UNSW Careers and Employment

Finding Work Internationally

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UNSW Careers and Employment
www.careers.unsw.edu.au
The Global Graduate

- Transferrable Skills
- Academic Knowledge
- Personal Brand
- Cultural Awareness
- Self Awareness
- Adaptability
- Strong Global Network
- Experience outside of class
Today ....

- Research, planning and preparation
- Strategies for finding a job overseas
Find a partner:

• What do you need to consider before you move overseas?
• What are the cultural differences compared to your home country?
• How will this experience fit into your long term career plan?
What do you need to consider before looking for work overseas?

- Visa / Work Permit Restrictions
- Language Proficiency
- Qualification Recognition
- The Job Market
- Recruitment Processes
Visa / Work Permit Restrictions

- What visas/permits are you eligible for?

Useful Tips:
- Investigate whether your country has any reciprocal visa agreements with other nations
- Make sure to understand any restrictions your visa has with regards to employment
- Check with the country’s immigration department
Using Languages to Your Advantage

Increase your chances of securing a job abroad by being fluent, or at least conversational, in the language of your potential host country.

Useful Tips:
- Speak more than one language? Use this as a selling point in your applications
- Try targeting organisations/ jobs that require you to know those languages
Qualification Recognition

- Some qualifications may or may not be recognised overseas.

- Often additional testing or verification is required to ensure you possess the equivalent knowledge to local candidates and professional standards.

- Take time to find out if there are any additional qualifications you should acquire in order to secure your desired job abroad.
Global Job Market Analysis

- Find out which jobs are in demand in specific countries
- Consider countries that have skills shortages in your field

**TOP 10 MOST IN DEMAND SKILLS IN THE WORLD**

While artificial intelligence is fast-expanding what can be automated, technology is redefining rather than replacing in-demand roles. Skilled trades – electricians, welders, mechanics and more – as well as sales representatives, engineers, drivers and technicians have ranked among the top five hardest roles to fill for the past ten years.

One in four employers says filling skilled trades roles is harder this year than last

Demand for drivers and customer service remains strong fueled by the rise of consumerism — increasing online retail, logistics and last-mile delivery. Yet these roles are different to how they looked a decade ago and continue to change, requiring new skills and training.

1. **SKILLED TRADES**
   - electricians, welders, mechanics

2. **SALES REPRESENTATIVES**
   - B2B, B2C, contact center

3. **ENGINEERS**
   - chemical, electrical, civil, mechanical

4. **DRIVERS**
   - truck, delivery, construction, mass transit

5. **TECHNICIANS**
   - quality controllers, technical staff

6. **IT**
   - cybersecurity experts, network administrators, technical support

7. **ACCOUNTING & FINANCE**
   - certified accountants, auditors, financial analysts

8. **PROFESSIONALS**
   - project managers, lawyers, researchers

9. **OFFICE SUPPORT**
   - administrative assistants, PAs, receptionists

10. **MANUFACTURING**
    - production and machine operators

Source: Manpower, 2018 Talent Shortage Survey
TALENT SHORTAGES ARE GROWING AROUND THE WORLD

Countries and Territories Facing Difficulty Hiring

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<tr>
<th>Least Difficulty</th>
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† Greatest INCREASE since 2016
¶ Greatest DECREASE since 2016

Source: Manpower, 2018 Talent Shortage Survey
Recruitment Processes Differences

Consider differences in:

- Business practices
- Interview protocol
- Resume and cover letter preparation
- Job search techniques
- Timing of recruitment
- Terminology
Importance of Cultural Awareness

Understanding cultural differences and differences in recruitment processes is vital to your success in finding work internationally.

In what country would these statements be appropriate?

- **China** — “While talking, maintain a good posture and quiet voice. Be humble and modest and never boast or exaggerate one’s abilities”

- **Japan** — “Always treat a business card carefully, never bend it or write on it, as this can be considered a direct insult.”

- **USA** — “It is customary to present a business card, resume, references and copies of academic qualifications at an initial job interview”
Most employers prefer a one page resume.

Under ‘Personal Information’ list your date and place of birth, gender, marital status and number of children. It is not uncommon for employers to ask for specifics like gender, age, your photo, ID card number, expected salary etc.

Certain recruiters may still specifically request a hand-written cover letter in the job ad. If requested, candidates should adhere, as hand-written letters may be considered as requiring more effort on the part of the applicant, and therefore more positively received.
Differences in Recruitment Cycles

Graduate recruitment cycles vary depending on the countries academic calendar.

For example:

- **Peak Australian Graduate Recruitment Season**
- **Peak US Graduate Recruitment Season**
Recruitment Terminology

When preparing your applications, translate country specific terminology into the appropriate form.

For example:

Weighted Average Mark ("WAM") Or Grade Point Average ("GPA")
Or Mean Subject Grade ("MSG") Or A,B,C,D,F Grading System
A student’s perspective...

http://www.youtube.com/watch?v=LQXvn--KUMU
Where to do your research?

- Going Global
- Prospects (UK)
- Organization’s Country Specific Sites
- Overseas University Career Services
- Internet – LinkedIn, Alumni
- Careers.unsw.edu.au
What is ‘GOINGGLOBAL’?

- The Going Global database contains country-specific career and employment resources for more than 80 locations.
- Researched by ‘in-country’ career experts and updated annually.

