

THE SCHOOL OF
GLOBAL DEVELOPMENT



LIFE AFTER DEV



WHAT WILL YOU BE DOING AFTER DEV?

HERE ARE SOME TIPS

CONTENTS

What is the purpose of this guide?	5
Thinking about employment throughout your time in dev	6-7
Postgraduates	8
Where can i use a degree in global development?	10-13
Working in the private sector	14-15
Our graduate's experience	17
Which job is right for me?	18-19
Making a plan	20
How do I translate my skills from DEV into a cv or job application?	21
Demonstrating key competencies	22-25
Our graduate's experience	26-27
Where can I find out more?	28-29
A few words from UEA careers service, CareerCentral	30

FOREWORD BY STAFF

One of the tricky things about advising DEV students is the fact that every DEV student has different interests, experience and expectations. All DEV students are unique!

A degree in Global Development opens doors to a diverse range of career options. From government agencies and the United Nations, to private sector companies and consultancy firms, to the many thousands of large and small non-government organisations and charities that focus on development issues, there is a vast array of organisations that value knowledge and skills related to global development. This is great – but it can be daunting to new graduates. If you feel a little overwhelmed and unsure where to start in the search for your own unique career path we hope this booklet may prove useful.

The purpose of this guide is to help you to find out what you want to do, what you need to know and who you need to meet in order to do it.

Your time in DEV is one of the few times when you will have regular access to seminars, guest speakers from a variety of organisations, practical workshops to develop your skills, academic and careers advisors – and most importantly – a group of peers with similar interests and dreams to your own. Make the most of these – and use this guide to help you plan your ‘Life after DEV’.

We wish you every success and please remember to join the DEV LinkedIn group and stay in touch! We would love to hear what you get up to after your degree.

David Girling | Director of Employability



WHAT IS THE PURPOSE OF THIS GUIDE?

To provide practical advice to current students in the School of Global Development to support you in developing your employability skills, relevant experience in, and understanding, of the sector.

WHO IS THIS GUIDE FOR?

If the answer is yes to any of the following questions then this guide is for you:

- Are you an undergraduate or postgraduate in DEV, or have you recently left?
- Do you have ideas about DEV related careers that appeal to you, but not know how to get there?
- Are you not sure where your DEV degree could lead you and want to know how to explore your career options?
- Maybe you are unsure of how your experience in your degree can be transferred into the world of work?
- Do you want to know what you can do now to improve your prospects when you leave DEV?

We have written this guide specifically for current and recently completed, undergraduate and postgraduate students in DEV who want to find out more about the range of opportunities which are available to you upon graduating. It aims to bring together information from a variety of sources to create a meaningful picture of careers for DEV graduates and to provide a practical guide of moving from your degree to these possible careers.

WHY HAVE WE WRITTEN THIS GUIDE?

Deciding what you want to do when you leave DEV, and knowing how to get there can seem daunting. The graduate labour market and careers in global development can be competitive so think about what you can do to improve your attractiveness to employers. This guide will help you to do that, and to break down the process of career exploration and career development into more manageable steps. It shows you the range of options that are available to DEV graduates and provides practical advice on how to get there.



THINKING ABOUT EMPLOYMENT THROUGHOUT YOUR TIME IN DEV?

A DEV degree provides you with a range of skills and valuable knowledge – whether you are studying on an undergraduate degree or postgraduate degree.

WHO IS THIS GUIDE FOR?

Skills are abilities and capacities which you can systematically develop. In terms of employment, the skills you need are those that will allow you to carry out the job effectively. These skills include applying theory to practical or empirical problems, analytical skills, writing and communication skills, and the ability to work independently and as part of a team.

University is not just about getting a degree and there are many things you can do throughout your time in DEV to develop these skills further. It is great to start thinking about enhancing your skills and exploring your career options as early as possible but don't worry if feel you have left it late. There is still plenty you can do.

