently HR Manager (Policy & Planning) at Home Team Science and Technology Agency (HTX). My main responsibilities include formulating policies related to total rewards, recruitment, appointments and exits, as well as reviewing performance management frameworks. I am also responsible for HTX's workforce transformation through strategic planning.

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

I started searching for a job from August 2022 and consulted my career coach in September 2022. Overall, it took me around nine months to receive and accept a job offer in April 2023.

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

Not knowing what I wanted

Even as a final year student, I was uncertain about my career path. This prompted me to reach out to my school career coach. My career coach introduced me to evidence-based psychological assessments that helped me identify my strengths and determine what I wanted in my future career, such as work-life balance. Through this process, we narrowed down my options to a few roles that aligned with both my strengths and my future career aspirations. The process also led me to find out about the other roles that I could pursue beyond the typical 'associate psychologist' role that most psychology students are familiar with.

Facing numerous rejections from companies

The more rejections I received, the more self-doubt I had regarding my technical and soft skills. There were moments where my self-confidence wavered, and I did not feel mentally strong enough to continue with my job search. However, I knew that I could not stop if I wanted my job search to succeed. As cliché as it may be, what kept me going was really having social and emotional support from my family and friends. I also took time to reflect on past interviews and analysed areas where I could better present myself, such as my choice of words, and improve for upcoming interviews.

Being hospitalised and diagnosed with endometriosis

On the day of my first interview with HTX, I experienced abdominal pain. Despite the discomfort, I pushed through and delivered my best during the interview. By afternoon, the pain intensified and I had to be rushed to the A&E department. From there, I was diagnosed with endometriosis and I had to undergo laparoscopy. While in the hospital for recovery, I received news that I had been shortlisted for a second interview with HTX. I also received interview invitations from three other companies.

While I am grateful that I got through my first interview with HTX, it was a challenging month for me on many fronts – I had to come to terms with my newly diagnosed medical condition, allow my body to recover physically after surgery, work on completing my final year project, and prepare for upcoming interviews all at once. What kept me going was my resilience in tackling these tasks one at a time.

What are some strategies that you used to land yourself this position?

My career coach and I worked together to improve my resume and tailored it for the roles I was interested in. It was only after sending out my improved resume that I began receiving interview invitations

The insights and interview tips shared by my career coach during our virtual sessions, along with the virtual notice board he created, helped me to better prepare myself for my interviews.

Additionally, I dedicated time each day to brainstorm and rehearse what I wanted to convey to the interviewers, such as how I could add value to their company.

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

As life often does not go according to plan, it is always wise to plan ahead and allocate buffer time for yourself during your job and internship search. At the same time, take care not to neglect your physical and mental health in your pursuit of success. Remember that rejections are not a reflection of your self-worth. Instead, they are a sign that you are one step closer to your destination as long as you are willing to learn from the experience.

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 your resume easy to read. Use your resume to your advantage and highlight your great fit for the role!

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 KSAs using the STAR method.
- Use strong action verbs and substantiate your experiences and achievements with quantifiable data.
- 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.

DON'T!

- Don't use the same resume for all the jobs you apply to.
- Don't make claims (e.g. 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.

WHAT IS THE STAR METHOD?

SITUATIO

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 the 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 19 as it is professional, clean, simple and applicable for most jobs. This template covers essential sections to help kickstart resume writing.

While 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 requirement.

3

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)





Use a professional email address! John Tan | Mobile No.: 9123 4567 | Email: JohnPartyBoy@gmail.com Address: Blk 123, Singapore Road, #04-567, Singapore 123456 Residential Make section address is headings more not required prominent and in your easier to read. **EDUCATION** resume. Nanyang Technology University, Singapore (Aug 2020 - May 2024) Bachelor of Engineering (Mechanical Engineering) with Second Major in Business This is a common University of Copenhagen (Sep 2023 - Dec 2023) mistake. It should Student Exchange Programme be 'Technological', Singapore Junior College (Jan 2016 - Dec 2017) not 'Technology'. GCE A Levels | GP: B, Mathematics: A, Physics: B, Economics: C Proofread to (Jan 2011 - Dec 2015) Singapore Secondary School ensure that your GCE O Levels | English: B, Chinese, B, Mathematics: A, Physics: A, Chemistry: B, History: B, Literature: B These documents are free information Singapore Primary School (Jan 2005 - Dec 2011) of grammatical, are too dated PSLE spelling and and are not punctuation errors! relevant. FINAL YEAR PROJECT Nanyang Technology University, Singapore (Aug 2023 - May 2024) I designed a bike-sharing system for my final year project. Use action verbs and INTERNSHIP EXPERIENCE substantiate your (Jan 2023 – Jun 2023) Total Utility Pte Ltd experiences and Operations Processes Department, Intern achievements I worked in the Biogas Engine and Thermal Hydrolysis Plant with quantifiable **WORK EXPERIENCE** The ABC Bank Limited (Jun 2023 - Aug 2023) 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 Sentences are too countries' market entry strategies. long and difficult XYZ Restaurant Pte Ltd to read. Break them down into I worked as a part-time waiter at XYZ Restaurant. I was also kitchen assistant during peak hour mealtimes and assisted succinct bulleted in food preparation when necessary. points. Consider if this **CO-CURRICULAR ACTIVITES** experience is relevant Engineering Club (Jan 2022 - Jun 2022) to the role Vice President you are 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 applying for. If it is, consistent message across various platforms to recruit new club members. elaborate on relevant SKILLS skills you have for I am proficient in English and Chinese and conversant in German. I have digital skills in AutoCAD, MATLAB, C++,

Excel Visual Basic, Tableau, Photoshop and Microsoft Office

I enjoy travelling, playing the guitar and piano and basketball

HOBBIES AND INTERESTS

John TAN | Mobile Number: 9123 4567 | Email: John Tan@gmail.com



EDUCATION

Nanyang Technological University, Singapore

Aug 2020 - May 2024

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 2023 – Dec 2023

Student Exchange Programme

Gained new perspectives and insights into European Union economic issues through discussions in class

ACADEMIC PROJECT

Nanyang Technological University, Singapore

Aug 2023 - May 2024

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 2023 - Jun 2023

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

Jun 2023 – Aug 2023

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 2022 – Jun 2022

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Vice Preside

- 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)

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the role.

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 showcases 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.

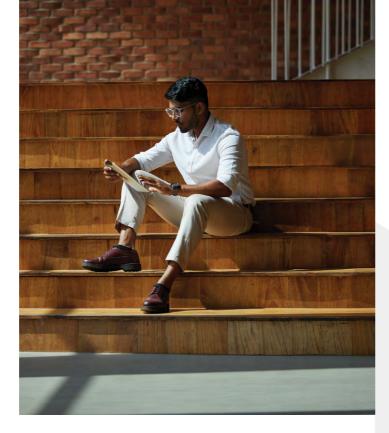
DO!

- 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.

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.

Download our Cover Letter Template here.



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

Recent Graduate Story



MATTHEW TONG
Chemical and Biomolecular
Engineering (2023)
Process Engineer, Singapore
Refining Company (SRC)

Tell us about your role and main responsibilities.

I am currently a Process Engineer at Singapore Refining Company (SRC). My day-to-day responsibilities include ensuring the smooth and efficient operation of my assigned process unit. Besides that, I may be called upon to perform scoping and feasibility studies on plant improvement projects to improve the performance of my unit. I also assist my colleagues in other departments in turnaround planning and coordination. Turnarounds are planned plant shutdowns during which maintenance and plant improvements are implemented. Turnarounds involve extensive coordination with colleagues from various departments to ensure the safe and timely completion of all planned tasks within budget.

Knowing that my job contributes to the production of a wide range of products such as fuels, plastics and additives which enhance the standard of living of many consumers gives me a great sense of satisfaction.

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

I began my job search approximately seven months before graduation. During Semester 1 in my final year, I noticed full-time job opportunities appearing in my school email inbox and decided not to let these opportunities go to waste. I successfully secured a job offer four months before graduation.

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

During my internship, I realised that my job scope was closely related to plant maintenance planning and project management which, while interesting, was not exactly what I wanted. I had a stronger interest in Process Engineering-related internships but I faced numerous rejections during the application period.

Therefore, I took the initiative to ask my internship supervisor if I could shadow one of the Plant Managers from the Operations Department whenever there was a plant start-up or shutdown. I was glad that he agreed! I learnt a lot from

those shadowing sessions, particularly in the methodology of plant troubleshooting, which is fundamental to the work of a Process Engineer. With these experiences, I was able to answer process troubleshooting questions during my interview with SRC. I am grateful that I had a successful transition to my desired role even though I did not have a direct internship experience in that field.

What are some strategies that you used to land yourself this position?

I attended resume writing workshops organised by my school career coach and diligently used VMock to identify mistakes and improved my resume. I also made use of online resources to ensure that my resume contained the most effective action verbs.

After multiple rejections, I began to feel hopeless and desperate as I could not tell what went wrong with the interviews that I attended. Nevertheless, I persevered and continued to attend resume critique sessions conducted by CAO. CAO also introduced me to their career consultant who provided me with extensive industrial knowledge of the Oil & Gas sector.

Before my first meeting with the career consultant, I was uncertain about how useful the session would be but I figured there was no harm trying! During the consultation, we had a candid discussion about my doubts as well as my career aspirations. The career consultant helped steer me back to where my passion lies as the desperation and despair I experienced had blurred the boundaries of my career interests.

Following another job offer dilemma, a second meeting with the career consultant led me to my current role, and I am extremely grateful for that.

I was also told to practice interview questions and answers by talking to a mirror, which I did religiously before every interview. It feels weird but it gets better with practice!

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

- Start thinking about your career interests early! Internships are one of the best ways to affirm what you may or may not like.
- Make use of all resources available to you, such as CareerAxis, VMock, GraduatesFirst and Linkedin.
- Be prepared for many rejections. Do your best in everything but manage your expectations (to reduce the heartbreak).
- Apply to as many roles that you are interested in as possible as job-hunting is a numbers game.

Your next job ρ



could change 4 million lives





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PROFESSIONAL GROWTH -

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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. Get to know 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 such as 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
- 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, 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 to be 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 prepare your LinkedIn QR code to share with 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.

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 five 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 the 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.

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.

During the interview, 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 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.
- 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.

Attend CAO's

workshops for tips on how to ace job interviews. Your schooldesignated 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.

Tips to Ace Your Online Interviews

Although the COVID-19 pandemic is over, companies continue to conduct 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 yourself 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.

Recent Graduate Story



Tell us about your role and main responsibilities.

I am currently working at Procter & Gamble as a Data Scientist. My primary responsibilities revolve mostly around data-related tasks such as data management and analysis. Additionally, I work with colleagues from different regions to explore how we can better utilise the available data to help drive business decisions that will create a meaningful impact.

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

It took me a little over three months before I was offered the position. I started applying around November but I only really started to be more aggressive with my job applications around March and April.

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

The main challenge I faced when applying for the role of Data Scientist is the barrier to entry. Employers are typically looking for people with at least two to three years of related experience, be it professional or personal (e.g. having a portfolio of Data Scientist projects), or minimally a Master's degree in related fields.

There were also not many job openings available when I started searching for Data Scientist roles in early November.

What are some strategies that you used to land yourself this position?

My job search process was rather straightforward. Here are some things I did to secure the position:

- Continuously searched and applied for positions that I was interested in.
- Tailored my resume according to the job description of the role I applied for. I made sure to include relevant projects or any sort of work and activities that showcases relevant skills as much as possible.
- Made use of resources to help me prepare for the interviews. These resources include books, videos (e.g. YouTube), and articles (just do a Google search for anything that I felt I needed more information on).

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

Most importantly, start looking for a job early. Many people will say 'ya I know' but do not act on it, including myself.

When you are in that process, you will then realise how long some of these applications can take.

Don't be discouraged by the high entry requirements if you are genuinely interested in a position but do not meet all the requirements. You have nothing to lose by applying! I applied for Data Scientist positions for close to a year even though the entry requirements were quite stringent. Many times, I was not even given an opportunity for a first round of interview. However, with perseverance, I eventually got a Data Scientist job which is where I am today.

Finally, don't be afraid to reach out to your school career coach if you need help. My career coach played a pivotal role in helping me secure a job. He helped me polish my interview skills and guided me to understand what employers were looking out for based on the job descriptions. My career coach provided tips and examples on how to prepare for and answer interview questions. We also had a few sessions of mock interviews to practice the responses I had prepared.

As someone who faced many challenges in this job-seeking process, I would like to once again offer the following advice to students who will embark on a similar journey: don't be afraid to reach out to people for help!

Top Tips for Assessment Centres

You may be put through a series 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.
- Exhibit your leadership skills by making it a point to manage strong personalities and engage the quieter ones when working in a group.

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.

Access **Graduate First**Assessment tools to practice the different types of assessments.

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 reneging on a job offer.

NEGOTIATING YOUR SALARY

Always state a range for your salary expectations as this gives 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.



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 have an open mindset.

BE A TEAM PLAYER

Be sincere, positive, enthusiastic, and focused. Develop authentic relationships 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.

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.

Make an effort to reach out to your colleagues who can help you acclimatise quickly to your new role, especially if you have to start by working remotely. Set up individual meetings to get to know your colleagues better, understand what their roles are, 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.

If your industry requires professional qualifications, make plans to complete the necessary courses. You may also wish to improve on communication skills or technical skills to boost your career development.

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





1 Winston Wong

Deputy Director, Career & Attachment Office

2 Desmond Woo

Deputy Director, Career & Attachment Office

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- 3 Nicholas Tan
- 4 Amanda Chan
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- 12 Lucy Zhou
- 13 Soh Ting
- 14 Jenny Lim

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Not Photographed – Lin Zi

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.

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 coach you and give you feedback. 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.

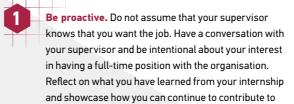
END ON A GOOD NOTE

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.

Seize a Full-time Job After Your Internship

Your internship experience has given you an opportunity to have a better understanding of the organisation, 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?

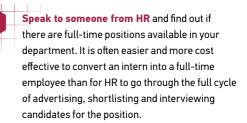
Here are some steps you can take:



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.

the organisation as a full-time employee.

Have more
pressing questions on internship
matters like what you should do
if you make a mistake at work,
or what to do if you are only
assigned menial work? Read NTU
CAO's comic series to get further
advice. The comics are
available on our Instagram page
(@caontusg). Check out
caocareercomics



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.

According to a LinkedIn report in 2023, 70% of companies offer full-time jobs to their interns based on the effort, time and resources they have invested during the internship. Seize the opportunity for yourself!



Illustration from the comic "How to Navigate Your Internship and Evolve into an Adult."

Student Internship Experience



How did you come across this internship and what made you choose this internship?

In January 2022, I had the chance to participate in NTU PEAK where I was assigned to Team Airbus. After the project, I learned that Airbus had an opening for an Engineering intern. As an avid aviation enthusiast, I was familiar with Airbus and their aircraft ever since I was a child. Without hesitation, I eagerly seized the opportunity to do my internship with Airbus.

What are your main responsibilities as an intern?

As an intern, I undertook various responsibilities to support the team's day-to-day operations. My primary tasks included creating documents that outlined engineering modifications for aircraft and tracking the approval progress of these documents. I also collaborated with the Airbus Fleet Technical Management-Central Team in Bangalore, India, to streamline processes and ensure the quality of their deliverables. My efforts were part of the process to ensure the airworthiness of aircraft and prevent potential technical delays.

What do you like about this internship experience?

During my internship, I was able to interact with like-minded colleagues who share my passion in aviation. While I was able to tap on my background knowledge in aviation, what I found most valuable was the opportunity to learn a lot about the industry from my colleagues. They were very supportive and were willing to go out of their way to explain their work processes to us. Furthermore, while my colleagues worked very hard, they knew how to have fun as well. Work was never dull, and I had the privilege to share moments of joy and laughter with them.

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

Part of my responsibilities included communicating and collaborating with another team in India. Many of our deliverables had tight deadlines and it was crucial to ensure that the work was completed on time to prevent costly delays for our customers.

One of the challenges I faced was having to work across time zones. It took some time for emails to be replied to and, because of that, things sometimes get overlooked. Furthermore, the team in India did not have the same software we had in Singapore, which required me to create documents for them. This led to a lot of back and forth and inefficiencies in the workflow.

To address this challenge, I created a dashboard to track all our documents in the approval process and master list with all the details of our pending work. We also organised meetings to ensure that both teams stayed up to date with the latest developments.

