



Landing Your Dream Job

Dr Sebastian Narively

A dream job is one that gives fulfillment, self-discovery and professional satisfaction. Job seekers who are endowed with multi-dimensional skills, interests and who passionately welcome new levels of competition for further advancement, often succeed in securing the ideal job.

Now that you have reached the last lap of formal education, it is time to start the job search. You must have already identified most of your interests, talents and skills and are on the lookout for a position in line with your accomplishments. It is natural that you dream a job that ensures a handsome salary, diversification of skills and prospects for scaling high. Besides, your ideal job involves less chances of a location shift. Job seeking is an ongoing process in your career.

A sound understanding of your academic credentials including specific skills is crucial in your job hunt. This helps an employer decide whether a particular job matches your qualifications and qualities. Skills like communication, collaboration, creativity, critical and computational thinking also head the list of valued competencies.

Employability Quotient

In the current context it is 'unemployability' rather than 'unemployment' that looms large before job seekers. Employability implies the ability to do a job productively to

the satisfaction of the employer. It develops on job. Employers employ different metrics to gauge employability. They constantly monitor and assess the skills and performance of the employee and evaluate his ability to learn and cope with his position after the induction training.

Internship

Most students do not work beyond the text books. They do not attach much importance to internship which is the best way to test a candidate's skills for any job. Internships help in getting hands-on experience. Companies prefer engaging candidates who have successfully gone through relevant internships.

Skills Matter

From the perspective of an employer, what most matters is skills and aptitudes, and not academics. The advent of new technology requires more specialized skill sets. The honing of skills is directly proportional to one's curiosity and inquisitiveness. Albert Einstein says: "I have no special talents, I

am only passionately curious.” The fulcrum of our system of education is theory rather than practice, and theory often is memory-based. An organisation is not in search of geniuses but practical men, people who can do things. They must consistently strive to ramp up their skills through general cognitive ability rather than superior intelligence quotient. Skills comprise both hard skills or subject knowledge and soft skills such as communication, personality development, management and behavioural skills.

Out-of-the Box Thinking

Thinking and working out-of-the-box, stepping out of the comfort zone, enhances your creativity. It empowers you to take new initiatives into realms unknown. Train yourself to face crises unfazed. Seldom does an opportunity knock at your door. So seize it promptly. A successful employee should groom himself mentally not to shy away from saying ‘No’ when it is imperative.

Job Hunt Begins

That job search starts with relevant preparation and background research is a given. There are several sources that could help you in identifying job openings that are in consonance with your qualifications. It is imperative that you keep contact with the Career Centre at your college sufficiently early. Newspapers, professional journals, as well as govt. and private agencies are all sources of information we can bank on. Career consultants and professional associations also are potential sources of job leads. So also are personal references and recommendations.

Resume and Cover Letter

Once you have completed your preparation and background study, you can write up your resume and cover letter. A resume` is a marketing document that gives a profile of your qualification and experience. It aims



to inform your prospective employer about your career objective, academic achievements, projects, publications, membership in professional organizations, awards and references. The resume should be suitably tailored to the job opening. The covering letter, in three separate paragraphs, states the source of information regarding the position sought, your suitability for the job, and a request for a personal interview so as to prove your mettle. You also have to be meticulous about preparing the cover letter. For example, the letter is to be addressed, say, either ‘To Mr Prabhu Das, HR Manager’ or ‘To The HR Manager’. Likewise, a formal letter with ‘Dear Sir’ as salutation concludes with ‘Yours faithfully’, and one with ‘Dear Mr. Das’ signs off with ‘Yours sincerely’ as complimentary close.

Aptitude Test

Recruiters are eagle-eyed in their search for the most suitable candidates. As the first step in the selection process most companies use psychometric or aptitude tests online to weed out unsuitable applicants and select a better qualified pool.

Group Discussion and Interview

In a Selection Group Discussion, which is the next stage, proficiency in articulating your viewpoints, openness to different opinions, and your group dynamics are adjudged. The topic is likely to be related to current affairs. So keep abreast of the times. Your demeanour, body language and general presentabil-

Bachelor in “Bachelor’s Degree”

The term bachelor in “bachelor’s degree” most likely is from the medieval Latin term baccalaureate, which is a play on the Latin words *bacca lauri* or *laurel berries*. The word is also a re-Latinization of the French word *bachelor*, which means a “youthful knight” or a “novice in arms”.



ity go a long way in getting selected for the interview. Personal interview in two stages – technical and HR – is the final phase of the selection process. It usually begins with the question “Tell us about yourself”. This question is meant to evaluate your confidence level, communication skills and sense of propriety. Other questions will be related to your subject knowledge, projects done, knowledge about the company and your general knowledge.