Topic areas include:
- Job search resources
- Work permit/ visa regulations
- County-specific resume/ CV guidelines and examples
- Interview and cultural advice
- Employment outlook/ industry trends
- Professional and social networking groups
Country Career Guides

Get the information you need for a successful job or internship search in the top employment markets around the globe. Our country-specific guides provide 150+ pages of in-depth career advice from our local employment experts. Topics include: Job search resources, hiring trends, industry overviews, professional and social networking groups, work permit and visa regulations, financial considerations, resume/cv guidelines, interview tips and cultural advice.

Argentina, Australia, Austria, Belgium, Brazil, Canada, Chile, China, Costa Rica, Denmark, Finland, France, Germany, Guatemala, India, Ireland, Israel, Italy, Japan, Kenya, Mexico

Don't have a GoinGlobal Account?
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Jobs
Internships

Did you know?
Frankfurt is Germany's leading financial center and the largest city in the Herzen region, which is historically Germany's most...
Prospects (UK)

https://www.prospects.ac.uk/jobs-and-work-experience/working-abroad
UNSW Alumni

UNSW Career Insights

186,242 alumni

Where they live

Australia: 434,600
Sydney: 105,106
United States: 10,606

Where they work

UNSW: 4,132
Commonwealth Bank: 1,447
EY: 845

What they do

Business Development: 26,445
Education: 18,240
Operations: 18,396

Control how your profile appears to viewers who haven't signed in.
View settings.
Strategies to Finding a Job Overseas

- Study abroad
- Online job boards
- LinkedIn Job Page
- Recruitment agencies
- Internal transfers
- Directly approaching employers
- Networking
- Volunteering / Work experience / Unpaid internships
- Temporary / Alternative work
International Job Boards

Example job boards:

- **JobStreet** - India, Malaysia, Singapore, the Philippines, Singapore, Indonesia, Thailand and Vietnam  
  [www.jobstreet.com](http://www.jobstreet.com)

- **RecruitAsia** - Covers 11 Asian countries  
  [www.recruitasia.com](http://www.recruitasia.com)

- **CareerTimes** - Job postings for major corporations in Hong Kong  

- **Not-For-Profit jobs worldwide** - [www.idealista.org](http://www.idealista.org)


- **Jobs in Asia & USA** - [www.jobsdb.com](http://www.jobsdb.com)

- **Worldwide Job Search** - [www.monster.com/geo/siteselection.aspx](http://www.monster.com/geo/siteselection.aspx)

- **Milk Round (UK)** - [http://www.milkround.com/](http://www.milkround.com/)

- **Additional**: [www.indeed.com](http://www.indeed.com) [www.seek.com](http://www.seek.com) [www.gradconnection.com](http://www.gradconnection.com)
Recruitment Agencies

Contact recruitment agencies in cities you are interested in targeting and gain exposure to their client organisations.

Transfer Internally

With an increase in globalisation of organisations, you may be able to seek international employment through an internal transfer.

Note:
- This strategy generally requires that you have developed expertise in your field and have worked for the organisation for some time.
Directly Approaching Employers

- Make a list of organisations that you would like to target
- Create tailored application documents
- Approach both Human Resources and direct managers

Locally owned organisations with overseas operations
Provide a point of contact between the international office and the head office in your home country.

Employers in your specialised field
Highlight your specialised knowledge, experience or expertise.

Organisations that have or will expand to your home country
Provide insight into business operations in your home country.
Networking

Networking is a great way to find employment as up to 75% of jobs aren’t advertised.

Where to start networking?

- Ask family, friends, colleagues, lecturers etc.
- Join an Expat Community – e.g. Internations
- Alumni – e.g. UNSW Alumni and UNSW LinkedIn Alumni
- Professional Associations – e.g. International Professional Associations
- Chambers of Commerce – e.g. Search “Austcham” in Google
- LinkedIn
- Facebook
Utilise and Update LinkedIn

https://help.linkedin.com/app/answers/detail/a_id/1717/~/creating-or-deleting-a-profile-in-another-language
Be Prepared… to talk about YOU!

Have good answers to:
What do you do?
What have you done? (your 3 unique selling points)
Why do you want to be a ……?
Be flexible!

Volunteering
Alternative work in different fields
Casual / Temporary work
Gain local experience
Checklist

**Preparation and Planning:**
- Research the country and visa requirements
- Research the labour market
- Research Organizations/Individuals in LinkedIn
- Check if your qualifications are recognised
- Compare yourself against the graduate market
- Attend additional Careers and Employment Seminars

**Before Leaving Australia:**

**Make sure you have the following:**
- Academic record & subjects results
- Copies of certificates & awards
- References / referee details
- Description of your course & subjects
- Examples of your university work

**Start applying - it is never too early!**

**Become an Expert Job Seeker:**
- Have a list of target employers
- Find out the application process & closing dates
- Develop your resume and cover letters
- Use a combination of job search methods
International Student Careers

UNSW Careers and Employment is committed to helping you enhance your global employability.

International Student Employability Guide

Download now

https://student.unsw.edu.au/international-student-careers
Careers and Employment

Find us near the Basser steps
Level two, Quadrangle building

Or online at:
careers.unsw.edu.au

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