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

Through this internship, I became more meticulous in my work. To avoid backlogs, I had to ensure that the work I submitted was perfect the first time round. Over time, I was able to spot common errors and corrected them quickly. Industry wise, I have learnt more about the behind-the-scenes work that are carried out to ensure the smooth operation of an aircraft in an airline. I am able to better appreciate the vast amount of effort and manpower needed to ensure an aircraft departs on time. Overall, it made me realise the importance of a good working environment, as it makes work much more enjoyable.

Share advice with your peers who will be going on internships.

When choosing an internship, pick one based on your interests and passion. By doing so, you will look forward to going to work every day. You will be highly motivated to learn more about the industry through the internship. Do not be afraid to talk to your colleagues and ask them for help. Go in with an open mind and be sure to absorb as much knowledge as you can from the people around you. Remember to have fun and make new friends!

Student Internship Experience



SIDNEY YONG KWONG ROONG Material Science Engineering with Second Major in Business Research Intern with A*STAR

How did you come across this internship and what made you choose this internship?

I sourced for my internship with A*STAR through the NTU CareerAxis platform. I was interested in the research field, and I wanted to see if the actual work would be something that I would like to do for my future career.

What are your main responsibilities as an intern?

As a research intern, my day-to-day work revolves around testing and data analytics to prove the concept of the study I was doing research on. I worked with laboratory machinery that I usually do not have the chance to interact with. After being trained on the difference aspects of laboratory work, I had the opportunity to independently run tests and experiments. Additionally, I was assigned to a project where the findings of the research contributed to a segment of a publication.

What do you like about this internship experience?

I enjoyed having the freedom to learn at the research centre where there is a focus on attaining the necessary information to run a test. It was exciting to explore and brainstorm ways to make a process more efficient and solve problems on the go. Fellow researchers and laboratory technicians also played a pivotal role in the overall positive experience of my internship. Being part of a team that is both focused and willing to share experiences and knowledge is especially beneficial to someone like me, who is trying to understand working life and the journey of an experienced researcher.

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

There were several challenges at the beginning due to a lack of understanding of what needs to be done. I recognise that this is normal for anyone in a new role. Being open minded and receptive to the challenges enabled me to quickly pick up the necessary tools and skills to build up my competency in the field.

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

One of the key takeaways from my internship experience is the need to be independent and take ownership of my own learning trajectory even as I received guidance from my colleagues. Through the internship, I developed skills in critical thinking and innovation and have also improved my resilience. In research, one needs to be constantly thinking of different methods and approaches to achieve a desired outcome or product while staying true to the key concepts. I have developed my determination and persistence through learning from failures to work towards success.

Share advice with your peers who will be going on interpelies

An internship is an opportunity for you to learn as much as you can without having to worry too much about the repercussions of failure. You will need to have a clear sense of purpose when embarking on your internship. Most organisations understand that interns are there to learn, and when given the opportunity, an intern should seize the opportunity to learn and make the most of the time they spend there.

Take the internship as an opportunity to grow and understand yourself better. The shift in perspective that comes with being on an internship could steer you to unexplored career pathways or solidify your passion in a particular field.

The greatest takeaways of an internship will be your personal growth and the development of skills and knowledge in your field of interest. It is definitely important to choose your internship carefully. However, the overall experience of an internship is still largely determined by your attitude. Being open-minded brings more opportunities that allow for personal growth.

Student Internship Experience (Overseas)



WAI SIN YIN
Bioengineering
Business Development Intern
in Ho Chi Minh City

How did you come across this internship and what made you choose this internship?

I completed my internship at HOPEE, an IT company headquartered in Ho Chi Minh City that provides software solutions to enterprises, independent software vendors, digital agencies, and startups.

Several reasons motivated my decision to pursue an overseas internship. Firstly, the idea of immersing myself in a foreign culture was incredibly appealing. I wanted to explore a role beyond my major and I believe the best way to learn was to expose myself to an overseas environment. Secondly, Vietnam is a beautiful country with amazing people. Through my internship there, I would have the opportunity to interact with the locals, understand their way of life, and form connections that would last beyond my internship.

How did you prepare yourself for the internship?

I secured the internship through the NTU Career & Attachment Office (CAO) and JDI who connected me to host companies in Vietnam. JDI is a venture catalyst that aims to jumpstart the growth of innovative companies in various sectors, including FinTech, F&B, e-commerce and education. Apart from helping me acquire university-sanctioned travel, CAO also extended their help in securing financial support which I greatly appreciated.

On a personal level, I mentally prepared myself to be openminded and committed myself to learning throughout the experience.

What were your main responsibilities as an intern?

As a business development intern, my primary responsibilities included assisting the business development team in evaluating potential business opportunities within the IT industry, conducting market research to analyse emerging IT trends, and proposing ideas to enhance and promote the company's brand across various platforms.

What do you like about this internship experience?

There was never a dull moment from the moment I stepped into the country. From my interactions with the people to Vietnam's rich history and breathtaking landscapes, I enjoyed every aspect of my internship experience. During the weekends, I would travel around the city and also explore other provinces.

My job scope also played a significant role in shaping my positive internship experience. Working in a business development role in an IT company allowed me to delve into the emerging and diverse aspects of the industry. Every day was an opportunity to learn and gain invaluable insights. The interactions with my colleagues and the locals were genuine and heartwarming. The friendships and connections I formed within the company and beyond were among the most valuable takeaways from my overseas internship experience.

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

Initially, I felt uncertain about what I could contribute to the company as a business development intern given my non-business background. However, I approached the challenge with my willingness and enthusiasm to learn. With the support of my colleagues and supervisors, not only was I able to fulfil my responsibilities, I managed to push myself to go beyond.

The language barrier also posed a challenge. Thankfully, my colleagues were able to help me translate presentations that were only in Vietnamese. To overcome the language barrier, I proactively took note of the essential keywords commonly used in the IT industry and conducted additional research on the meaning of these keywords to better my understanding.

How have you developed through this internship?

As an intern with HOPEE, I had the opportunity to delve into the world of coding, software development, AI, machine learning, and more. Gaining basic technical knowledge proved to be invaluable in my role as a business development intern. I was able to have more insightful project discussions with clients, and with a clearer understanding of their needs, I was able to deliver better tailored solutions.

The knowledge and experiences I acquired during this overseas internship will be valuable for my future career in the 21st century, where information technology serves as a catalyst for innovative ideas.

Share advice with your peers who will be going on internships.

Don't allow inexperience to define your capabilities. My internship journey serves as a testament to this. With a willingness to work hard and an open mindset to learn, you can acquire the necessary skills to achieve seemingly daunting goals. We often surpass our own expectations and achieve more than we believe possible.

Student Internship Experience (Overseas)



How did you come across this internship and what made you choose this internship?

Two key factors influenced my decision to pursue an internship as an Investment Analyst with JDI in Vietnam. Firstly, my decision was greatly influenced by the company's reputation. I was impressed by the collaborative work environment and the impactful nature of their work after hearing positive feedback from people who have engaged with the company. Their insight not only reaffirmed my interest but also instilled confidence in my decision to contribute meaningfully during my time there.

Secondly, the vibrant coffee culture of Vietnam intrigued me.

Being a passionate coffee lover, the idea of experiencing the unique coffee traditions firsthand was undeniably appealing and added an exciting dimension to my decision.

How did you prepare yourself for the internship?

I made use of online resources such as Google and Reddit to do my research where I found practical advice and insights about Vietnam. Additionally, I drew upon the experiences of friends who had been to Vietnam to gain valuable firsthand knowledge. I also reached out to the internship company's point of contact to better understand their expectations and to gain insights into the local work culture.

What were your main responsibilities as an intern?

As an Investment Analyst intern, I was involved in various aspects of the venture capital landscape. A key focus of my role was on establishing and cultivating valuable partnerships within the venture capital and web3 community. This involved networking, building relationships, and engaging in collaborative efforts that contribute to the growth and success of the company.

I was also engaged in lead generation, a crucial process where I identified and evaluated potential strategic collaborations. This involved conducting thorough research and analysis of startups and companies, aligning their goals with our investment strategy. In essence, my role as an Investment Analyst intern encompassed a dynamic blend of partnership cultivation, meticulous analysis, and strategic planning, all aimed at driving the success of our venture capital endeavours.

What do you like about this internship experience?

What I truly appreciate about this internship experience is the dynamic mix of perspectives that comes from working alongside students from various universities. This collaborative environment has offered me valuable insights into their educational journeys and broadened my own horizons. Additionally, the networking events associated with the internship have been invaluable. They have given me the opportunity to connect with professionals from diverse industries. Engaging with these individuals and hearing their stories about their work has been both inspiring and informative.

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

Communication posed a significant challenge due to the language barrier. I addressed this hurdle by practicing simple Vietnamese daily using platforms such as Duolingo. This consistent effort gradually improved my ability to communicate more effectively.

I also recognised the importance of seeking support. I could rely on friends who understood the language and culture. Additionally, I found tools like Google Translate to be invaluable in bridging language gaps. By combining these strategies, I successfully overcame the communication barrier and navigated interactions with greater confidence.

How have you developed through this internship?

This internship has developed my communication skills significantly, enabling me to interact with people from diverse backgrounds effectively. I have come to understand that all of us are from different backgrounds and possess a wealth of experiences to share. Learning the art of active listening has taught me to appreciate different perspectives.

Share advice with your peers who will be going on internships.

First, make it a priority to cultivate meaningful relationships. These connections will give you insights into the nuances of the local culture and work environment. Second, do not hesitate to ask questions. Embrace the opportunity to inquire and learn. Avoid making assumptions, stay open-minded and be receptive of the different perspective others can offer.

By approaching your internship with an open and inquisitive mindset, you are sure to gain a deeper understanding and appreciation for the multifaceted nature of the world around us. As you embark on this journey, remember that forging connections and staying curious are essential ingredients for a truly enriching experience.



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UNCOVERING AI

Commentary: Navigating the Age of AI, with 1 Billion Professionals on LinkedIn



ATUL HARKISANKA Head of Growth Markets, LinkedIn

Looking at jobs and skills data from over 1 billion professionals on LinkedIn — including over three million in Singapore — as well as from businesses across industries, one thing is certain: New graduates are entering a labour market that is rapidly changing at a rate we've never seen before.

The advent of generative artificial intelligence (GenAl) is at the forefront of this transformation in jobs and skills.

At LinkedIn, we're already starting to see that play out as the demand and supply for workers with AI skills has increased. Globally, we are seeing more companies looking for talent who know how to use AI-related products, as indicated by the share of job postings on LinkedIn mentioning GPT or ChatGPT, which has increased by 21 times since November 2022. In Singapore, the share of AI talent between 2016 and 2022 also grew by a staggering 565%. The top skills needed to do any job are changing too. By 2030, according to our data, skill sets required for our jobs are expected to change by an average of 65% globally due to AI.

All these mean that in today's ever-changing work environment, we need to take on the monumental challenge of anticipating the unexpected, mastering emerging trends – especially in AI – and constantly learning and honing new skills. For students about to enter the workforce, my advice is that the way to start planning for your career as well as adapt and thrive in the age of AI, is to adopt a skills-first mindset.

LEARN, UNLEARN AND RELEARN, INCLUDING FROM YOUR NETWORK

For 2024 and beyond, what is clear to us is that we are increasingly moving towards a skills-first world of work. We see that momentum is already building – employers are shifting their mindset to put skills at the centre of their hiring process and talent development, and members are investing in learning and showcasing their skills by adding these to their profiles more than ever before. Al will continue to accelerate learning, and many are already upskilling in Al, with time spent learning top Al courses on LinkedIn Learning up 65% globally this past year.

Besides picking up AI skills through courses, you can also embrace the experts and tap into your network. For example, I would encourage you to reach out to your network to share your learnings and stay up to speed on AI by following thought leaders and subject matter experts on LinkedIn.

You can also take advantage of tools, such as collaborative articles — knowledge topics published by LinkedIn with insights and perspectives added by the LinkedIn community. These articles begin as Al-powered conversation starters developed with our editorial team. It's our way of bringing together nearly

10 billion years of knowledge and experience that our members have, to create a world-class resource for every career problem.

DON'T UNDERESTIMATE THE IMPORTANCE OF SOFT SKILLS

Developments in AI have transformed the way professionals view the way of working in the future. It may be interesting to note that according to LinkedIn's recent survey looking into attitudes and sentiments of professionals towards AI, more than half of Singapore's respondents believe that AI can make their jobs easier and therefore increase job satisfaction and help them achieve greater work-life balance. Professionals are also keen to invest their freed up time in learning new skills, and to focus on more creative and strategic work.

This also brings me to my next point: Soft skills paired with AI skills are essential for the future. As AI automates many areas within the workforce, soft skills will become increasingly important. I believe that professionals will navigate a world of work that is more human than before, where soft skills like communication, leadership, creativity, and problem-solving will become increasingly prized, alongside AI expertise. In Singapore, top skills that professionals in Singapore are picking up on include Speaking Confidently and Effectively, Project Management Foundations, and What Is Generative AI? This signals an exciting possibility, one where people skills become more essential to individual success and where people-to-people collaboration becomes more essential to company success.

In fact, LinkedIn data also revealed that tech professionals globally who have developed one or more soft skills – in addition to hard skills – are being promoted over 13% faster than employees who only have hard skills.

CHARTING YOUR COURSE AMIDST THE AIREVOLUTION

As AI-driven changes continue to transform the world of work, jobseekers charting their own career trajectories must adopt a growth mindset, demonstrating flexibility and an eagerness to learn and upskill. By recognising the value of AI, and leveraging it to advance your career, you can unlock a treasure trove of opportunities.

LinkedIn's Chief Product Officer, Tomer Cohen, summed up the use of Al perfectly by saying that

"one of the most powerful ways to think of AI is as your co-pilot, your incredibly capable assistant, constantly at your side to help you excel at your task at hand and in your career."

Lastly, I want to emphasise that feeling a little nervous or overwhelmed with new technology is okay. People felt similarly when the internet was introduced, and it's important to remember that these changes don't happen overnight. These are long-term changes, and you can do the work to be part of the change, not just be impacted by AI.

Commentary: Wired for the Future



KAMRAN KIYANI Managing Director, GEM Learning

We are going through a metamorphosis, akin to how our world changed with the invention of electricity. Just as electricity turned some skills obsolete while sparking demand for others, AI is reshuffling the career deck for graduates. And if you are hoping to turn that NTU academic grind into meaningful work, pay heed.

Even though the limelight usually falls on Generative AI tools, such as ChatGPT or Midjourney, remember this – AI is more than just one trick. It is an ensemble of technologies transforming the way humans work with data. These technologies get computers to act like human beings for specific jobs. Here is a simple way to understand why everyone is talking about it.

Imagine you have an employee at your beck and call. The employee sifts through words, images and sounds, making connections faster than any human can. It makes recommendations and decisions in milliseconds. Now imagine that this employee works 24 hours a day, seven days a week. That is AI. It is not some rogue robot from a sci-fi flick. On the contrary it is sophisticated algorithms taking mammoth amounts of data and turning it into actionable insights.

AI IS TRANSFORMING THE INDUSTRY AND HIRING NEEDS

Al is already changing the way businesses operate, artists create, and, yes, even how you Netflix and chill. In essence, Al is less about 'them,' the machines, and more about 'us,' amplifying our capabilities and setting us on a course to solve problems we did not even know we had. So, if you are not in sync with Al, you are essentially using a typewriter in an iPad world.

More importantly for your career, AI is transforming jobs. Tasks that are typically done by humans, particularly the repetitive ones, can now be easily handled by AI. Accountants, paralegals, radiologists, market analysts, security guards, cleaners, and drivers are all being replaced. But do not think it stops there. Engineers and managers are on the list too. And those programming roles? Demand is dwindling. AI can write code quite well! Essentially any job role that involves repetitive decision-making will either be replaced or modified.

That might sound alarming but here is the silver lining: Existing professions are getting AI makeovers. Journalists are using AI to scan data for stories. Doctors utilise it for faster and more accurate diagnoses. Even artists and musicians are collaborating with algorithms to create. Programmers are even using AI to write elegant code faster.

Moreover, this shift is also birthing new roles. Jobs like data scientists, Al trainers, or ethicists were barely on the radar a decade ago, and now they are hot commodities.

RECOGNISING NEW OPPORTUNITIES IN AI

Here is a good way to think about the impact of AI on jobs: Regardless of your field and discipline of study, you can adapt and upskill to stay relevant.



"Regardless of your field, you can adapt and upskill to stay relevant."

- Don't know how to code? Don't fret. New computer applications like MS Office 365 Copilot and Google Bard use Al. So, if you are fluent with the Al features of these tools, employers would like to speak to you.
- Studying business or the humanities? As companies
 undergo transformation to integrate AI into their
 operations, they will need people who are comfortable
 with AI terminology to communicate change. Skills in
 people management, engagement, collaboration and
 ethics will be invaluable.
- Chatbot Designer, Digital Artist, Game Writer, AI Ethicist and Prompt Engineer are some emerging roles for nontechnical graduates in the evolving AI landscape.