YEAR 1

WRITE A CV

A CV will help you to get part-time jobs and work experience. Looking at your existing CV can also help you to think about what experience you need to get where you want to go. Your UEA careers service, CareerCentral, will be able to support you with this through our online resources, essential job hunting skills sessions and with 1-2-1 careers advice and guidance.

TAKE A PART-TIME JOB

Student loans are often not enough to cover all living costs and it may be necessary to get some part-time work on the side. Students often work in shops, restaurants, bars and cafes in Norwich or even on match days at Norwich City Football Club. Or you may want to work on campus, for example as a student ambassador. You may not feel like your part-time job links to what you want to do but working part-time during your degree demonstrates hard work, an ability to manage time and work with others. This is in addition to any skills relevant to the specific job. There are many jobs advertised on the CareerCentral vacancy pages.

MAKE THE MOST OF UNIVERSITY LIFE

Most DEV students have activities and causes that they are passionate about and being at university is a chance to find others who are interested in the same things. Make the most of this opportunity and get involved in a sports club or society. This shows willingness to commit to something and have interests outside of your degree. It can also demonstrate organisational skills, team work and initiative. Employers like to see that you are a well-rounded person with good social skills. It also gives you an opportunity to explore and find out what you enjoy and what you are good at, for example, managing the social media for a society of planning their events.

HOW WILL YOU SPEND YOUR FIRST SUMMER?

Summer is a great opportunity to gain experience, through summer work, travelling or volunteering. This may also be the time to start thinking about Internships for a summer placement or where you want to do your work experience. You can find opportunities for internships with NGOs, charities or larger development organisations.



Image credit: Deepti

YEAR 2

VOLUNTEER

There are many opportunities to volunteer while you are at university, and some of them are very DEV-related. These opportunities exist both on campus and in the local community. Whether you want to work with disabled people, do youth work or help look after the environment, there will be a volunteer opportunity that allows you to gain that experience. Take a look at page 32 for a list of volunteer opportunities.

PRACTICAL SKILLS TRAINING

The School offers a number of practical courses which may be part of, or in addition to, your current modules. Think about what skills you need and make the most of opportunities. A list of possible training courses is included on page 28.

LEARN A LANGUAGE

Language skills are often a requirement for work in the field of international development. UEA provides you with different opportunities to learn a new language or improve existing language skills. You can take a module as part of your degree programmes or attend one of the evening classes that run during semester time. If you can, use a summer to consolidate these skills by travelling.

YEAR 3

TAKE A DEVELOPMENT PLACEMENT

A distinctive feature of the undergraduate degree programme is the opportunity to undertake a work placement. Students can work for an organisation overseas or in the UK, in person or online. This is a credited third year module. The Development Work Placement module is an excellent opportunity to acquire practical skills and apply the theory that you are learning within your degree. It allows you to gain some essential experience before you've graduated and you will be able to try things out to see what you enjoy, and demonstrate to employers that you are motivated, committed and adaptable.

NETWORK

The importance of networking cannot be emphasised enough! While studying at DEV you should be building up networks that might help you to spot opportunities and enter a particular career later on. Go to conferences and meetings and use career-related events to meet practitioners and potential future employers. You should also stay in touch with your fellow students after you leave DEV and join DEV's LinkedIn Alumni group 'School of Global Development'.



Remember to always keep updating your CV, reflect on the skills and experience you are gaining and use your summers wisely!

POSTGRADUATES

If you are a postgraduate student you may have a lot of experience in development or you may have none.

If you have lots of experience, think about what additional skills you may need to develop – what will help you in your work? If you have less experience, learn from those that do have experience and make sure you do as much as possible. Engaging in activities outside of your compulsory academic courses will build skills and help you to get a job once you complete your Master's.

If you are an international student, you may gain a great deal by working or volunteering with a UK-based organisation. This will count as 'professional development'.

Much of the advice for postgraduates is similar to that for undergraduates provided over the last two pages. However, there is some added advice which may be particularly relevant for postgraduates.