Automated Recruitment

Nowadays employers are using sophisticated technology to identify the best hire. Online applications are scanned using an algorithm to identify traits and skill sets. Headhunters also deploy automated recruiters that ferret out potential candidates. To be on the radar of such recruiters, it is best to use a simple Word format with appropriate keywords that employers are on the lookout for. It is advisable to vary the words and phrases while detailing the skills and experiences.

Recruitment Goes Social

Digital technology and social media have a deep impact on the recruitment process of organisations. Activating your network and showcasing your abilities and interest levels regularly through social media also inform you about prospective job openings. Social media like Facebook, Whatsapp, Instagram and Twitter helps organizations and candidates brand themselves more widely. The social media pages of certain corporates have postings like ‘Follow us’ and ‘In the know’ of job opportunities that match your skill set.

Various job portals such as Naukri, Monster, Jobsahead, Indeed, myopportunity give a larger platform in enlisting the services

of active and passive job seekers, and functional experts. Professional networking sites such as LinkedIn, xing, Viadeo, AngelList and BranchOut are people-centric and multi-dimensional with a global reach. Of course, conventional sites are still relevant.

Upcoming technologies like Artificial Intelligence, analytics and cloud support humans with deeper insights. Entry level professionals have to be future-ready to meet the constantly changing challenges in industry and business.

Relevance of Experience in Job Hunt

Work experience which has a pivotal role in job search, should be highlighted in the C.V. (Curriculum Vitae) and vindicated at the interview. The additional skills and abilities developed on job are to be specially underscored. Reviewing the benefits of your job experience serves to bolster up your confidence as well. Although failure to highlight every experience many indicate diffidence and negativism, prudence demands that negative experiences are not mentioned. Frequent job changes are likely to be construed by most companies as a reflection of mental instability or lack of loyalty. It may also be interpreted as adventurousness or readiness to run risks.



Fine-tuning Your Career

Notwithstanding the old rule that networking is of paramount importance in ensuring a bright career, experts suggest five effective strategies in landing the ideal job and fine-tuning one’s career.

1. A job seeker is to be a quick learner, open-minded and adaptable to every chang-



ing scenario in the universe of industry and business. “Comfort with ambiguity” is one of the sought-after qualities in today’s candidates.

2. He/She has to use social media for brand-building. Globally, more than 90% of recruiters rely on LinkedIn to identify talents. Using platforms like Twitter and sharing industry-related news also help.

3. Intangible or abstract qualities like leadership, emotional intelligence and creativity are to be cultivated sufficiently early as management looks for more maturity at younger levels of experience.

4. Job seeking requires proficiency in skills like digital literacy and the right mindset to succeed. Contextually, it is to be emphasized that the ability to analyze and problem solve is greatly valued.

5. Since companies prefer ‘passive candidates’ who are good performers with excellent feedbacks and who do not itch to quit in quest of fresh pastures, an employee should imbibe the culture of the company.

The Current Scene

Notwithstanding the numerous positive aspects in the employment arena, the growth in jobs is still disproportionate to the ever burgeoning number of aspirants. As Jayant Sinha, Minister of State for Finance, Govt of India, points out “Employment creation is going to be one of the greatest challenges

of the next decade.” A major reason for the ever scaling unemployment is that Indian economy is increasingly capital intensive, not labour absorbent. Automation, high interest rates, global meltdown, natural calamities and contractualisation are all obvious reasons for the job squeeze. With the advent of robotics, the creation of manufacturing jobs is becoming less viable.

A Silver Lining

However, there is a silver lining in the employment horizon. The Govt. of India has identified a few thrust areas and ambitious programmes such as Digital India, Skill India, Make in India and StartUp India, all meant to engender an ecosystem that will generate numerous jobs. It is expected that the Govt. will incentivise job creation by giving extra encouragement to core sectors like infrastructure, agriculture, finance, education and manufacturing so that new sets of jobs are created. Green sectors like solar energy, wind energy, defence, aerospace, healthcare as well as robotics are growing to be jumbo job creators. Positions like data scientists, product managers and digital marketers are also likely to be in good demand in the near future. As per the estimate of NASSCOM, software start-ups alone will create 800,000 job openings by 2017. Rajiv Pratap Rudy, Union Minister for Skill Development, holds that the challenge of lack of skills, a major cause of unemployability, can be weathered through Industrial Training Institutes.

The yen for a dream job is irresistible. Dream job is one that gives fulfillment, self-discovery and professional satisfaction. It also implies comfortable and value added work with pleasant and conducive working conditions. Job seekers who are endowed with multi-dimensional skills interests and who passionately welcome new levels of competition for further advancement, often succeed in securing the ideal job.

So be future-ready with the necessary skills so that your dream comes to fruition. Expose yourself to the wide vistas of networking that open up with possibilities galore. Let us brace ourselves to face the challenges of change and embrace the dream job.