Here are a few suggestions on what you can do in NTU to future proof your career in the world of AI:

Learn: Pick up skills related to AI and Machine Learning by taking up relevant electives or embarking on self-paced learning via online learning platforms. NTU's Career and Attachment Office also offers workshops on related tech topics such as data visualisation.

Network: Reach out to professionals in the Al field and speak to them about their work. This could open doors to potential opportunities in the field.

Experiment: Incorporate the use of AI tools in your school projects and assignments. If there is an AI tool that replaces an existing work tool, jump on it.

Apply: Choose to work on projects or select an FYP topic with an AI touch. Think ahead of the game and let your AI expertise do the talking in your resume.

Participate: Do your internship at a company that is navigating the AI transition and witness the transformation first-hand. Remember, the best way to predict the future is to create it.

In this brave new world, those who understand and collaborate with AI will be the trailblazers, and I am betting you want to be among them. So, before you toss that cap in the air, take a beat. Reflect on how you can weave AI into your skillset. In a rapidly evolving landscape, you do not want to be the one playing catch-up. AI is not a fleeting trend; it is the new normal.

As the Head of Growth Markets at Linkedln, Atul's enthusiasm lies in advocating for digital and disruptive technologies, prioritising people development, and cultivating a culture of innovation and collaboration. Atul actively engages in external industry events and universities, where he shares valuable insights and best practices on topics such as talent acquisition, networking, and career growth. Connect with him on Linkedln at https://www.linkedin.com/in/aharki/

Kamran is Managing Director of GEM Learning and co-founder and CEO of Zaheen Systems, a startup that develops computer vision technology for commercial and industrial applications. Kamran's passion for learning and innovation drives him to help businesses harness the potential of AI and deep learning. Kamran leverages his expertise in technology design, innovation, and business transformation to train and advise organisations on how to adopt and implement AI effectively and ethically.

UNCOVERING AI

Will Artificial Intelligence (AI) Take Over My Job?

You should have heard of Artificial Intelligence (AI) and its more well-known Generative AI (GenAI) applications such as ChatGPT and DALL-E by now. But do you know exactly what AI is and how it works?

Al is all around us these days. When you talk to Siri or Google Assistant, it is Al understanding your questions and giving you answers. When you see personalised suggestions on what you can watch next on Netflix, that is Al at work too.

Generative AI (GenAI) tools are rapidly evolving to a stage where they provide solutions that can enhance productivity and efficiency in nearly any profession. It is no wonder that there are concerns that AI will take over our jobs. According to Microsoft's 2023 Work Trend Index¹, 67% of Singaporeans are concerned that AI will replace their jobs. That said, there is a saying that goes:

"AI won't replace jobs... but people who can use AI will replace those who can't."

WHAT EXACTLY IS AI?

Al used to invoke images of intelligent robots taking over humans in the distant future. Not anymore. Al is now not just a niche field for technology geeks, nor does it exist only in sci-fi movies; it has been silently invading our everyday lives since years ago. Think about how the various e-commerce platforms and Netflix have made recommendations for you. There are also the predictive text tools on your Word processing software and mobile phones, not forgetting the trending GenAl tool, ChatGPT.

HOW DOES AI WORK?

AI = Mathematics + Algorithm

Al uses rules (algorithms) and mathematics to recognise patterns, make predictions, and even understand human language. Think of Al as a system that is designed and trained for a specific task. Feed the system with data (mathematics) and then give it special instructions (algorithms) to make it work. To date, Al is best at automating repetitive tasks and processes.



WILL AI TAKE OVER OUR JOBS?

"Google found that they would hire the ChatGPT as an entry-level coder if it interviewed at the company."

Let us start by remembering that we have been automating work for over 200 years. Whenever we go through a wave of automation, some jobs disappear but we also create new ones. The transition can cause large waves of disruptions and changes. However, the total number of jobs will stabilise over time and our overall standard of living improves.

Al's ability to automatise repetitive and structured work will inevitably displace jobs and create new ones. According to experts², here are some roles that AI is most likely to replace.

- Tech jobs (coders, programmers, software engineers, data analysts)
- Media jobs (content creation, writing and journalism, advertising)
- 3. Legal industry jobs (paralegals, legal assistants)
- 4. Market research analysts
- 5. Teachers
- Finance jobs (financial analysts, financial advisors, traders, accountants)
- 7. Graphic designers
- 8. Customer service agents
- ¹ 2023 Work Trend Index: Annual Report. Will AI Fix Work? https://www.microsoft.com/en-us/worklab/work-trend-index/will-ai-fix-work
- ² ChatGPT may be coming for our jobs. Here are the 10 roles that AI is most likely to replace. https://www.businessinsider.com/chatgpt-jobs-at-risk-replacement-artificial-intelligence-ai-labor-trends-2023-02

AI IN THE FUTURE OF WORK

Seems like a lot of jobs will potentially be made redundant, isn't it? Don't fret. Even though GenAI tools such as ChatGPT are capable of automating structured and repetitive work, experts say there is still a need for human judgment and intervention for many of these roles. It will be essential that workers learn when to leverage AI, how to write great prompts, evaluate creative work, and check for bias and AI hallucinations.

Here are some in-demand skills in the age of AI:

- Emotional Intelligence Machines cannot yet replicate human connections. To enhance collaborations and relationships in a digital workplace, the ability to empathise and understand others will become more important than ever.
- Communication Skills The ability to convey complex AI
 concepts to non-technical stakeholders is essential. Having
 effective communication skills will also ensure that a task
 is understood by team members and project stakeholders
 regardless of their level of proficiency in AI.
- 3. Critical and Analytical Thinking AI is only capable of following commands and providing information that it has been fed, making it prone to bias and inaccuracies. The ability to think critically allows us to identify gaps and misinformation in information derived from AI. Having critical and analytical thinking skills also enables one to come up with novel ways to solve complex problems.

QUICK TIPS TO FUTUREPROOF YOUR CAREER IN THE AGE OF AI

- Embrace lifelong learning
- Develop soft skills
- Keep abreast of the latest AI developments and trends
- Understand Al's strengths and weaknesses
- Build and grow your professional network
- Stay curious and broaden your understanding

- Curiosity Having the curiosity to questions norms and work beyond one's comfort zone allows one to think innovatively and come up with groundbreaking solutions. This is another skill that AI is not able to replicate.
- Decision Making While computers can now process information more efficiently than the human brain, it remains the responsibility of humans to consider the consequences of their decisions and make ethical judgements when necessary.

WHERE TO LOOK FOR AI CAREERS

Careers in AI are not limited to the IT sector.

Departments across sectors are recruiting AI talent in high volumes, including in areas such as:

- Marketing
- Sales
- · Customer service
- Finance
- · Research and development

IN CONCLUSION...

AI will certainly transform the way we work. Using AI will become as common as using the Internet at the workplace. Skills such as critical and analytical thinking, complex problem solving, and creativity will become essential core competencies to thrive in the age of AI.

To stay competitive and relevant in an increasingly digital world, it is important to understand the challenges and emerging career opportunities that AI brings. Human creativity, compassion, and innovation are crucial in the human-AI collaborative areas. As AI is here to stay, it is a good time right now to learn how AI will impact you in the future and the skills you should develop.

Read the inspiring stories of how NTU graduates have made the leap and pivoted into an AI career on pages 49 and 51.

RECOMMENDED FURTHER READINGS

Future of Jobs Report. World Economic Forum. https://www.weforum.org/publications/the-future-of-jobs-report-2023/

Futureproof Your Career in the Age of Al: 6 Tips from an Al Expert and a Career Specialist. https://content.mycareersfuture.gov.sg/futureproof-your-career-in-the-age-of-ai-6-expert-career-specialist/

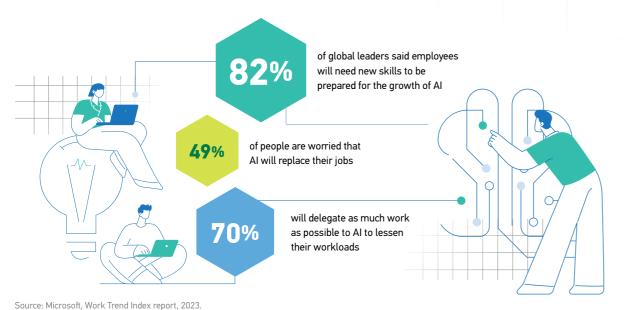
 $How Al is Shaping the Future of Workforce? Linkedln. \ https://www.linkedin.com/pulse/how-ai-shaping-future-workforce-abrar-syed-a$

The Jobs Al Won't Take Yet. BBC. https://www.bbc.com/worklife/article/20230507-the-jobs-ai-wont-take-yet

Top 10 AI Skills You Need to Land Your Dream Job in 2024. FDM. https://www.fdmgroup.com/blog/top-ai-skills/

UNCOVERING AI UNCOVERING AL

Al Trends and its Impact on the Future of Work



https://www.microsoft.com/en-us/worklab/work-trend-index/will-ai-fix-work

67%

of leaders say that their company

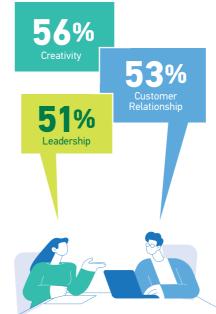
is considering ways to use GenAl

Top Five Essential Skills for Employees in an AI-**Powered Future**

Survey question: Some believe that it is likely that artificial intelligence (AI) will usher in a new era of technological advancements. Which of the following skills do you think will be most essential for your employees to learn to evolve with these potential changes?



As a result soft skills will be more important:



Leaders say the following tech skills will become increasingly important in the workplace:



Source: New Study Reveals Only 1 in 10 Global Workers Have In-Demand AI Skills. Salesforce. https://www.salesforce.com/news/stories/digital-skills-based-experience/

of leaders say that skills are the most important attribute

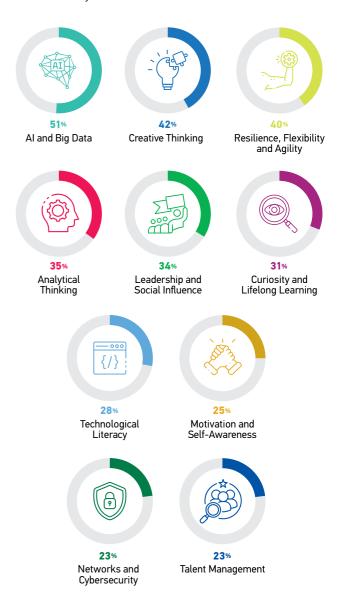
when evaluating

candidates

Singapore Employers' Top 10 Reskilling Skill Focus

Singapore has been working with AI since years back. The public service sector started using chatbots with Microsoft in 2016. Today, the use of AI is increasingly adopted in many of Singapore's key industries such as education, healthcare, and manufacturing. It is no wonder more than half of the organisations surveyed by the World Economic Forum cite AI and Big Data as a key focus of their upskilling and reskilling efforts in the next five years. Other than AI and Big Data, many of the top skills are soft skills such as Creative Thinking and Curiosity.

Survey question: Keeping in mind your current strategic direction, please select the skill clusters on which you are focusing your organisation's reskilling and upskilling efforts in the next five years.



Source: Future of Jobs Report. World Economic Forum. https://www.weforum.org/publications/the-future-of-jobs-report-2023/



Career Pivot Journey



CLARENCE LAM Bachelor of Fine Arts in Photography and Digital Imaging (2014) Al Product Engineer, Al Singapore



SOME SKILLS AND TRAITS NEEDED FOR THIS CAREER PIVOT

- Adaptability
- Communication
- · Human Computer
- Natural Language Processing (NLP)
- Product Development

What made you pivot to another industry from the one you

Upon graduating with a Bachelor of Fine Arts in Photography and Digital Imaging, I stumbled upon Ian Goodfellow's groundbreaking paper on Generative Adversarial Networks (GANs). This paper opened my eyes to the limitless possibilities that AI could offer, in particular with synthetic photograph generation.

I realised that there were numerous possibilities in terms of my career path but it was also imperative for me to expand my skillsets in order to prepare myself for the industries of the future. I knew then that I had to pivot my career and made the decision to transit towards this burgeoning field.

How was your career pivot from start to end?

The pivot was like navigating uncharted waters. I did not have role models with similar backgrounds as myself who had successfully transitioned into AI, which was a field filled with PhDs with a strong background in STEM, especially in disciplines such as physics, mathematics, and computer science.

I began by identifying the core competencies needed in Al and sought roles that would allow me to develop these skills whether this was an adjacent functional role or industry. Each role served as a stepping stone to the next. Even though the path was nebulous at first, each win, however small, made the next step clearer.

I started off as a technical editor for a software QA startup, and began to be more involved in the digital marketing operations. I then started automating processes within it. This eventually led to more analytics-driven work as I transited into consulting and started spending a lot of time speaking to engineers in the field and learnt from them. As a result, I was building personal projects at the same time. Some of these were eventually integrated into the internal processes of my previous company.

What were some challenges you faced and how did you

One formidable challenge was the industry's bias against my non-STEM background. I was often pigeonholed as "the photographer", even being asked to handle photography tasks

unrelated to my role. Setting firm boundaries and delivering results in new verticals helped me break that stereotype.

There were also concerns from well-meaning friends and colleagues who thought my desire to do a hard pivot despite my background was not feasible and that I should settle for a different career path instead. With time, that opinion gradually shifted as they had started seeing that I was able to overcome perceptions of what was thought to be impossible.

How have you developed through this experience? What are some learning points?

The journey instilled in me a sense of grit and resilience, qualities that are indispensable in today's rapidly evolving landscape. I have learnt that no skill is ever wasted, and it is far more important to learn how to learn and to be able to synthesise your unique skill set to create new opportunities for yourself and others.

As we move into an era where change is going to happen even more quickly than ever, such skills will be indispensable. The possibilities are far greater than we can ever imagine if we are

Share your advice with non-STEM students who are keen to explore a career in the tech industry, particularly in Al.

Don't be confined by your academic background. In tech, adaptability and continuous learning far outweigh traditional qualifications. Your unique perspective as a non-STEM student can in fact be an asset rather than a limitation and may actually serve you well in the long run.

Unlike more traditional engineering roles that are more process-oriented, my role involves understanding and engaging with different people with vastly different backgrounds and goals. This will range from stakeholders who may be interested in the strategic positioning of the product to end users who are more interested in their personal experiences with the product. Having the empathy to understand different stakeholder needs and the ability to engage with both technical and non-technical audiences will be advantageous.



Ahead together with our Early Talent opportunities

We're uniting the best minds in an inspiring culture to get ahead of disease together. Explore our Early Talent opportunities, scan the code to find out more.



Ahead Together



Career Pivot Journey



ZHANG JIEHUANG

Mechanical Engineering (2015)

Data and Analytics Translator, DBS Bank



- Artificial Intelligence
- Communication skills
- Machine Learning
- Python (Programming
 Language)
- management
- · Statistical Data Analysis

What made you pivot to another industry from the one you started out in?

I started my first job in Land Transport Authority as a Rail Engineer. The job was stable and it was what my parents wanted for me. However, it did not satisfy my desire for learning and growth opportunities in a career. Eventually, I took a leap of faith and entered a PhD programme under the Alibaba Talent Programme. This enabled me to transit into the tech industry. It was a difficult decision to leave my stable job to undertake a PhD programme. I was compelled by the rapid growth and exciting opportunities that the tech sector could offer.

How was your career pivot from start to end?

My career pivot journey was certainly not easy and definitely quite an experience. I recalled putting in long hours, reading paper after paper, and spending days on debugging code. As tech was a completely new field to me, it was necessary for me to put in extra effort and time commitment to learn as quickly as I could. I spent nearly five years to complete my PhD, a duration which many Singaporeans would deem to be too long. However, it was a rewarding experience and it gave me the time to fully immerse myself in acquiring the necessary skills for a successful tech career. It was not easy but after completing my PhD, I secured a job at DBS Bank, a significant achievement that validated all my hard work.

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

Some challenges included the rigorous selection interviews for the PhD programme. It was tough for me to stand out from the many more accomplished peers given my lack of experience in the Al/tech sector. Performing well in these selection interviews was particularly crucial because the Alibaba Talent Programme was a unique opportunity that offers some financial stability over four years as a student. I dedicated many hours on crafting my resume and preparing my interview script using frameworks such as the STAR method.