POSTGRADUATE INTERNSHIPS

The School of Global Development provides support for students to find internships (work placements) within development organisations during their Master's degree. There is a database with details of available opportunities and organisations that have previously offered internships, and the School is developing new relationships all the time. This is a great opportunity to obtain valuable experience with UK, European or International organisations working in the field of community development, environment, health, education, etc.

PROFESSIONAL SKILLS TRAINING

The Master's degree offers a range of workshops and courses which can help you enhance your professional skills. Think about what skills you may need for different jobs. For example, if you want to work in research it is really important to take a methods course. You can also make the most of opportunities that are not a formal requirement of your degree for example the project management module or film-making for development professionals.

DEV SEMINAR SERIES

The School of Global Development has a lively research community and regularly invites speakers from across the world. The weekly seminars are open to everyone but may be particularly relevant for postgraduates. Not only will they give you knowledge of a broader range of topics, but they are also a great opportunity for networking with other students, staff and outside researchers.



WHERE CAN I USE A DEGREE IN GLOBAL DEVELOPMENT?

Working in development is not as easy as simply deciding to work for the government or an NGO. There is a huge range of employers within the development sector.

Within these organisations there are also many routes which DEV students may take; from campaigning and fundraising to researching and influencing policy.

WORKING FOR AN NGO

PROJECT MANAGEMENT/ADMINISTRATION

Working ‘on the ground’, overseeing and co-ordinating the implementation of development programmes. The responsibilities of a project manager typically include project direction, technical advice, co-ordination with donor agency/local government and the production of project reports. To become a project manager it is usually necessary to have a considerable amount of experience, so graduates tend to start off as interns or project assistants.

TECHNICAL ROLES

These roles need a high level of expertise in a particular field, such as civil engineering, public health or education. These roles often require a number of years of professional work experience as well as relevant qualifications. If you would like to go down this career path, it is likely that you will need a professional qualification or at least a Master’s degree. However, there may be internships offered within the technical departments of NGOs or consultancy firms. Gaining work experience in the field you wish to specialise in is a valuable first step.

ADVOCACY/CAMPAIGNING

Roles within this category involve organising effective campaigns and lobbying decision-makers in order to influence policy decisions. Development organisations involved in advocacy work typically campaign for a particular issue, such as the rights of tribal people, action on climate change or making businesses more ethical and accountable. Experience in volunteering and activism is highly attractive to such organisations. Choosing to do a degree in Global Development in itself demonstrates that you are passionate about positive change.

FUNDRAISING

NGOs are often on the lookout for people with fundraising skills who can help increase the resources that are available for an organisation’s activities. The work can range from telephone fundraising to organising large fundraising events; the type of fundraising work largely depends on the size of the charity or NGO. Developing creative fundraising strategies and using sales and marketing skills to encourage donations are key aspects of fundraising jobs. At university there are a lot of opportunities to gain fundraising experience (for example through the many clubs and societies) which will look great on your CV.





Make sure you take research methods courses while in DEV if research is an area you want to get into.



WORKING IN RESEARCH AND POLICY

When studying for a DEV degree, you have the opportunity to develop your analytical and research skills in addition to gaining an in-depth understanding of a range of development issues. Positions as researchers or policy advisers are therefore among the possible career paths for DEV graduates. This could involve work at academic institutions, research institutes, think-tanks, government agencies, multilateral organisations or international financial institutions. This may be as a short term, self-employed consultant or as a permanent member of staff.

RESEARCH

Researchers are more interested in the underlying issues and policies that affect poverty and development rather than project implementation. Research positions are typically found within think-tanks, non-profit organisations, universities and government development agencies.

There is a range of opportunities within this category, from research assistant positions for recent graduates to more senior positions that often require a doctorate degree.

Most researcher postings require specialised training in research methodology and methods.

While some of these positions may be based in the developing world, other researchers engage in short, or sometimes long-term, field research in developed countries. In addition to preparing and conducting research, work in this field also involves producing written pieces for publication and presenting research findings at seminars and conferences.