Many concepts were unfamiliar to me and required technical expertise. I had to spend many hours on online courses and sought guidance from peers and mentors to learn as quickly as I could. The greatest challenge was pinpointing the exact field and type of work where I could make a meaningful contribution. It took me nearly two years of exploration before I identified my niche in ethical AI. The pivot journey was undeniably challenging but it was achievable with perseverance and determination.

How have you developed through this experience? What are some learning points?

I have learnt that no matter how difficult things may seem, there is always light at the end of the tunnel. In my youth, I had financial difficulties due to my family background and this lack of financial ability denied me many opportunities that were open to my peers. It was a difficult decision to embark on a PhD programme as it appeared to be less financially rewarding compared to other career pathways. Monetary considerations were always part of my decision-making process and have sometimes stopped me from pursuing things that I wanted to do.

Fast forward to today, I now have a rewarding job at DBS bank, enjoy financial stability, and am blessed with a beautiful daughter and family.

Share your advice with students who are keen to explore a career in the tech industry, particularly in AI.

Some timeless and general advice include taking up online courses to pick up relevant skills. Additionally, get your hands dirty and work on real-world projects to hone those skills. Observe what others are doing in the tech field to improve themselves and learn from them. What really helped me was also the support I received from the network of peers and mentors from the industry. Trust me, mentors will help you immensely when you first break into tech.

Finally, have an end goal in mind, then work hard towards it!





MEET YOUR CAREER COACHES



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54

School of Civil & Environmental School of Mechanical & Engineering | School of Physical Aerospace Engineering

5 Caleb Chew
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School of Art, Design & Media | Wee Kim Wee School of Communication & Information

11 Angeline Sim angelinesim@ntu.edu.sg

School of Social Sciences

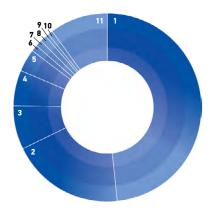
9 Phillip Tan phillip.tan@ntu.edu.sg

Interdisciplinary Graduate School (IGS) PhD Programme

12 **Dr Kelvin Lee**cskelvinlee@ntu.edu.sg

NANYANG BUSINESS SCHOOL

ACCOUNTANCY



Indu	%	
1	Legal, Accounting and Auditing	48.7
2	Financial and Insurance	19.4
3	Business and Management Consultancy	7.6
4	Public Administration and Defence	5.9
5	Information and Communication	3.9
6	Retail Trade	1.3
7	Education	1.0
8	Real Estate	1.0
9	Healthcare	0.7
10	Air Transport	0.7
11	Others	10.0

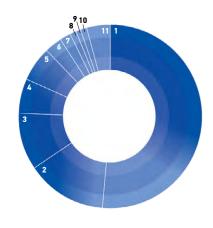
COMMON JOB TITLES

Auditor (Accounting)
Tax Accountant
Financial Analyst
Accountant

Business Consultant
Accounting Associate
Professional
Budgeting and Financial
Accounting Manager

Management Consultant
Management Executive
Compliance Officer/Risk Analyst

ACCOUNTANCY AND BUSINESS



Industries		
1	Financial and Insurance	51.5
2	Business and Management Consultancy	14.1
3	Legal, Accounting and Auditing	10.1
4	Public Administration and Defence	6.1
5	Information and Communication	6.1
6	Retail Trade	3.0
7	Chemical Manufacturing	2.0
8	Healthcare	1.0
9	Electtronic Products	1.0
10	Food and Beverages	1.0
11	Others	4.0

COMMON JOB TITLES Financial Analyst

Management Consultant

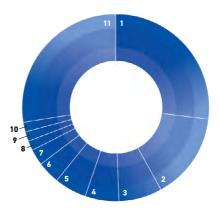
Accountant

Auditor (Accounting)

Investment Adviser
Budgeting and Financial
Accounting Manager
Business Consultant

Management Executive
Business Development Executive
Credit and Loans Officer

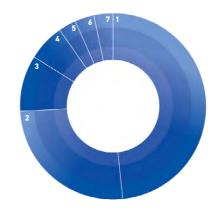
BUSINESS



Industries		%
1	Financial and Insurance	27.2
2	Information and Communication	14.9
3	Business and Management Consultancy	7.6
4	Retail Trade	5.9
5	Public Administration and Defence	5.3
6	Logistics and Supply Chain Management	3.9
7	Advertising Services and Market Research	3.0
8	Administrative and Support	1.6
9	Healthcare	1.6
10	Food and Beverages	1.6
11	Others	27.5

COMMON JOB TITLES Financial Analyst Human Resource Professional Sales and Marketing Manager Business Consultant Advertising/Public Relations Manager Management Executive Public Relations/Corporate Communications Professional Client Account Service Executive Statistical Officer/Data Analyst Business Development Executive

BUSINESS AND COMPUTING



Industries		%
1	Financial and Insurance	48.4
2	Information and Communication	25.8
3	Public Administration and Defence	9.7
4	Business and Management Consultancy	6.5
5	Electronic Products	3.2
6	Other Professional, Scientific and Technical Activities	3.2
7	Others	3.2

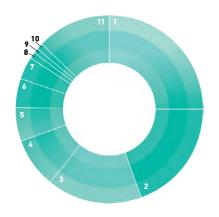
COMMON JOB TITLES Software Developer/ Engineer Web and Mobile Applications Developer Business Consultant Management Consultant System Designer/Analyst Technical Sales Professional Applications/Systems Programmer
Data Scientist
Financial Analyst
Investment Adviser

57

The data was compiled based on the Graduate Employment Survey from 2022.

COLLEGE OF ENGINEERING

AEROSPACE ENGINEERING



Industries		
1	Public Administration and Defence	25.2
2	Aerospace	19.4
3	Electronic Products	16.5
4	Information and Communication	8.7
5	Scientific Research and Development	5.8
6	Financial and Insurance	4.9
7	Air Transport	3.9
8	Transport Equipment	1.0
9	Other Engineering Manufacturing	1.0
10	Medical and Precision Instruments	1.0
11	Others	12.7

COMMON JOB TITLES Mechanical Engineer

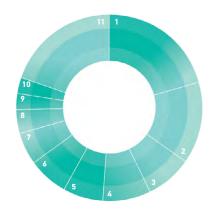
Manufacturing Engineer

Production Engineer

Software Developer/Engineer

Automation Engineer Management Executive Research Officer Systems Designer/Analyst Quality Control/Assurance Engineer Technical/Engineering Services Engineer

BIOENGINEERING



Industries		%
1	Healthcare	20.8
2	Electronic Products	13.9
3	Financial and Insurance	8.3
4	Public Administration and Defence	8.3
5	Information and Communication	6.9
6	Medical and Precision Instruments	6.9
7	Pharmaceutical and Biological Products Manufacturing	5.6
8	Scientific Research and Development	4.2
9	Other Engineering Manfacturing	2.8
10	Retail Trade	2.8
11	Others	19.5

COMMON JOB TITLES Research Officer

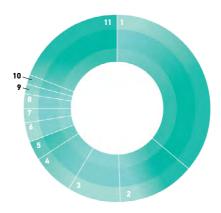
Management Executive

Production Engineer

Manufacturing Engineer

Quality Control/ Assurance Engineer Software Developer/ Engineer Systems Designer/Analyst Biomedical Engineer Technical Sales Professional Information Technology Testing/ Quality Assurance Specialist

CHEMICAL & BIOMOLECULAR ENGINEERING



Industries		%
1	Electronic Products	36.4
2	Information and Communication	13.2
3	Financial and Insurance	9.1
4	Pharmaceutical and Biological Products Manufacturing	7.4
5	Chemical Manufacturing	3.3
6	Other Engineering Services	3.3
7	Business and Management Consultancy	2.5
8	Petroleum, Mining and Prospecting Services	2.5
9	Scientific Research and Development	1.7
10	Construction	1.7
11	Others	19.0

COMMON JOB TITLES

Production Engineer

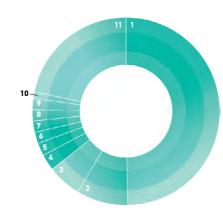
Manufacturing Engineer

Chemical Engineer

Management Executive

Business Development Executive Data Scientist Software Developer/Engineer Financial Analyst Information Technology Project Manager Life Science Professional

CIVIL ENGINEERING



Industries		%
1	Construction	50.0
2	Public Administration and Defence	8.8
3	Other Engineering Services	5.9
4	Electronic Products	2.9
5	Information and Communication	2.0
6	Architectural	2.0
7	Business and Management Consultancy	2.0
8	Professional, Scientific and Technical Activities	2.0
9	Real Estate	2.0
10	Land Transport	1.0
11	Others	21.6

COMMON JOB TITLES Civil Engineer

Management Executive

Building and Construction

Project Manager

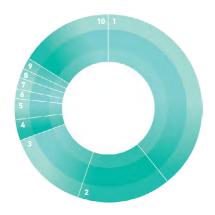
Manufacturing Engineer Assistant Engineer Procurement Manager Systems Designer/Analyst Business Consultant
Business Development Executive
Buyer and Purchasing Professional

59

The data was compiled based on the Graduate Employment Survey from 2022.

SEEKING INSPIRATION SEEKING INSPIRATION

COMPUTER ENGINEERING



Indu	%	
1	Information and Communication	39.3
2	Financial and Insurance	16.1
3	Public Administration and Defence	14.3
4	Electronic Products	3.6
5	Land Transport	3.6
6	Education	1.8
7	Healthcare	1.8
8	Professional, Scientific and Technical Activities	1.8
9	Water Transport	1.8
10	Others	16.1

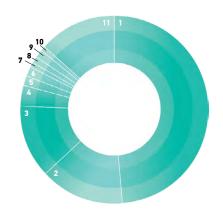
COMMON **JOB TITLES**

Software Developer/ Engineer Information Technology Security Specialist Information Technology Project Manager

Web and Mobile Applications Developer Artificial Intelligence Engineer/Specialist **Automation Engineer**

Data Scientist Electronics Engineer Network/Infrastructure Architect, Engineer and Specialist Systems Designer/Analyst

COMPUTER SCIENCE



Indu	stries	%
1	Information and Communication	48.8
2	Financial and Insurance	14.5
3	Public Administration and Defence	12.5
4	Electronic Products	3.5
5	Administrative and Support Services	1.6
6	Business and Management Consultancy	1.6
7	Scientific Research and Development	1.2
8	Logistics and Supply Chain Management	1.2
9	Other Engineering Services	1.2
10	Other Engineering Manufacturing	0.8
11	Others	13.3

COMMON **JOB TITLES**

60

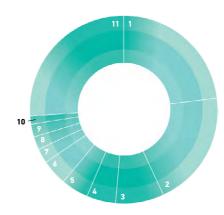
Software Developer/ Engineer Information Technology Security Specialist Applications/Systems Programmer

Systems Designer/Analyst Web and Mobile Applications Developer Artificial Intelligence

Engineer/Specialist

Network/Infrastructure Architect, Engineer and Specialist Statistical Officer/Data Analyst Data Scientist Network, Servers and Computer Systems Professional

ELECTRICAL AND ELECTRONIC ENGINEERING



Indu	stries	%
1	Information and Communication	23.2
2	Electronic Products	20.2
3	Public Administration and Defence	8.2
4	Financial and Insurance	5.2
5	Other Engineering Services	4.7
6	Electrical Products	4.3
7	Other Engineering Manufacturing	2.6
8	Land Transport	2.2
9	Business and Management Consultancy	2.2
10	Scientific Research and Development	1.5
11	Others	25.9

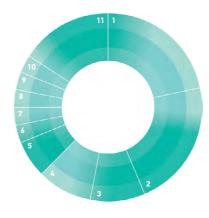
COMMON **JOB TITLES**

Software Developer/ Engineer Electrical Engineer Electronics Engineer **Production Engineer**

Manufacturing Engineer Quality Control/ Assurance Engineer **Automation Engineer**

Information Technology Security Specialist Mechanical Engineer Network/Infrastructure Architect, **Engineer and Specialist**

ENVIRONMENTAL ENGINEERING



Indu	stries	%
1	Public Administration and Defence	21.9
2	Other Engineering Services	21.9
3	Electronic Products	9.4
4	Business and Management Consultancy	9.4
5	Financial and Insurance	6.3
6	Chemical Manufacturing	3.1
7	Construction	3.1
8	Industrial Design	3.1
9	Petroleum, Mining and Prospecting Services	3.1
10	Real Estate	3.1
11	Others	15.6

COMMON **JOB TITLES** **Environmental Engineer** Civil Engineer **Business Consultant**

Business Development Executive **Energy Manager** Management Consultant

Management Executive Manufacturing Engineer Mechanical Engineer **Production Engineer**

The data was compiled based on the Graduate Employment Survey from 2022.

SEEKING INSPIRATION

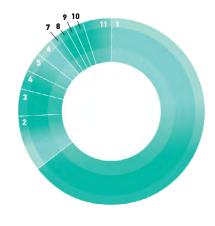
INFORMATION ENGINEERING & MEDIA



Industries		%
1	Information and Communication	56.1
2	Financial and Insurance	12.1
3	Electronic Products	7.6
4	Public Administration and Defence	4.5
5	Electrical Products	1.5
6	Business and Management Consultancy	1.5
7	Transportation and Storage	1.5
8	Scientific Research and Development	1.5
9	Retail Trade	1.5
10	Logistics and Supply Chain Management	1.5
11	Others	10.6

COMMON JOB TITLES Software Developer/ Engineer Web and Mobile Applications Developer Systems Designer/Analyst Information Technology Project Manager Applications/Systems Programmer Database Designer/ Administrator Information Technology Testing/ Quality Assurance Specialist Automation Engineer Business Consultant Data Scientist

MARITIME STUDIES

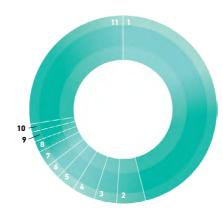


Indu	stries	%
1	Water Transport	64.5
2	Logistics and Supply Chain Management	9.7
3	Public Administration and Defence	4.8
4	Financial and Insurance	3.2
5	Marine and Offshore Engineering	3.2
6	Petroleum, Mining and Prospecting Services	3.2
7	Information and Communication	1.6
8	Wholesale Trade	1.6
9	Business and Management Consultancy	1.6
10	Professional, Scientific and Technical Activities	1.6
11	Others	4.8

COMMON JOB TITLES

Port/Shipping Operations Executive Management Executive Business Development Executive Operations Officer Trade Broker Market Research Analyst Financial Analyst Production and Operations Manager Shipping Professional Systems Designer/Analyst

MATERIALS ENGINEERING

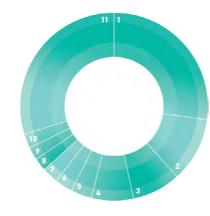


Indu	stries	%
1	Electronic Products	46.1
2	Information and Communication	5.2
3	Financial and Insurance	3.9
4	Other Engineering Manufacturing	3.9
5	Healthcare	3.2
6	Public Administration and Defence	2.6
7	Pharmaceutical and Biological Products Manufacturing	2.6
8	Electrical Products	1.9
9	Machinery and Equipment	1.9
10	Scientific Research and Development	1.3
11	Others	27.3

COMMON JOB TITLES Production Engineer Materials Engineer Manufacturing Engineer Quality Control/ Assurance Engineer Research Officer
Business Consultant
Electronics Engineer

Procurement/Purchasing Manager
Management Executive
Mechanical Engineer

MECHANICAL ENGINEERING



Indu	stries	%
1	Electronic Products	27.3
2	Information and Communication	11.2
3	Public Administration and Defence	8.4
4	Other Engineering Services	7.1
5	Financial and Insurance	3.6
6	Other Engineering Manufacturing	3.2
7	Aerospace	2.7
8	Machinery and Equipment	2.3
9	Land Transport	2.3
10	Scientific Research and Development	2.3
11	Others	29.7

COMMON JOB TITLES Mechanical Engineer
Manufacturing Engineer
Software Developer/
Engineer
Production Engineer

Automation Engineer
Management Executive
Quality Control/
Assurance Engineer

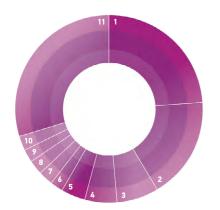
Business Consultant
Network/Infrastructure Architect,
Engineer and Specialist
Research Officer

63

The data was compiled based on the Graduate Employment Survey from 2022.

COLLEGE OF HUMANITIES, ARTS & SOCIAL SCIENCES

ART, DESIGN AND MEDIA



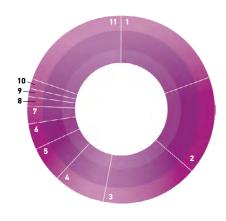
Industries		%
1	Information and Communication	24.0
2	Arts, Entertainment and Recreation	17.6
3	Advertising Services and Market Research	7.2
4	Professional, Scientific and Technical Activities	5.6
5	Education	4.0
6	Public Administration and Defence	2.4
7	Industrial Design	2.4
8	Retail Trade	2.4
9	Architectural	2.4
10	Textile and Wearing Apparel	2.4
11	Others	29.6

COMMON JOB TITLES Graphic Designer Product and Industrial Designer Multimedia Designer/ Developer Public Relations/ Corporate Communications Professional Interaction/User

Experience Designer

Editor (News and Periodicals)
Sales and Marketing Manager
Advertising/Public Relations Manager
Exhibition/Conference/Event Planner
Interior Designer

CHINESE

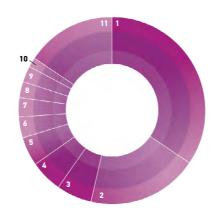


Indu	ustries	%
1	Information and Communication	19.7
2	Public Administration and Defence	16.7
3	Education	16.7
4	Financial and Insurance	9.1
5	Administrative and Support Services	6.1
6	Healthcare	4.5
7	Retail Trade	3.0
8	Arts, Entertainment and Recreation	1.5
9	Food and Beverage	1.5
10	Logistics and Supply Chain Management	1.5
11	Others	19.7

COMMON JOB TITLES

Educator Human Resource Associate Professional Multimedia Developer/ Designer Exhibition/Conference/ Event Planner Journalist Administration Manager Advertising/Public Relations
Manager
Business Development Executive
Editor
Trainer

COMMUNICATION STUDIES



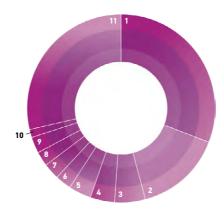
Indu	stries	%
1	Information and Communication	34.5
2	Advertising Services and Market Research	19.0
3	Financial and Insurance	6.3
4	Public Administration and Defence	5.6
5	Society and Community	4.9
6	Arts, Entertainment and Recreation	3.5
7	Retail Trade	3.5
8	Education	2.8
9	Business and Management Consultancy	2.8
10	Real Estate	1.4
11	Others	15.5

COMMON JOB TITLES

Public Relations/ Corporate Communications Professional Advertising/Public Relations Manager Journalist Management Executive
Sales and Marketing Manager
Multimedia Designer/Developer
Management Consultant

Business Development Executive Graphic Designer Market Research Analyst

ECONOMICS



Indu	stries	%
1	Financial and Insurance	31.1
2	Information and Communication	14.9
3	Public Administration and Defence	5.4
4	Business and Management Consultancy	4.1
5	Air Transport	4.1
6	Retail Trade	2.7
7	Healthcare	2.7
8	Wholesale Trade	2.7
9	Logistics and Supply Chain Management	2.7
10	Legal, Accounting and Auditing	1.4
11	Advertising Services and Marketing Research	28.5

COMMON JOB TITLES Financial Analyst Management Executive Statistical Officer Data Analyst

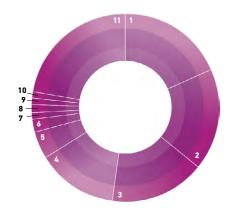
Business Development Executive Business Consultant Data Scientist Operations Officer
Public Relations/Corporate
Communications Professional
Market Research Analyst

65

The data was compiled based on the Graduate Employment Survey from 2022.

SEEKING INSPIRATION

ENGLISH



Industries		%
1	Public Administration and Defence	18.6
2	Education	17.4
3	Advertising Services and Market Research	16.3
4	Information and Communication	14.0
5	Financial and Insurance	4.7
6	Arts, Entertainment and Recreation	2.3
7	Professional, Scientific and Technical Activities	1.2
8	Retail Trade	1.2
9	Society and Community	1.2
10	Air Transport	1.2
11	Others	22.2

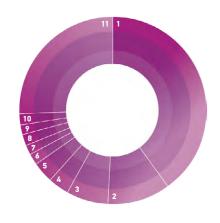
COMMON JOB TITLES

Public Relations/ Corporate Communications Professional Advertising/Public Relations Manager Educator Journalist Editor

Management Executive

Policy and Planning Manager Market Research Analyst Multimedia Developer Sales and Marketing Manager

HISTORY



Ind	ustries	%
1	Public Administration and Defence	40.0
2	Information and Communication	10.9
3	Education	7.3
4	Arts, Entertainment and Recreation	3.6
5	Advertising Services and Market Research	3.6
6	Administrative and Support Services	1.8
7	Financial and Insurance	1.8
8	Scientific Research and Development	1.8
9	Business and Management Consultancy	1.8
10	Air Transport	1.8
11	Others	25.4

COMMON JOB TITLES

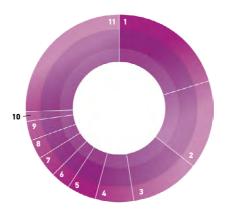
Public Relations/ Corporate Communications Professional Management Executive Procurement/Purchasing Manager Research Officer Educator Advertising/Public

Relations Manager

Operations Officer
Business Consultant
Editor

Human Resource Professional

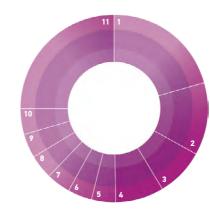
LINGUISTICS AND MULTILINGUAL STUDIES



Industries		%
1	Education	20.4
2	Public Administration and Defence	15.3
3	Information and Communication	11.9
4	Society and Community	6.8
5	Professional, Scientific and Technical Activities	5.1
6	Administrative and Support Services	3.4
7	Financial and Insurance	3.4
8	Advertising Services and Market Research	3.4
9	Healthcare	3.4
10	Arts, Entertainment and Recreation	1.7
11	Others	25.4

COMMON JOB TITLES Public Relations/ Corporate Communications Professional Educator Advertising/Public Relations Manager Human Resource Professional Business Development Executive Editor Research Officer
Social Work and Counselling
Professional
Administration Manager
Health Services Manager

PHILOSOPHY



ndu	stries	%
1	Information and Communication	20.8
2	Education	12.5
3	Financial and Insurance	8.3
4	Public Administration and Defence	8.3
5	Society and Community	4.2
6	Investigation and Security	4.2
7	Air Transport	4.2
8	Advertising Services and Market Research	4.2
9	Administrative and Support Services	4.2
10	Accommodation	4.2
11	Others	25.0

COMMON JOB TITLES

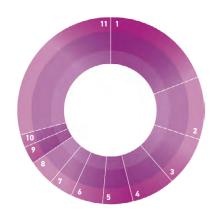
Educator
Public Relations/ Corporate
Communications Professional
Sales and Marketing Manager
Editor

Exhibition/Conference/ Event Planner Interaction/User Experience Designer Journalist Management Executive
Operations Officer
Policy and Planning Manager

The data was compiled based on the Graduate Employment Survey from 2022.

SEEKING INSPIRATION

PSYCHOLOGY



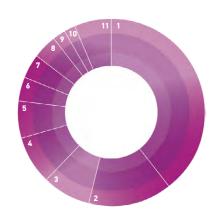
Industries		%
1	Public Administration and Defence	19.4
2	Society and Community	10.8
3	Healthcare	8.6
4	Information and Communication	7.5
5	Education	5.4
6	Scientific Research and Development	5.4
7	Advertising Services and Market Research	4.3
8	Financial and Insurance	4.3
9	Business and Management Consultancy	3.2
10	Arts, Entertainment and Recreation	2.2
11	Others	29.1

COMMON JOB TITLES

Psychologist
Research Officer
Social Work and
Counselling Professional
Management Executive

Human Resource Professional Public Relations/Corporate Communications Professional Business Consultant Business Development Executive Interaction/User Experience Designer Market Research Analyst

PUBLIC POLICY & GLOBAL AFFAIRS



Industries		%	
1	Public Administration and Defence	39.6	
2	Information and Communication	14.6	
3	Financial and Insurance	8.3	
4	Business and Management Consultancy	8.3	
5	Advertising Services and Market Research	6.3	
6	Society and Community	4.2	
7	Administrative and Support Services	4.2	
8	Education	4.2	
9	Air Transport	2.1	
10	Professional, Scientific and Technical Activities	2.1	
11	Others	6.3	

COMMON JOB TITLES

Policy and Planning Manager Public Relations/ Corporate Communications Professional Business Development Executive Journalist

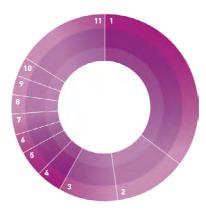
Management Consultant

Educator

Business Consultant

Financial Analyst Human Resource Professional Management Executive

SOCIOLOGY



ndu	ndustries	
1	Public Administration and Defence	35.2
2	Information and Communication	12.5
3	Society and Community	10.2
4	Financial and Insurance	4.5
5	Advertising Services and Market Research	4.5
6	Education	3.4
7	Healthcare	3.4
8	Administrative and Support Services Activities	3.4
9	Business and Management Consultancy	3.4
10	Land Transport	3.4
11	Others	15.8

COMMON JOB TITLES

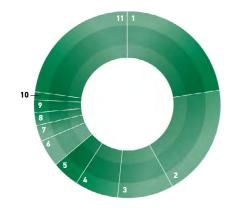
Public Relations/ Corporate Communications Professional Policy and Planning Manager Human Resource Professional Advertising/ Public Relations Manager Management Executive Research Officer Social Welfare Manager Business Consultant Market Research Analyst Sales and Marketing Manager



The data was compiled based on the Graduate Employment Survey from 2022.

COLLEGE OF SCIENCE

BIOLOGICAL SCIENCES



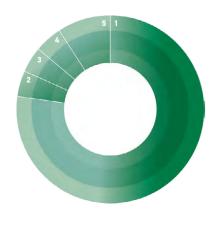
Industries		%
1	Scientific Research and Development	22.8
2	Healthcare	19.3
3	Public Administration and Defence	9.7
4	Pharmaceutical and Biological Products Manufacturing	7.6
5	Education	4.8
6	Information and Communication	4.8
7	Financial and Insurance	2.8
8	Administrative and Support Services	2.1
9	Professional, Scientific and Technical Activities	2.1
10	Business and Management Consultancy	1.4
11	Others	22.8

COMMON JOB TITLES

Research Officer Life Science Professional Medical and Pathology Laboratory Technician Medical Scientist
Chemist
Healthcare Professional
Management Executive

Business Development Executive Editor Educator

BIOMEDICAL SCIENCES



Industries		%
1	Healthcare	77.3
2	Education	4.5
3	Financial and Insurance	4.5
4	Food and Beverages	4.5
5	Others	9.1

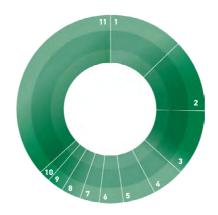
COMMON JOB TITLES

General Practitioner
Physician
Medical and Pathology
Laboratory Technician

Research Officer Systems Designer Analyst Nursing Professional

Administration Manager Management Executive Educator

CHEMISTRY AND BIOLOGICAL CHEMISTRY



Industries		%
1	Scientific Research and Development	13.0
2	Pharmaceutical and Biological Products Manufacturing	12.3
3	Public Administration and Defence	11.6
4	Education	5.5
5	Electronic Products	5.5
6	Food and Beverages	4.1
7	Chemical Manufacturing	3.4
8	Professional, Scientific and Technical Activities	3.4
9	Medical and Precision Instruments	2.7
10	Healthcare	2.1
11	Others	36.4

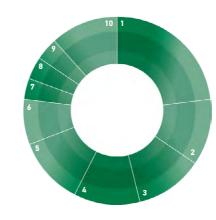
COMMON JOB TITLES

Chemist
Quality Control/
Assurance Engineer
Research Officer

Chemical Engineer
Life Science Professional
Production Engineer
Management Executive

Educator
Technical Sales Professional
Business Development Executive

ENVIRONMENTAL EARTH SYSTEMS SCIENCE



Indu	Industries	
1	Public Administration and Defence	23.1
2	Scientific Research and Development	11.5
3	Education	11.5
4	Business and Management Consultancy	11.5
5	Financial and Insurance	11.5
6	Real Estate	7.7
7	Other Engineering Activities	3.8
8	Professional, Scientific and Technical Activities	3.8
9	Chemical Manufacturing	3.8
10	Others	11.5

COMMON JOB TITLES Business Consultant
Environment Research
Scientist
Business Development

Executive

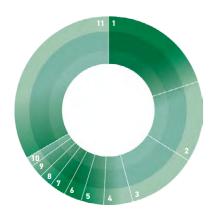
Educator Compliance Officer Risk Analyst Data Scientist Life Science Professional Management Executive Research Officer

71

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SEEKING INSPIRATION

MATHEMATICAL SCIENCES



Industries		%
1	Financial and Insurance	
2	Information and Communication	14.1
3	Public Administration and Defence	11.9
4	Education	5.2
5	Electronic Products	3.7
6	Scientific Research and Development	3.0
7	Water Transport	3.0
8	Business and Management Consultancy	2.2
9	Administrative and Support Services	2.2
10	Air Transport	1.5
11	Others	33.3

COMMON JOB TITLES Statistical Officer
Data Analyst
Software Developer/
Engineer

Financial Analyst
Statistician
Systems Designer/Analyst
Data Scientist

Management Executive
Automation Engineer
Business Development Executive

MATHEMATICS AND ECONOMICS



Industries		%	
1	Public Administration and Defence	33.3	
2	Financial and Insurance	16.7	
3	Information and Communication	8.3	
4	Business and Management Consultancy	8.3	
5	Administrative and Support Services	8.3	
6	Pharmaceutical and Biological Products Manufacturing	8.3	
7	Accommodation	8.3	
8	Society and Community	8.3	

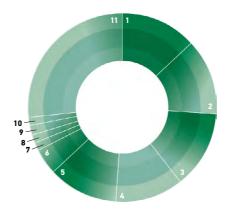
COMMON JOB TITLES

Statistician
Business Consultant
Business Development
Executive
Data Scientist

Market Research Analyst Network/Infrastructure Architect, Engineer and Specialist Operations Officer

Educator Human Resource Professional Social Work and Counselling Professional

PHYSICS AND APPLIED PHYSICS

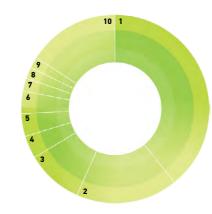


Industries		%
1	Information and Communication	13.2
2	Electronic Products	13.2
3	Financial and Insurance	13.2
4	Public Administration and Defence	11.8
5	Scientific Research and Development	11.8
6	Education	4.4
7	Light and Other Manufacturing	1.5
8	Marine and Offshore Engineering	1.5
9	Medical and Precision Instruments	1.5
10	Oilfield and Gasfield Machinery and Equipment Manufacturing	1.5
11	Others	26.5

COMMON JOB TITLES Quality Control/ Assurance Engineer Research Officer Software Developer/ Engineer Statistical Officer
Data Analyst
Physicist
Database Designer/
Administrator

Environment Research Scientist Financial Analyst Information Technology Testing/ Quality Assurance Specialist

SPORT SCIENCE AND MANAGEMENT



Industries		%
1	Public Administration and Defence	39.2
2	Arts, Entertainment and Recreation	17.6
3	Healthcare	9.8
4	Education	3.9
5	Information and Communication	3.9
6	Scientific Research and Development	3.9
7	Retail Trade	2.0
8	Administrative and Support Services	2.0
9	Financial and Insurance	2.0
10	Others	15.7

COMMON JOB TITLES

Educator Operations Officer Physiotherapist Nutritionist Operations Officer
Client Account Service
Executive
Market Research Analyst

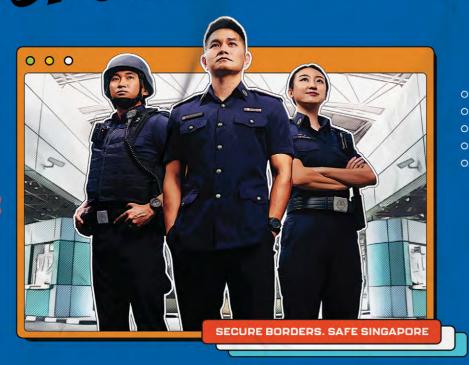
Management Executive
Police Inspector
Working Proprietor (Sports,
Recreation, Arts and Other Services)

73

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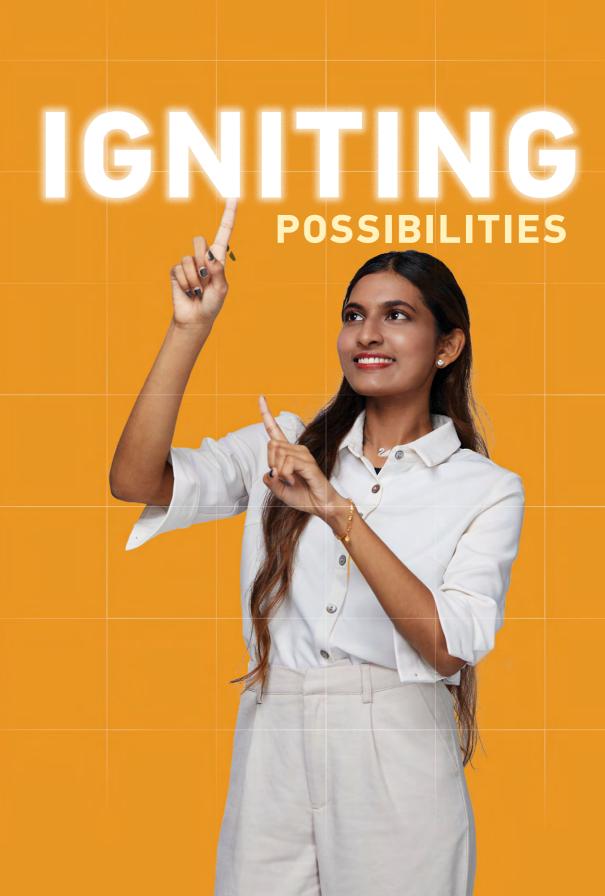
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Deputy Director, Career & Attachment Office

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3 Edwin Chen weilunedwin.chen@ntu.edu.sg Chemicals | Energy, Oil & Gas | Information & Communications Technology

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6 Melissa Ng melissang@ntu.edu.sg

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The demand for accountancy and auditing professionals remains strong as organisations across all industries grapple with increasingly complex business realities.