POLICY

Policy-related job roles are more concerned with the planning and implementation of programmes and interventions. There is a wider range of jobs in the policy sphere than you may think. A lot of the work around policy-making involves research, communication and technical expertise. Becoming a civil servant is only one way into development policy, and it is possible to gain work experience in large multilateral organisations while studying. For example, interning with UNDP or the World Bank is often only possible if you are a student.

If you are an international student it is a good idea to familiarise yourself with internship opportunities with government agencies at home, as these may open doors to work experience at embassies abroad or UN country offices in developing countries. Mature students with considerable professional experience may be eligible for United Nations Volunteer placements or Junior Professional Officer positions.

WORKING LOCALLY

Whilst you may have decided to do a degree in Global Development because you are interested in working overseas, it is worth remembering that studying social, economic and environmental issues opens many doors close to home as well. The analytical skills you have gained through multidisciplinary studies, combined with personal commitment and a drive to change things provide a good starting point for work in local government or for a community organisation. For example, sensitivity to gender issues and an understanding of topics such as migration, social exclusion and policy are valuable features of DEV graduates in local contexts as well as abroad.

WORKING IN THE PRIVATE SECTOR

For DEV graduates, there are different ways to make a contribution to development.

This may include work in the private sector – in areas such as corporate social responsibility, ethical business practices or green innovation. Depending on your interests and the topics that you specialised in during your degree, you might also work as a consultant on issues relating to economic and social development or environment and sustainability. Even more ‘mainstream’ jobs in the private sector (such as in finance and business management) may form part of a career in Global Development by providing you with key skills that are valued by development organisations.

PROMOTING RESPONSIBLE BUSINESS AND TRADE

Increased awareness of how large corporations operate around the world puts pressure on the private sector to adhere to national and international regulations, and respond to the expectations and demands of ethically minded consumers. Corporate social responsibility, environmental sustainability and international labelling standards, such as Fair Trade, are aspects of the private sector in which a degree in Global Development can be highly relevant.

Many profit-seeking companies employ individuals who can demonstrate a commitment to social and environmental issues and are able to contribute fresh ideas and innovative solutions.

Private sector companies do not necessarily have staff responsible for community development projects or sustainability initiatives, but may instead partner with development organisations and carbon offsetting schemes. These activities are often managed through marketing and PR factions rather than by people with expertise in development or the environment. Therefore, as a fairly recent and developing field, the ethical and environmental side of the private

sector also gives you the chance to create your own opportunities by offering firms your know-how and drive to improve practices.

GRADUATE SCHEMES

Private sector graduate schemes may provide you with an excellent opportunity to develop new or improve existing skills after graduating from university. They may seem difficult to apply for, as companies often categorise different graduate streams in narrow ways and do not have a “Degree in Global Development” box that you can tick in order to indicate where your expertise lies. However, this does not mean that you cannot apply, but rather serves as a reminder that relevant jobs are not always obvious and easy to access directly.

EVENT MANAGEMENT

Gaining valuable experience in administrative work and planning logistics, as well as meeting people in the development industry are just some of the benefits of getting involved in event management. Large international conferences always need volunteer helpers, and paid positions can be found in organisations that run a lot of fundraising events. Even if an event is not strictly related to development, event management encompasses many skills employers across sectors are looking for. You will be able to demonstrate that you are an organised, innovative and hard-working employee with experience of working under pressure.

Why not get in contact with companies to discuss your ideas about how they could do things better, and how you could help them make a difference.

CONSULTANCY

Development consultants offer clients professional advice on their area of expertise to help the client with a particular project, such as the design of a development programme. Consultants either work for a consultancy firm or are self-employed. Often, consultancy is closely linked to research, so a company may offer both consultancy and research services. There are many roles available within this category, because consultants usually offer specialist knowledge. Due to the importance of professional expertise, consultants usually have many years of experience working in different roles within the development sector. Getting a job with a consultancy firm can be difficult for recent graduates and may require Master’s level qualifications. However, a number of firms do offer internships to graduates and this may be a good way to get your foot in the door.