Megatrends such as rapid digital adoption, globalisation and heightened regulation are amplifying opportunities for accountants to evolve into trusted business advisors. Increasingly, today's accounting professionals are expected to apply financial knowledge and expertise to provide insights and contribute to shaping business decisions across borders.

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

Accounting graduates can unlock even more opportunities in this industry when they equip themselves with data analytics skills such as Python, SQL and Robotic Process Automation (RPA).

TYPICAL ROLES FOR FRESH GRADUATES

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

CAREER PROSPECTS AND OPPORTUNITIES

As Singapore strives to establish itself as a leading global accountancy hub, accounting graduates in Singapore are presented with promising career prospects.

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

Top corporate leadership roles are also within reach for chartered accountants. Additionally, candidates who demonstrate business acumen, leadership abilities, technological expertise or knowledge in 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



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Aerospace and Aviation

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

Regardless of your field of study, you can 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 be involved in many ways such as planning, finance, communications, talent management, customer service, technology development, manufacturing, or operations.

Both major aircraft manufacturers and start-ups are actively revolutionising aircraft concepts. In response to the mounting pressure to decarbonise air travel, innovations are looking into alternative fuels or electric power to invent new modes of intercity and intracity air travel. While these changes will be gradually introduced to the mass market over several years, we are already witnessing the development of flying prototypes and the safety certification of urban air mobility vehicles.

With the development of new aircraft concepts, there is also an increasing emphasis on the overall air travel experience.

Improvements in health, safety, and security policies, combined with automation and technology, have the potential to make travel experiences more seamless and pleasant for passengers.

TYPICAL ROLES FOR FRESH GRADUATES

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

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 continues 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

Banking and Finance

Amidst the ongoing digital revolution in banking and financial services, banks and financial institutions are making concerted efforts to attract tech talents and upgrade the skills of professionals in the industry.

Banking and finance professionals are among the most soughtafter employees in Singapore, driven by several factors. 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 rapidly innovating its digital offerings to meet the rising customer expectations for more accessible and integrated experiences.

Qualified professionals can make the most of abundant opportunities in the banking and finance industry by building up their skills and preparing 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 their chosen areas 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.



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

CAREER PROSPECTS AND OPPORTUNITIES

Singapore's position as a financial hub in the Asia-Pacific region ensures 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 ongoing 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 highly sought-after by banks and financial institutions. Beyond technical knowledge, professionals who demonstrate business acumen, interpersonal skills, and an understanding of evolving client needs are also in high demand.

Driven by the need to extract deeper insights from data and create exceptional user experiences 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, problemsolving, programming and coding skills, with the ability to tell data stories from a global perspective
- · Integrity, strong ethics and an ethical and positive attitude
- · Programming skills in Python and SQL

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

A Career in Finance



VALERIE CHANG
Accountancy with a Second
Specialisation in Predictive and
Forensic Analysis (ACFA) (2022)
Analyst, GIC Sustainability Office,
Enterprise Strategy



- Adaptability
- Growth and
- Data visualisationFinancial basics
- learner mindset
 Stakeholder
- Stakeholder management

Tell us about your role and main responsibilities.

I joined GIC through the GIC Professionals Program (GPP) and I am part of GIC's Sustainability Office. Our team helps to deepen research into sustainability issues and drive the integration of sustainability factors into the investment process and across the enterprise. I work closely with the investment departments to develop their respective sustainability integration roadmaps and decarbonisation trajectories and support the coordination of these efforts at the firmwide level. We constantly connect with external stakeholders to learn more about the rapidly evolving sustainability landscape and with internal stakeholders to enhance and support their sustainable investment strategies.

What made you pursue a career in this sector?

I have always been interested in finance, and I wanted to pursue a career with a financial institution. Sustainable finance is an area where I saw the unique opportunity to leverage on the financial markets as a channel to help amplify the influence of investors and to drive a positive impact in the real economy and societies. It has also become an increasingly important focus for companies in all sectors worldwide. The opportunity of being involved in establishing a new paradigm of business and investing convinced me that this is the right choice.

What do you enjoy most about this role?

I have amazing teammates and managers who care deeply for my growth and development. Our discussions during team meetings are always active, with open discourse and debate crucial to navigating the complexities of sustainability strategy and research. My managers empower me with a high degree of ownership from day one as a fresh graduate. I genuinely appreciate the challenges and the opportunities. In our free time, we also enjoy working out and playing netball together.

Starting my career with the GIC Professionals Programme was a wonderful experience! The rotations exposed me to different departments in GIC. I have also made many friends along the way.

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

Working in the sustainability space can be both exciting and confusing at the same time. As fresh graduates, we look to learn from established processes, procedures, and expertise which, in my case, are not yet available given the nascency of the sustainability landscape. The lack of precedence can be hard to determine the best course of action for GIC. I learnt the importance of focusing on the mandate and aligning with the objective of the firm and its stakeholders. I am still learning to avoid getting confused by the noise in the market and the fear of missing out.

What is needed to be successful in this role?

Adaptability is essential in this role. With an evolving regulatory and technological landscape surrounding sustainability issues, we need the agility to pivot plans and strategies to stay relevant. For example, with the urgency to limit global warming to 1.5 degrees, countries have been shaping their policies to accelerate their transitions to low-carbon economies. To adapt to this dynamic environment, we closely monitor the policy actions that could affect our portfolio companies and work with our investment teams to adjust their strategies in response to the changing dynamics. The ability to be agile to absorb and apply the latest information is critical to deliver impactful work.

Share your advice with students who are keen to pursue a career in your field.

Sustainability in the financial industry is a fast-paced and growing space with plenty of opportunities for fresh graduates. If you want a purposeful career that can make a tangible impact on the environment and global communities, GIC is the place to meet and learn from intelligent people passionate about sustainability.

Biomedical Sciences

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

Singapore's biomedical science industry remains a bright spot in the local economy and for jobseekers. Biopharmaceutical manufacturing companies 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 for graduates with life science majors and also for graduates from various disciplines such as mechanical engineering and data and computer science.

Research specialists at the forefront of innovation will be highly sought after in the current competitive job market, while the growing availability of biological and medical data promises exciting prospects for data scientists.

RELEVANT QUALIFICATIONS/SKILLS

- 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

CAREER PROSPECTS AND OPPORTUNITIES

With the government support and investor confidence, graduates aspiring to build careers in the field of biomedical sciences can find promising prospects in Singapore.

Bolstered by Singapore's vital ecosystem, industry players comprising multinational corporations, research institutions, government bodies, hospitals and local universities create a plethora of employment opportunities.

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

Graduates 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 career prospects.

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

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

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

A Career in Biomedical Sciences



CHAN ZHI HUI

Mechanical Engineering (2022)

Production Engineer, GSK



SOME SKILLS AND TRAITS NEEDED FOR THIS ROLE

- Adaptability
- Analytical thinking
- Influence and persuasion
- · Learning agility
- Open-mindedness
 Planning and
- Planning and organisation
- Proactiveness
- Resilience
- Self-driven
- Stakeholder
- management
- Teamwork and collaboration

Tell us about your role and main responsibilities.

I am in my current role as a Production Engineer at GSK as part of the Future Leaders Programme. I am responsible for ensuring the smooth manufacturing of a vital respiratory medicine. This involves coordinating with different teams to develop monthly production schedules, optimising the production process, and troubleshooting any hiccups that pop up during the campaign. Leading quality and safety investigations, I am also the go-to person for plant modification activities and continuous improvement projects in my production module. It is a dynamic role that keeps me on my toes and lets me be a part of something truly impactful.

What made you pursue a career in this sector?

My decision to venture into the pharmaceutical sector was fuelled by a simple yet powerful motivation – the opportunity to create a real impact on people's lives. I found the field to be uniquely cool, as it combines the rigor of science and innovation with the practicality of delivering life-saving medications. The knowledge that my work directly contributes to producing these crucial drugs is deeply fulfilling.

What is particularly exciting about this industry is its constant evolution. It is a realm where you never stop learning and growing. The opportunity to explore cutting-edge technologies and be part of a dynamic, and ever-changing landscape is what keeps me engaged and inspired. In a nutshell, the pharmaceutical sector is not just about making medicine; it is about doing so in a highly professional and purposeful way.

What do you enjoy most about this role?

The daily challenges are what make this role truly exciting for me. Each day is a fresh opportunity to problem-solve, innovate, and enhance our processes. It is a high-energy, fast-paced environment that keeps me on my toes and genuinely engaged. However, what adds a unique layer of satisfaction to my work is the close collaboration with the dedicated technicians who work hands-on with our product.

Working side by side with these experts provides a deeper understanding of the intricacies involved in manufacturing a crucial respiratory medicine. Their practical insights and feedback are invaluable, and the sense of teamwork and shared purpose is something I cherish. Moreover, being part of a diverse team, each member excelling in their respective fields, has broadened my horizons and significantly enriched my professional growth.

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

One of the significant challenges that come with my role is the need to navigate unexpected issues during manufacturing campaigns. These hiccups can disrupt meticulously planned schedules and even impact the quality of our life-saving product, which we always prioritise for the sake of the patients it serves. The other unwavering priority is the safety of our dedicated staff.

To address these challenges, I have learnt to keep a level head under pressure. Staying calm is crucial as it allows me to think rationally and make informed decisions. Collaborating with cross-functional teams is another key approach. Effective communication and fostering a proactive attitude within the team have been pivotal in swiftly identifying and addressing issues. This way, we not only find quick solutions but also minimise the potential setbacks, ensuring the quality and safety standards we uphold are never compromised.

What is needed to be successful in this role?

In this role, a cocktail of skills, habits of mind, and strategies proves essential for success. First, technical proficiency is key, as it underpins everything we do. Attention to detail is nonnegotiable; it ensures product quality and, most importantly, the safety of our patients.

However, it is not just about the technical know-how. Being adaptable, inquisitive, and solution-oriented is equally vital. This ever-evolving industry demands an appetite for continuous learning and the curiosity to explore emerging technologies and best practices. Effective communication and teamwork are linchpins since collaboration across diverse groups is the norm. The ability to approach challenges with an unwavering determination to find solutions is the cornerstone of success in

Share your advice with students who are keen to pursue a career in your field.

For students aspiring to enter the pharmaceutical industry, be open to embrace curiosity. This field is ever-changing, and there is always room for innovation. Seek internships and opportunities to get hands-on experience. Do not be afraid to ask questions and learn from your colleagues. And remember, it is not just about the technical skills; your ability to collaborate and adapt will set you apart. Lastly, stay passionate about making a positive impact on people's lives through the medicines you help produce. It is a rewarding journey worth pursuing.

IGNITING POSSIBILITIES IGNITING POSSIBILITIES

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 transformation. The ongoing revolution has created significant 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 be a perfect fit.

Singapore has set ambitious goals for the physical transformation of the city, with a target of making 80% of its buildings green by 2030. This has led to a national initiative to push the local construction industry to go high-tech and acquire cutting-edge capabilities.

Several other factors are also driving changes in Singapore's building and construction sector. Being a data centre hub in Southeast Asia, Singapore is a highly desirable global destination for data centre operators. In order to make up for its scarcity of land, the city-state must develop sustainable infrastructure. The local land transport system is another impetus where 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.



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

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 emergence of cutting-edge construction techniques 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, proficiency in IT skills such as building information modelling will become increasingly essential for architects, engineers and builders to communicate their design ideas and construction approach.

As the industry undergoes digital transformation and adapts to sustainability trends, more companies will adopt the IDD approach to leverage data and digital technologies to enhance collaboration among different

Graduates should be prepared to address the challenges involved in adopting new technologies and should strategise how to effectively manage change. 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

- · 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
- · A thirst for learning

A Career in **Built Environment**



ANGELA NG Civil Engineering (2016)



- Communication skills
- Flexibility
- Stakeholder management

Influence

Adaptability Growth mindset

Tell us about your role and main responsibilities.

As the Executive Advisor in the CEO Office, I support the leadership team in implementing Lendlease Asia's growth strategy and spearheading organisational changes. I advocate for streamlined activities within the organisation based on the priorities of our CEO and serve as a trusted partner to strengthen the leadership team's efficiency and effectiveness by understanding, framing, and advancing our CEO's priorities. My role in the CEO Office also provides me with a clear insight into the vision of the two CEOs I work with, enabling me to understand their leadership approach as they lead a team of over a thousand employees.

I am currently part of a team working on the \$3 billion redevelopment of Singtel's Comcentre, where my primary responsibilities include design management and debt financing. I support the team by leading and managing the consultants in executing Lendlease and Singtel's joint vision. I also raise capital to fund the project.

What made you pursue a career in this sector?

I began my career as a graduate engineer with Lendlease under the BCA Undergraduate Scholarship. Lendlease's diverse capabilities spanning investment, development, and construction, have given me the opportunity to rotate through various teams and business units. I have gained experience in cost planning, planning and scheduling, and business development, working on projects such as Paya Lebar Quarter, Singtel Comcentre Redevelopment, Shaw Tower and pharmaceutical projects in Tuas.

My role as the Executive Advisor in the CEO Office allows me to engage in Business Planning and Strategy, which includes the establishment of a \$1 billion fund dedicated to the investment of Life Science-focused real estate assets and the pursuit of investors for various opportunities. With each experience gained in the real estate industry, my passion and determination to pursue a career in the sector have grown stronger.

What do you enjoy most about this role?

What sets Lendlease apart from other industry players is its comprehensive end-to-end capabilities in real estate. As a developer, we acquire funding from investors, purchase land, think of what to build, construct and then manage the assets. By engaging with the multifaceted aspects of the Built Environment sector, I am able to revitalise urban precincts and create the best places. I find great satisfaction in actively shaping these urban environments.

My role requires a combination of focus and flexibility, as well as effective stakeholder management skills to lead and influence cross-functional teams and stakeholders to achieve desired outcomes and business objectives. Being exposed to diverse perspectives mean that I am able to develop skills and knowledge across various domains, which is something I enjoy.

What were some work challenges you faced and how did you

In a dynamic and fast-paced environment, effective communication is key to the team's productivity. The challenge lies in conveying messages with precision and clarity, especially in complex discussions where time is of the essence. Mastering the ability to switch between concise and elaborate communication styles allows me to adapt to various personalities and handle challenging situations.

Another challenge is in aligning different stakeholder perspectives. I have learned to fall back on first principles thinking, that is challenging my own assumptions and identifying unconscious bias so that I can better place myself in others' position and develop a win-win solution. It is certainly challenging but as long as there is an open dialogue and a shared vision, we can always find common ground.

What is needed to be successful in this role?

I believe that certain foundational principles are universal to excel in any role. These include being agile, adaptable and adopting a continuous learning mindset. I also believe in prioritising collaboration and teamwork because the strength of a collective effort always outshines individual endeavours.

To have long-term success, I encourage individuals to actively pursue new challenges, push their limits and explore different perspectives each day. I believe this sparks growth, cultivates a well-rounded skill set and brings about a more versatile approach to problem solving.

Share your advice with students who are keen to pursue a career in your field.