Development Consultant Development Economist Development
 Researcher Event Management Community Development
 Manager Media Officer Corporate Social Responsibility
 Manager Programme Officer Project Officer Peaceworker
 Policy Adviser Funding Officer Compliance Officer Business
 Development Manager Funding Coordinator Business Analyst
 Corporate Partnerships Manager Fundraising Manager
 Country Director International Programmes Manager
 Disaster Risk Reduction Adviser Project Manager Policy and
 Advocacy Manager Capacity Building Expert Food Security
 Adviser Environmental Sustainability Manager Health Adviser
 Development Manager Communications Manager Humanitarian
 Officer Education Social Enterprise Officer Grants Compliance
 Officer Monitoring and Evaluation Manager Child Protection
 Officer Forestry Officer Fisheries Manager Public Engagement
 Coordinator Logistics Manager Campaigns Manager Media and
 Advocacy Manager Social Media Officer Human Rights Officer
 Water Programme Manager Monitoring and Evaluation Adviser
 Education Programme Manager Agriculture and
 Natural Resources Manager PR Officer External Evaluation
 Consultant Grants Officer Country Manager Programme
 Administrator Regional Campaigns and Communications
 Manager Events Manager Head Of Impact and Effectiveness
 Volunteer Quality Officer Major Giving Manager Head Of
 International Youth Engagement Programme Accountant
 Governance Programme Officer...

WHAT COULD YOUR JOB BE?

OUR GRADUATE'S EXPERIENCE SOLA FAGBEMI

After completing my Master's degree in International Development at UEA, I returned to Nigeria to work with the Centre for Communication and Social Impact, a development NGO, for three years. Serving as a Digital Media, Documentation, and Research officer, I implemented a range of donor funded projects including research and strategic communications, particularly during the COVID-19 pandemic.

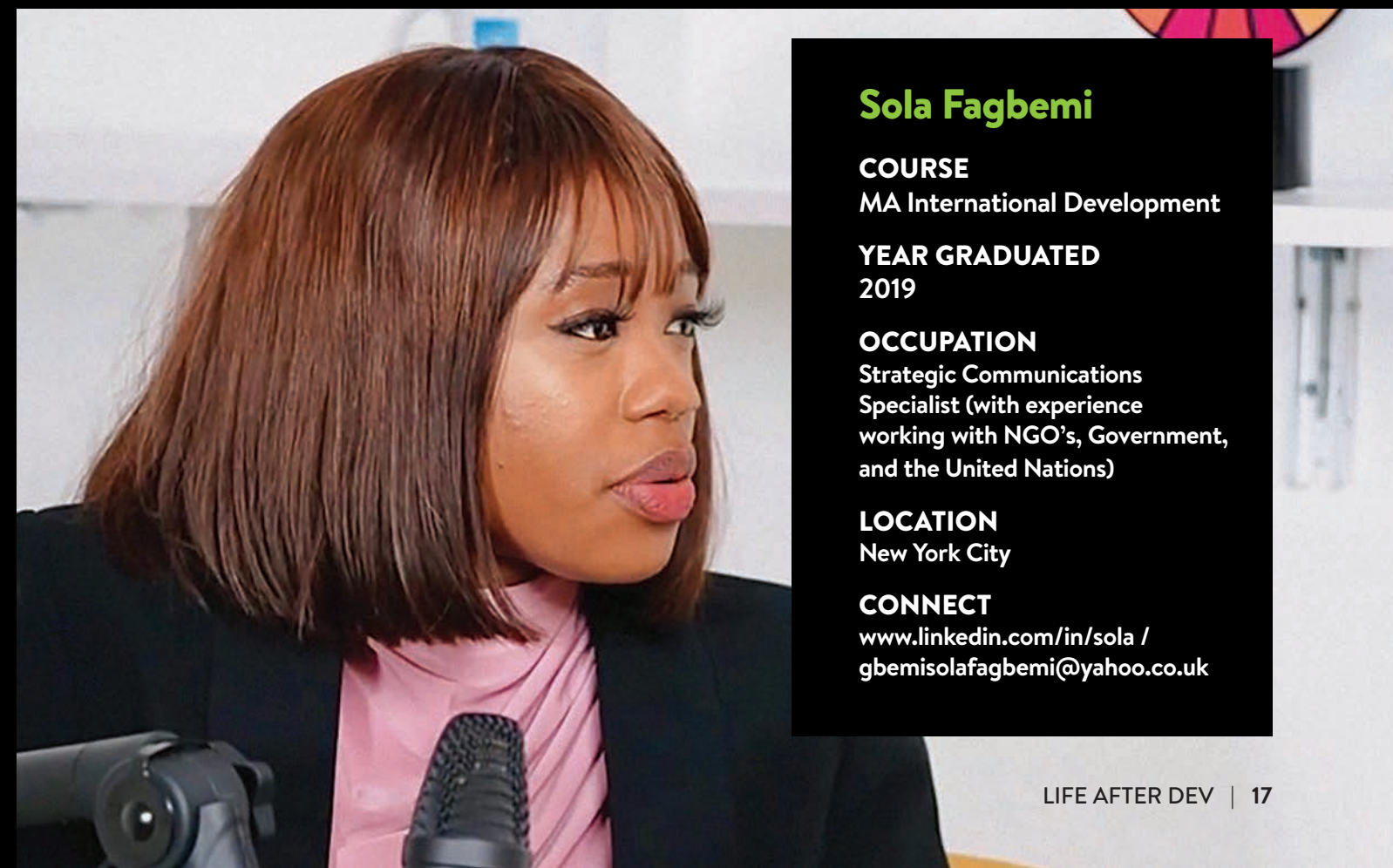
Afterwards, I took up positions as a Communications Associate and Communications Analyst at the United Nations Development Programme (UNDP), both in Nigeria and the