The Built Environment industry offers endless learning opportunities for both personal and professional growth. It is important to keep an open mind and give your best effort in everything you do. Everyone's journey is unique and whatever path you choose will certainly value-add to your experience and career progression as long as you give it your best shot.

Chemicals

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

Fuelled by the global demand for cost-efficient and sustainable chemicals, Singapore's position as a leading chemical hub is set to grow, particularly 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 such as 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 emphasise on digital skills, innovation, and business growth.

With climate change and a decline in natural resources, chemical companies have to boost their environmental performance by prioritising innovation and sustainability across 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. Additionally, there are roles in business areas such as sales, marketing, and finance for jobseekers from nontechnical backgrounds.

With increasing digitisation in the workplace, professionals in the chemical industry will need to continually upskill to effectively manage advanced machinery, while plant managers will be expected to hone their ability to interpret data to derive business insights. Increasing emphasis is gradually 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

- Degree in Chemical or Mechanical Engineering, Chemistry, Biological Sciences, Pharmaceutical Sciences or related disciplines
- 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

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. Emerging technologies from blockchain to artificial intelligence and big data are reshaping business models and products and accelerating rapid changes in cross-border trade financing, production, and supply change management. Increasingly, the commodities sector is harnessing technology to solve longstanding problems. Heightened regulatory requirements 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. Professionals 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 offers potential for substantial rewards.



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 highgrowth one. This makes the sector highly attractive to graduates, particularly in the areas of trading, finance, logistics, risk management and technology.

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

RELEVANT QUALIFICATIONS/SKILLS

- 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 multi-tasking 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
- Knowledge of relevant trading platforms and applications for engineering roles
- Analytical skills and familiarity with Excel and programming language (including VBA and Python) for trading roles
- Proactive self-starter personality
- Collaborative and teamwork skills

Consulting and Professional Services

Singapore's professional and consulting sector remains a highly attractive option for ambitious graduates, serving as one of the key growth sectors in the country.

The 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.

Within this diverse sector, activities span a wide spectrum 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 assuming the role of business partners, where they are called upon to provide strategic input and data-backed recommendations. Meanwhile, management consultants are expected to value add by offering data and innovative solutions as well as moving towards implementation for their clients.

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 growing 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.

Companies 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.



TYPICAL ROLES FOR FRESH GRADUATES

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

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 companies here look to become global leaders in specialist services.

Professionals and consultants should proactively monitor global trends and build their profiles to capitalise on these opportunities. One way to increase one's professional profile is through 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 companies 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

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.

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 focus area is sustainability, driven by growing consumer consciousness of issues 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.

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

CAREER PROSPECTS AND OPPORTUNITIES

The consumer business industry is highly diverse, attracting graduates from various disciplines for a wide array of roles from marketing and brand management to e-commerce and data analytics, retail, supply chain, finance and human resource.

Numerous corporations offer graduate programmes, internships, and apprenticeships. These openings are keenly sought after by graduates and students.

To enhance 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 strong presentation and analytical skills.

Furthermore, many FMCG companies 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

- · Degree in any discipline
- Passion for retail, FMCG or associated industries
- Awareness of the latest consumer and product trends
- Strong communication, interpersonal and presentation skills
- 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

IGNITING POSSIBILITIES IGNITING POSSIBILITIES

Energy, Oil and Gas

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

The energy sector today is undergoing major transformations. Energy demand and investment have been affected by global pressures to reduce carbon emissions, with governments worldwide now transiting to more sustainable energy

Similarly, Singapore's energy industry is 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. There has been a stepping up of research into low-carbon energy sources and the launch of many lowcarbon energy projects and initiatives.

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, boasting one of the lowest attrition rates across sectors.

Jobs available in the industry include operational and managerial roles in energy facilities. Graduates today, 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 can also be found in energy trading companies, where roles such as project management, portfolio management and data analysis are in demand. Graduates from non-engineering backgrounds can 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.

TYPICAL ROLES FOR FRESH GRADUATES

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

RELEVANT QUALIFICATIONS/SKILLS

- 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

A Career in Energy



LYE TEE YIN JOEL Electrical and Electronic Engineering (2022)



- Adaptability
- · Analytical thinking
- Communication
- Problem Solving Product Knowledge
- · Continuous learning
 - Teamwork
- Customer service · Time management

· Empathy

Tell us about your role and main responsibilities.

As a Regional Technical Support Engineer, my key responsibilities include client engagement, training and postsales support. In the initial stages of a project, I provide training to our clients on the usage of our products. I have had multiple opportunities to travel overseas to provide on-site training.

Another responsibility involves handling post-sales claims, where I work with clients who face technical issues. I also get to travel for such cases as on-site investigation and troubleshooting are necessary. Clients are usually unhappy in such post-sales cases and learning to deal with frustrated clients has developed my interpersonal skills. After the investigation phase, we will then negotiate with the client on how to proceed, either by providing a compensation or rejecting their claims.

What made you pursue a career in this sector?

I chose to pursue a career in the renewable energy industry because it allows me to contribute to a sustainable future and make a positive impact on the environment. I always find it very interesting on how we can harvest green energy for our own usage and reduce our reliance on conventional energy sources. It is also very interesting to learn about the different methods used by companies to harness energy from green energy sources thanks to the advancement of technology.

With steady and gradual improvements made, I am sure that a sustainable and green future is very attainable. I am extremely excited to see what the future holds for the industry and how we can rely less on conventional energy sources, for the benefit of ourselves and our future generations.

What do you enjoy most about this role?

The opportunity to travel frequently to meet our clients overseas is the most enjoyable part of being in this role. With my role facing clients in person, meeting clients from different countries in the region allows me to learn from their various cultures and working styles. I have also visited countries that were not exactly on my radar before. If possible, I will usually try out each country's local specialty, such as balut from the Philippines and hummus from Israel. I am glad that my role in Trina Solar has provided me with such an exposure which would not have been possible if I had a deskbound role.

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

One of the work challenges I faced were handling projects in places that have large terrain elevation differences, resulting in a slow progress due to logistic difficulties. Such challenges are unheard of in Singapore but are extremely common in countries with mountainous regions. With our technical team in our

headquarters in Changzhou, China, we managed to successfully design and produce a machine to help our clients reduce the logistic handling difficulties. The machine was subsequently delivered on-site to our client and was well received by them. It was eve-opening to contribute to the design and manufacturing process to create this first-of-its-kind machine.

Another work challenge I face is in the negotiation process with our clients. When it comes to post-sales claims, our clients are usually unhappy to begin with, and it is never easy to negotiate with an angry person. In certain cases, we will need to fly over to the client to negotiate face-to-face by adding a personal touch. Words over email usually come out as cool and emotionless. and by initiating a physical meeting for the negotiation, it will help make the entire negotiation process more smooth sailing.

What is needed to be successful in this role?

To be able to view a problem from another perspective is extremely important. By understanding the client's circumstances, we can then cater to their needs and provide solutions that will benefit both parties to work towards a successful project completion. If both parties only consider their own benefit, there will be no progress and we will be rejecting each other's proposal all the time. Being able to think from another perspective allows us to understand why the client is reacting in a certain manner, and we can proceed to find a solution from there on.

Being able to communicate effectively in person is another trait to be successful in this role. Compared to email exchanges, people tend to be friendlier when speaking to another person in person. Adding this personal touch when handling clients may seem a small matter, but these small details do matter when it comes to a successful project bid. Apart from providing a great product at reasonable costs, there are many other aspects that clients consider, such as efficiency in handling service requests and staff attitude.

Share your advice with students who are keen to pursue a career in your field.

For students who are keen to pursue a career in the renewable energy industry, it is important to stay relevant to what some of the big players are trying to do to improve their attractiveness to prospective clients. The industry is moving forward constantly, and new ideas and innovations are guite common. Apart from contributing to our own company's growth, we must also be aware of what our competitors are doing. Learn good things from the people around us and remind ourselves not to make mistakes that people have made before. With information being so readily available today, keeping up to date with current happenings is very important for people working in the renewable energy industry.



Engineering and Manufacturing

The rapid pace of urbanisation and digitalisation across Asia ensures that engineers will remain in high demand, both in Singapore and across the region.

Engineering services are a key driver of Singapore's economic growth, and engineering graduates can look forward to establishing a successful and rewarding career in the country, contributing to the nation's continued success.

Opportunities are rife in Singapore, spanning from infrastructure and transportation projects, manufacturing, to precision engineering. The local sector is expected to experience exciting growth in areas such as project development and financing, project management, technical engineering, and digital technologies.

As technology continues to drive transformation across industries and facets 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-driven solutions.

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.

The increased adoption of technology by companies has led to a surge in demand for engineers in all industries, including banks and consulting and technology firms.

Graduates who are 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 can also find careers in engineering-related companies in areas such as project financing, project development, and in operational functions such as procurement, planning, sales, and business development.

For individuals with an entrepreneurial spirit, Singapore offers robust support and resources to bring promising ideas and solutions to the market.

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

RELEVANT QUALIFICATIONS/SKILLS

- 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



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Healthcare

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

Singapore's healthcare industry is undergoing enormous transformation with an ageing population and changing social landscapes. 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 a steady rise and are thriving. This development has resulted in a growing demand for skilled professionals in areas such as therapy, preventive healthcare services, and chronic disease management.

Furthermore, the delivery of healthcare services is also evolving, with hospitals and healthcare providers increasingly adopting a more patient-centred and holistic approach.

RELEVANT QUALIFICATIONS/SKILLS

- · Degree in any discipline, with an interest in medical care
- · 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

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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 investments driving a strategic renewal of Singapore's healthcare sector, graduates can look forward to a wide range of opportunities within the sector.

Despite a weak economic outlook in the wake of the COVID-19 pandemic, recruitment in the healthcare sector remains robust, with job openings flourishing across various healthcare settings, including hospitals, national specialty centres, polyclinics, and community care facilities.

Other than doctors and nurses, the sector has a growing demand 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 development 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 an increased demand for talents with skills in artificial intelligence, digital technologies, e-logistics, and remote sensor devices.

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

Hospitality and MICE

The hospitality and MICE industries were severely affected during the COVID-19 pandemic but they are now seeing a sharp resurgence in business as travel restrictions are lifted globally. Hoteliers and event professionals alike welcome the strong recovery.

The hospitality and MICE industries are undergoing a robust recovery with travel restrictions lifted worldwide. Throughout the pandemic, hotels in Singapore took the opportunity 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 job opportunities.

As more players in the MICE sector recognise the importance of building digital capabilities, Singapore's MICE industry will evolve to offer more hybrid events that combine physical conferences with an online audience. This will allow local MICE professionals to tap on a broader global market. It will also lead to an increased demand for talents with digital skills in areas such as livestreaming and cybersecurity.



TYPICAL ROLES FOR FRESH GRADUATES

- Management Associate or Trainee
- Attraction Strategic Planning Executive
- Environmental Control Executive
- International Leisure Executive
- Services & Facility Management Executive
- Events Executive
- Account Servicing Executive
- Marketing Executive
- Business Development Executive

CAREER PROSPECTS AND OPPORTUNITIES

As a fresh graduate looking to enter the hospitality and MICE industry, it is essential 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 to cultivate agility and nimbleness among their employees.

Roles in change management, revenue management, customer engagement, data analytics, and digital marketing are exciting options for those in the hospitality and MICE industry. Adaptable 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

- 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

Information and Communications Technology

As one of the most technologically advanced Information and Communications Technology (ICT) markets in the world, Singapore is fervently advancing its digitalisation efforts to mould itself into a Smart Nation. Employers are eagerly seeking infocomm technology talents to develop new applications and safeguard digital information.

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 emerging technologies and solutions, Singapore offers world-class ICT infrastructure and a vibrant ecosystem of technology partners.

The nation remains committed to exploring 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 across aviation, energy, healthcare, defence, and various public sector domains. Examples include speech-to-text audio transcription services for judicial proceedings and implementing smart facilities management systems in schools to improve water and energy efficiency.



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

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 extremely dynamic, offering a multitude of opportunities for fresh graduates.

ICT professionals who are able to harness technology to enhance business decisions and organisational efficiency are in great demand across sectors and will enjoy rewarding careers. Notably, employers are actively seeking digital business analysts, data analysts, AI and software engineers, and cybersecurity and infrastructure specialists. Other possible career pathways include consultancy roles and entrepreneurship within the technology space.

ICT professionals must continually stay abreast of the latest technology developments and advancements to advance in their career.

RELEVANT QUALIFICATIONS/SKILLS

- 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
- Passion for programming and eagerness to learn new technical skills
- Good balance of hard and soft skills on top of IT qualifications
- Demonstrable problem-solving, creative thinking and technical competency skills

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Insurance

Insurance organisations in Singapore are actively seeking talents as the insurance industry in the country steps up its pace of transformation.

With Asia positioned as the world's fastest-growing market for insurance products and services, Singapore's insurance sector offers graduates unparalleled opportunities for professional growth.

Graduates who opt for a career in 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.

Insurance companies around the world have been accelerating business transformation efforts to address changing consumer expectations and navigate the ongoing digital disruption. Looking to capitalise on new market opportunities in the insurance sector, they have become leaner and more focused on enhancing customer experiences while adopting new technologies.

In this dynamic and rapidly evolving environment, there will be a high demand for new talents, particularly those equipped with skills in digital literacy, data analysis and stakeholder management.

TYPICAL ROLES FOR FRESH GRADUATES

- Corporate Management Associate
- Underwriter
- Actuarial Analyst

CAREER PROSPECTS AND OPPORTUNITIES

Individuals who enter the local insurance industry will benefit from Singapore's prominent position 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 science, digital technology, data analysis, and finance.

Those considering a career in the insurance industry will benefit from an understanding of how job roles, as well as relevant skill sets, may evolve ahead. For example, underwriters in the future may spend more time on assessing risk instead of data processing. Actuaries of tomorrow will focus more on product innovation and analytical insights. 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 continually adapt to evolving market trends to meet the expectations and needs of an increasingly savvy and discerning audience.

To make strides in the industry, broaden your exposure to diverse sectors and improve your proficiency in data analysis and data storytelling, among other business skills.

RELEVANT QUALIFICATIONS/SKILLS

- 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
- Ability to work independently as well as collaboratively in a team

A Career in Insurance



LEK CHIN HOW

Bachelor of Business (2020)

Underwriting Automation

Specialist, Prudential Singapore



- Communication skills
- Problem solving
 Risk assessment
- Decision making

Tell us about your role and main responsibilities.

As an Underwriting Automation Specialist at Prudential Singapore, I collaborate closely with internal and external stakeholders to drive, assess and review projects and enhancements relevant to underwriting automation. In addition, I also assess applicants' medical and financial risks for life and health insurance policies, and work closely with stakeholders to evaluate the risk and exposures of potential customers. This is to determine the appropriate coverage and premium for customers and to assess risk factors such as age, health condition and, lifestyle. This ensures that customers get the coverage that they need, while protecting the financial stability of the company.

What made you pursue a career in this sector?

As a first-jobber, I wanted to pursue a career that offers both personal and professional growth. The ASPIRE: Prudential Corporate Graduate Programme caught my attention as its structured learning, mentoring, and exposure to various aspects of the insurance industry would be a great opportunity for me to build a strong foundation. I joined the ASPIRE programme in 2020 and embarked on an enriching journey that allowed me to rotate to four different roles. Through these rotations, I gained deeper insights into the insurance industry and developed a comprehensive understanding of the business. Moreover, these rotations helped me discover my interest and passion. This aided me in making an informed decision in choosing my final placement in Underwriting Automation to align with my strength and aspirations.

What do you enjoy most about this role?

I enjoy the opportunity to leverage technology to enhance efficiency and elevate the customer experience. One of the enhancements that I contributed to is the automation of the underwriting system which allows underwriters like myself to issue policies within a few hours. Each project exposes me to a unique challenge and allows me to expand my skillsets and knowledge base. Additionally, the collaborative aspect of the role is very fulfilling. Building relationships with internal and external stakeholders and working together with them to deliver innovative solutions brings me a deep sense of accomplishment. The opportunity to connect with others and exchange ideas enables me to foster strong teamwork skills and effective communication with others. The collaboration, exposure to different projects and learning make this role extremely enjoyable.

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

In the beginning, many things were new to me, and I did not fully understand the impact of my work on the business or the policyholder. To address this, I proactively sought clarification from my colleagues and managers to gain a comprehensive understanding of how my work will impact others. Being courageous to seek clarification enables me to bridge the knowledge gap and make better informed decisions. Many initiatives and solutions also started from asking questions. Feedback and questions from my colleagues helped me to identify and address issues that I encountered. Mentorship also played a crucial role in helping me overcome challenges. My mentor's open sharing of their insights and valuable advice help propel me further in my personal and professional growth.