Bureau for Africa Headquarters in New York. In the past 18 months, I have had the opportunity to apply my technical skills while working closely with colleagues from 46 African countries and key stakeholders.

My advice:

I encourage you to follow your passion, build meaningful relationships, and say yes to opportunities as they arise because they may lead to more opportunities. Don't forget, career growth takes time and although you may not be where you want to be, stay hopeful and resilient!

Hosting a video-cast series at UNDP Nigeria



Sola Fagbemi

COURSE

MA International Development

YEAR GRADUATED

2019

OCCUPATION

Strategic Communications Specialist (with experience working with NGO's, Government, and the United Nations)

LOCATION

New York City

CONNECT

www.linkedin.com/in/sola/
gbemisolafagbemi@yahoo.co.uk

WHICH JOB IS RIGHT FOR ME?

Knowing what you want to do and what you are good at is important for many reasons. Use your time at UEA to explore your interests, identify your strengths and consider your goals.

A few lucky people seem to know instinctively what they want to do in life and simply get on with doing it. The rest of us have to try and work it out the long way. Think about who you are: what are your values, what is important to you, what do you enjoy, what motivates you (and what doesn't). Reflecting on your experiences, developing a realistic idea of who you are, what your strengths and what you additional skills or knowledge you need to develop are key steps in developing a career plan.

When thinking about which types of job are right for you there are a number of things that you may want to think about.

PERSONAL MOTIVATION

- Which aspect of development are you most interested in?
- What development issue are you most interested in or concerned about?

GOALS

- What do you enjoy doing and what do you hope to be doing: in 5 years, in 10 years, etc
- What can you do right now to move in the direction of meeting these goals?

KNOWLEDGE

- What knowledge do you have that others may find valuable?
- What knowledge do you need to develop?

SKILLS

- What skills do you have that others may find valuable?
- What skills do you need to develop?

EXPERIENCE

- What experience do you have?
- Which jobs/internships did / didn't you enjoy, why?

VALUES

- How do your values influence the aspect of development you are interested in/good at?