What is needed to be successful in this role?

As an underwriter, the ability to assess risks is an important skill. This allows me to evaluate potential risks and recommend appropriate solutions and decisions. Effective risk assessment involves identifying potential risks, analysing the likelihood and severity of each risk, and quantifying the impact of each identified risk. Having a strong risk assessment skill enables me to accurately evaluate risks and provide risk mitigation solutions to neutralise them. For example, when encountering a technical issue, my approach is to ringfence the problem, whereby I will then follow up with a comprehensive analysis of the associated risks and impacts. The analysis serves as the foundation for making a well-informed decision on how to proceed and address the issue effectively.

Share your advice with students who are keen to pursue a career in your field.

Embracing technology is a critical aspect of a successful career in the future of work. Technology enables automation, streamlines manual processes, and improves operational efficiency. I highly encourage you to learn more about technology trends and how such technology is used in the insurance industry. Internships present a fantastic opportunity to engage with various automation tools and to understand their practical applications in real-world scenarios. Learning should not stop after graduation. As technology is constantly evolving, and new tools and software are introduced regularly, it is crucial to embrace a mindset of continuous learning to stay current and relevant with technological advancements. I would also strongly encourage you to attend training programmes, webinars, and workshops regularly as part of upskilling to enhance your skills and knowledge.

Logistics and Transportation

A career in logistics and transportation offers exciting longterm prospects while allowing you to play an instrumental role 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 surge of e-commerce, for example, has accelerated demand for logistics services. At the same time, the logistics and transportation sector has to adapt to unexpected disruptions caused by global events such as the pandemic. These disruptions have unveiled both new challenges and opportunities for logistics and transportation companies, prompting them to develop new digital capabilities to mitigate future disruptions.

Technological advancement is another force that is reshaping the industry. For example, as Singapore makes the shift to Logistics 4.0, modern warehouses in the country will soon rely on automation, robotics and data to manage their operations.

Today, an effective supply chain management and logistics system is all about delivering the right product to the right place at the right time. As companies strive to achieve this, there is a growing demand for specialised skills in logistics information systems, logistics solutions and programme management.

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 dynamic nature, many professionals choose to build lifelong careers in this field. It is also a popular choice with mid-career switchers.

Newcomers to the industry should focus on building their knowledge in logistics operations and supply chain management, while keeping abreast of business and technological trends. Graduates can gain exposure to different aspects of a supply chain, spanning sectors from food, healthcare, retail, electronics, oil and gas, as well as infrastructure and construction.

As the surge in e-commerce continues, 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.

TYPICAL ROLES FOR FRESH GRADUATES RELEVANT QUALIFICATIONS/SKILLS

- 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

- 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

Maritime and Shipping

Resilient and forward-looking, Singapore's maritime and shipping industry offers exciting career opportunities 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 attracts leading players in ship financing, ship broking, risk management, and marine insurance.

Unlike many industries that suffered disruptions during the pandemic, Singapore's maritime and shipping industry remained resilient and stable, boding well for the future of the local maritime and shipping industry.

Recognised as essential to Singapore's continued economic growth, the industry is positioning itself for the future by making significant investments in maritime research, technological advancements and development, and the adoption of new maritime practices.

Continuous learning is critical in this fast-paced industry with the sector's rapid adoption of the Internet of Things (IoT) and digitalisation. The industry is adapting to numerous new challenges such as those brought about by emerging piracy threats, the growing emphasis on green shipping practices, and the development of new trade routes.

CAREER PROSPECTS AND OPPORTUNITIES

With over 140 international shipping groups, 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 wide array of roles in shipping, port operations, maritime and commercial services, and offshore and marine engineering. Graduates from various disciplines, even those from non-maritime related fields, will be able to establish rewarding careers in areas such as information technology, insurance, legal, finance, human resources, business development, and marketing.

The global nature of the maritime and shipping industry means that graduates will enjoy numerous 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.

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

RELEVANT QUALIFICATIONS/SKILLS

- 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

Media and Marketing

With brands and organisations jostling for attention in a fiercely 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 continues to generate great demand for creative and technical talents as a media hub.

Similar to many other industries, megatrends like digitalisation and e-commerce have reshaped the media and marketing industry. In the wake of the pandemic, the industry has accelerated its pace of adoption of digitalisation, big data, e-commerce, and social media marketing.

Job roles within the media and marketing industry are evolving as the industry moves away from traditional media and marketing platforms. Consequently, skills in digitalisation, big data, e-commerce, social media marketing and content marketing are 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.



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

CAREER PROSPECTS AND OPPORTUNITIES

Life is never dull in this fast-paced and dynamic industry. In the coming years, organisations of all sizes will be 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 diverse range of clients and projects. Those with relevant experience can consider transitioning to similar roles with a brand or corporate organisation. Successful media and marketing professionals may also explore opportunities in consultancy work or even start their own agency.

It is crucial to stay abreast of the latest developments in technology and market trends to thrive and advance in a media and marketing career.

RELEVANT QUALIFICATIONS/SKILLS

- 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

A Career in Media



TJOA WEI LIN School of Art, Design and Media (2022) Catalyst, teamLab



- Adaptability
- Communication skills
- Critical thinking
- Information sorting
- Learning agilityMaking connections
- nking Photoshop skills
 - I notosnop skitts
 - Resourcefulness

Tell us about your role and main responsibilities.

I am a Catalyst in the Art Product department at teamLab. My main responsibilities include product managing, scheduling and liaising with manufacturers and clients to make the product. On top of that, as a Catalyst, we each have our own speciality, some of us do design for spaces and others design websites.

I studied Product Design and Interactive Media in NTU, hence I chose a more hands-on role where I get to experiment with motors and electronics to produce product mock-ups using 3D printing, laser cutting and other woodworking tools.

A lot of testing has to be done together with other departments to create something new. I work with manufacturers directly to understand what can be mass manufactured and what cannot. Being multilingual, I also handle meetings with overseas clients and construction companies, updating and checking with them on what is needed for the project to go smoothly on their end and our end.

What made you pursue a career in this sector?

I enjoy having the freedom to learn about how different things work. When I heard about the work culture at teamLab, I decided to give it a go. At teamLab, I am free to explore and work on different projects as the company culture is rather free and easy in terms of work division.

Apart from this, teamLab is well-known worldwide in the arts industry, which will allow me to have many global opportunities. Having mainly worked on solo projects or in a small group in school, I was excited to be able to try creating a large-scale project with a big team that would be showcased all around the world.

What do you enjoy most about this role?

Apart from meetings, our work hours are flexible. I personally work better at night and would have a hard time working normal nine¬ to five hours. I also enjoy the opportunities to work on a variety of different projects. I can always find something new and fresh that I have yet to try.

Furthermore, I get to work with people from diverse backgrounds, including those who are not trained in the arts. The melting pot of different ideas from people of vastly different backgrounds makes the work fun and unique.

My colleagues are some of the most interesting individuals I have ever met. All of them are friendly and open, and never fail to answer any questions that I may have regarding the artwork they are doing. Everyone is more like friends than co-workers and hangs out with one another even outside of working hours.

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

Language was a problem when I first started. Though teamLab is open to people who are not fluent in Japanese, meetings were often held in Japanese and thus, it is difficult to work without some comprehension of the language. While teamLab offered Japanese language classes, it took me some time to become more fluent in the language.

Another challenge for me was the culture. While there are many foreigners in teamLab, and most of the Japanese are very open, it was still challenging to navigate the cultural differences. I have to be mindful that the Japanese are more conservative in the way they speak and behave. Of course, I slowly got used to it and understood the reasons for the differences. Likewise, my colleagues also became more comfortable with my straightforwardness.

What is needed to be successful in this role?

The job scope of a Catalyst at teamLab is rather flexible and we have the liberty to work on as many different projects as we like. Consequently, it is important to be able to quickly adapt to the different kinds of work.

Other than tangible hard skills, you will have to learn fast and adapt quickly to solve problems. Being in the creative field means we have to experiment with new things all the time. There will be occasions where we will encounter problems that have not been encountered before, and these problems may be out of your domains of knowledge. As such, you will need to have the learning agility and critical thinking skills to learn how to solve them efficiently.

Being resourceful and knowing who you can seek help from will be useful. As a newcomer, take the initiative to get to know as many people from different departments as you can. The contacts you have may come in handy when you need help in different areas.

Share your advice with students who are keen to pursue a career in your field.

The art and design industry is ever-evolving. In times where AI can generate art and design, reflect on how we can use AI to our advantage to create work that is truly ours and "human".

Continuously pick up new skills and widen your perspectives. Having a rough idea of how everything works will enable you to think of new ideas from different angles and give you a sense of how things may and could work.



HOW WILL YOU TAKE US FORWARD?

Around the world, our Foreign Service Officers have been the eyes, ears and voices of our nation. Their actions and insights have not only guided our foreign policy, but shaped how the world sees us. And now, Singapore seeks a new generation of talented, capable individuals to serve our global mission.

Be the face of Singapore's diplomacy.
Join us as a Foreign Service Officer.







Non-Profit

Non-profit, philanthropic, and social service organisations are actively seeking talented individuals who are passionate about driving positive change and making a difference for social good to achieve a greater impact.

Today, the non-profit and philanthropic sector is a growing and vibrant industry, encompassing a diverse range of organisations such as social enterprises, community foundations, advocacy groups, and social service organisations.

Against the backdrop of an ageing population and facing an increasing complexity of social issues amidst an uncertain future, charities and philanthropic organisations are set to play a larger and more critical 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. Non-profit organisations are making concerted efforts to enhance their capabilities and boost their transparency and accountability. This shift aligns with the positive change in public perception towards non-profit organizations in recent years.

As these non-profit and philanthropic organisations continue to grow and professionalise, they will need a great number of talents to further boost credibility and professionalism. This bodes well for job prospects in the industry.

CAREER PROSPECTS AND OPPORTUNITIES

Working in a non-profit organisation can be both meaningful and challenging. Non-profit organisations in Singapore are expected to demonstrate thought leadership, exceptional 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.

For those interested in driving social change and working closely with the community, there are opportunities to create and manage programmes, organise events, and handle project management. Qualified professionals are also 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.

Non-profit organisations are heavily investing in training and career development to attract talent. Graduates who join the industry can look forward to opportunities to expand their skills and knowledge.



TYPICAL ROLES FOR FRESH GRADUATES

- Grants Executive
- Donor Relations Executive
- · Marketing Executive
- Programme Executive
- Partnerships Executive

RELEVANT QUALIFICATIONS/SKILLS

- 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

Public Service

Singapore places a strong emphasis on growing its public sector talent pool to drive the nation's advancement in an increasingly complex world. The Singapore public sector recruits individuals from diverse backgrounds and skillsets. 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 support 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 undergoing digital transformation to enhance the efficient utilisation of government resources.

To meet the future needs of the nation, the Singapore public sector is actively seeking talents from diverse backgrounds who can offer fresh perspectives and different skill sets to drive innovation and address emerging challenges.

If you are interested in implementing systems to meet the longterm complex needs of the nation and in nurturing the country's multi-industry economy, the Singapore public service sector may be an ideal choice.

It is important to note 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. Regardless of the sector you choose to be in, a career in the Singapore public service offers stable career prospects as well as the opportunity to contribute to the growth, prosperity and security of the nation.



TYPICAL ROLES FOR FRESH GRADUATES

- Policy Planner
- Analyst
- Project Manager
- Management Associate/Graduate Associate

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 excel 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.

Singapore's civil service boasts a robust leadership development system that welcomes graduates from all backgrounds. Graduates keen to join public service can look forward to multiple career development pathways. Junior officers, for instance, will benefit from job rotation within the service, which is designed to facilitate knowledge acquisition in areas such as policy, technology, operations, and communication. Meanwhile, senior officers may be seconded to other ministries or statutory boards, or even take up a brief stint in the private sector, providing them with deep exposure in specific areas of expertise.

Starting salaries in public service are relatively attractive, and there are ample prospects for both personal and professional advancement.

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

A Career in Public Service



BOON KOK ANN

Mathematics and
Economics (2020)

Statistician, Singapore
Department of Statistics (DOS)



- Analytical thinking
- Communication
- Data analytics
- LeadershipMachine learning
- Problem solving
- Programming (e.g. Python and R)
- Project management
- Statistical techniques
- Teamwork and collaboration

Tell us about your role and main responsibilities.

I am a Statistician at the Singapore Department of Statistics (DOS). DOS is Singapore's National Statistical Office with a mission to deliver insightful statistics and trusted statistical services that empowers decision making. I am in the Household Surveys and Expenditure division and my role involves the collection, compilation, and dissemination of the Household Expenditure Survey (HES) data. My division is currently working on the HES 2022/23, and I work closely with my team to ensure that household expenditure data is collected and processed accurately and timely. As part of my work, I also explore the use of machine learning to streamline and reduce workload.

What made you pursue a career in this sector?

I have always been interested in data and how data empower us to gain insights into key issues. Over the course of my university life taking statistical and economics courses, I also gained an understanding of how we could make use of statistical software to aid data work. This further piqued my interest to study and work on data. Through previous internships, I also had a better idea of the intricacies behind this field (as it is not simply just calculating and presenting mean, mode, median data!), and they further reaffirmed my decision to pursue a career working with data.

What do you enjoy most about this role?

I enjoy compiling statistics from data collected from various sources for dissemination. It is very fulfilling, knowing that the statistical data I compiled are used for policy studies to improve the life of citizens.

I also enjoy that my role is dynamic and provides me with opportunities to be involved in a wide range of work, from survey planning, consultation, and engagement with key stakeholders, working with IT vendors on system development, field operations management, respondent management, data processing, data dissemination and data analytics. Being exposed to the many different workstreams equips me with different skillsets and opens out further work opportunities.

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

As a young supervisor in a frontline role handling public respondents, one of the challenges I encountered is managing people's relations. We need survey respondents' cooperation to provide the required information in order to secure good response and quality data. Unlike other parts of data management and analysis which are more process focused, it takes time and efforts to garner support and results may not show immediately. We require a lot of patience and thorough understanding of the purpose of the work we do so that the public understand how the data can in turn benefit them in terms of better policies in time to come. Tips and support from other team members who have been through it help too.

What is needed to be successful in this role?

In terms of skillsets, strong analytical and quantitative skills with the ability to learn and apply relevant tools and techniques for data compilation and analysis are important. Strong communications skills are also crucial in our work as we are expected to communicate with our many stakeholders involved in the data work.

In terms of mindset, it is always good to keep an open mind and be adaptable, as we can never expect the challenges of tomorrow to always be the same as in the past. Whilst we can use past solutions to guide us in our approach, we should also prepare for our solutions to be totally different from how we solve our problems previously.

Share your advice with students who are keen to pursue a career in your field.

To pursue a career related to data, I would recommend starting off by understanding more about the industry. Read up on data-related works you are interested in, attend events like career fairs and speak to professionals in the industry. Get a sense of what skillsets or experience you are lacking and take steps to bridge those gaps by taking up internships in the relevant data field or working on a personal data project. For internship opportunities, you may wish to consider looking through Careers@Gov or SingStat website. As for data projects, you may make use of the many online data sources, such as data.gov.sg or singstat.gov.sg, which are both very rich in the data you may use for your analysis.

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Engineers who oversee key infrastructure and provide civil engineering and geotechnical expertise for our land development work.

Systems Analysts who design web platforms and transform business processes with digital infrastructure and tools.

Data Scientists who apply techniques from geospatial data analytics and artificial intelligence to formulate solutions for Singapore's urban planning challenges.







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Water and Environment

With strong government support and global demand, Singapore's water industry presents an excellent opportunity for a stable career, particularly for graduates who are passionate about the environment.

Climate change is intensifying water supply challenges worldwide, making sustainable and resilient urban water solutions a critical global priority.

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 highly sought after by countries keen to meet their growing urban water needs.

The local water industry comprises a range of companies 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 entering this field can anticipate working 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 most densely populated regions for water-related businesses. 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 resilient. 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 technology, water reuse, and desalination research.

Talents in engineering, sales and business development are also highly sought after by small and medium-sized enterprises in the local water industry that are engaged in developing water solutions for the world. Graduates may also explore 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.

TYPICAL ROLES FOR FRESH GRADUATES

- Consultant
- Researcher
- Process or Design Engineer
- Business Development Executive
- Public Servant

RELEVANT QUALIFICATIONS/SKILLS

- 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 problemsolving skills
- Ability to work independently as well as within a team



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As an Air Warfare Officer, you are the mastermind behind our operations. You will organise and orchestrate our missions, harnessing the collective might of our aircraft and ground-based air defence systems to eliminate every threat before it can even come close. On your watch, the situation is always under control. Your control.

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