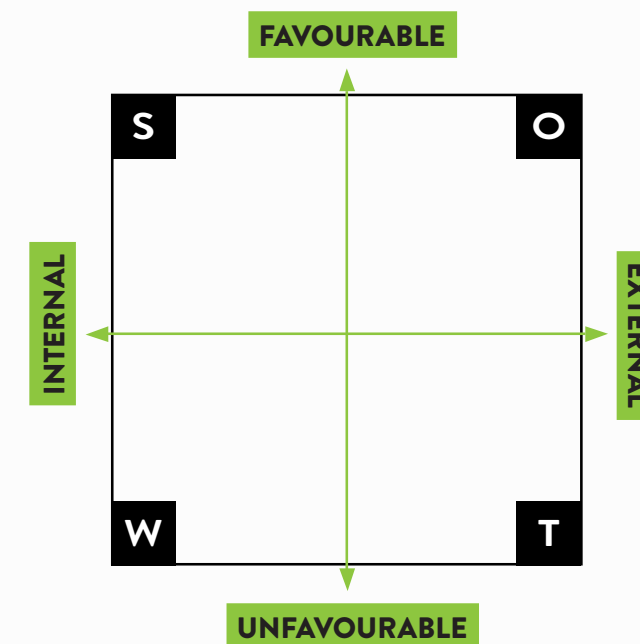
NETWORKS

- Who do you know that works in a area of employment that you are interested in?
- Who can you meet to get further information and advice?
- What events, opportunities or experiences are most likely to put you in contact with people who you can assist/can assist you?



SWOT ANALYSIS

An exercise that may help you with figuring out what skills you have and what you are good at is a SWOT analysis. Many of you will have used this as a tool to analyse projects and policies but it can also be useful for personal career planning.



INSTRUCTIONS

- Find somewhere quiet to work on this exercise; it will take around 30 minutes.
- Spend a few minutes thinking about where you imagine yourself 12-18 months after leaving DEV. Describe this in a few words on the top of a sheet of paper. If you don't know, then make an appointment with a UEA Careers Adviser to talk it through.
- Divide the remainder of the page into four sections labelled Strengths, Weaknesses, Opportunities and Threats.
- Think carefully about your Strengths. Write a list of all the qualities, abilities and skills, qualifications and experience you have, which may help you achieve your goal.
- Now do the same for Weaknesses. These can be areas you need to develop (e.g. public speaking) or personal attitudes you think limit you in some way (e.g. being shy).
- Now focus on external factors. Start with Opportunities. What specific opportunities are open to you that will move you in the direction of your goal (list at least 10).
- Finally look at Threats. What factors or conditions outside of your control have the potential to stop you from achieving your goal. How can you avoid or minimise the impact of these?

MAKING A PLAN

If you have completed each section of the SWOT analysis, you now have a rich pool of data to develop a personal development plan.

Look over the strengths and weaknesses categories and identify several strengths and weaknesses that you feel are most significant.

How can you maximise your strengths?

Which weaknesses can you do something about in the next month? In the next six months?

In looking at opportunities, which look most promising?

- Where can you get some more information?
- Start researching
- Who in your network can help or give advice?

In looking at the threats how can you avoid the worst impact of these threats or external limitations?

It may help to get a second opinion from a partner or a friend:

- Do they agree with your analysis?
- Can they identify additional strengths or weaknesses?
- Do they notice opportunities or threats that you haven't?

Think about the process. Does it feel supportive or critical? It is good to be able to respond to constructive criticism.

Use this space to write three things you can do right now to bring you closer to your chosen goal:

HOW DO I TRANSLATE MY SKILLS FROM DEV INTO A CV OR JOB APPLICATION?

DEV graduates should be well placed in the job market since they can offer potential employers not only their knowledge of development but many transferable skills too.

These are skills you learn as part of your degree, such as the ability to analyse information or situations, construct evidence-based arguments, problem-solve, etc. You can also gain relevant skills through work experience opportunities, volunteer work, part-time work and practical training.

CV AND APPLICATION TOP TIPS

- Update your CV regularly so you can keep track of everything you do. It is easy to lose track after you leave university
- Tailor your application to the job you are applying for, what are they asking for? Avoid sending out a generic application.

- Have a master CV with all your jobs and experience. When you apply for jobs just select the most relevant bits in order to create a CV that is specific to the job application
- Keep it relevant, you don't have to include everything
- Be concise. Usually a CV should be no more than two pages, although an academic CV can be longer.
- Make it look professional. You can be imaginative but don't put funny symbols or use fonts such as Comic Sans MS. Also make sure you have a professional-sounding email address, don't keep the one you created when you were 13
- Remember to include your correct contact details
- When writing about your experience, include examples of the skills you developed and the impact you had. Think about the actions you took and results you achieved.

EXAMPLE

'Responsible for delivering Tesco groceries' can become...

As a Tesco Delivery Driver I managed a complex schedule of 200 household deliveries per week achieving consistently high customer satisfaction.

I trained and supervised four new delivery drivers in safe, client focused, timely distribution techniques. My performance was recognised in my award of 'Employee of the month' for the Ipswich Road branch.

DEMONSTRATING KEY COMPETENCIES

It helps to keep an eye on jobs that are being advertised. These are a good indicator of the kinds of skills that will help you to get employment when you graduate.

Most job applications ask you to demonstrate key competencies. There are a number of skills and qualities which organisations look for when recruiting, and many of these skills can be developed during your time in DEV. Depending on the job role there may be some more specific skills you need to develop. What follows are general skills you may be asked to give evidence of. It is not a comprehensive list, but gives you an idea of the kinds of skills you may need.



COMMUNICATION

IN WRITING Communicating ideas or facts effectively to others in writing.

TOP TIP

This will more likely be judged through the spelling and grammar in your application form, cover letter and CV; always check through your applications carefully and make sure your answers are concise and to the point. Ask somebody else to proof read your final copy.

EVIDENCE

Writing up a project or dissertation, writing for a course placement, writing for the student newspaper, writing a DEV blog.

VERBALLY Able to express your ideas and views clearly and confidently.

EVIDENCE

Giving presentations, participating in seminars, working as a receptionist as a part-time job, lobbying or petitioning for a cause.

EXAMPLE ANSWER

“While at university I was part of an active community against people trafficking through the organisation Stop the Traffik. I was responsible for raising awareness about the problem of trafficking; educating people how it affects them and what they can do about it. As a result of my persuasive communication 20 new people became members of the group and we were able to lobby government more effectively.”

“

Every job you take on will be a learning experience. Reflect on what you have learnt and what skills you have gained or strengthened and this will help you get a new job. Be critical as well and think what you like / do not like about a job and work around your strengths when you apply for jobs.

Stephanie Wies, DEV graduate, now working for SOS Children’s Villages as development education officer

ANALYTIC/RESEARCH SKILLS

The ability to assess a situation, seek multiple perspectives and identify key issues that need to be addressed.

EVIDENCE

Researching for essays and dissertation, student journalism, modules that include policy analysis.

TOP TIP

Remember that DEV has a reputation as a top institution for Global Development. Make sure you mention the emphasis placed on developing critical reasoning.

TIME MANAGEMENT

The ability to effectively use time management as a regular part of a job.

EXAMPLE ANSWER

“During my degree I also worked part-time as a receptionist in a local company. In managing both my degree and my job I demonstrated an ability to organise my time effectively. During this time I did not miss a deadline and I was able to financially support myself through university.”

EVIDENCE

Balancing your studies with a part-time job or volunteer placement, managing the challenges of an internship, coping with family problems.

MULTICULTURAL SENSITIVITY/AWARENESS

Recognising diversity and being sensitive to other people and cultures.

TOP TIP

DEV students have an unusually high level of multicultural experience which builds high levels of maturity and personal responsibility. Make sure you recognise and emphasise these strengths when searching for jobs.

EVIDENCE

Volunteer placement or internship in another country, managing group work with people from different cultures, volunteering with a local agency concerned with people from different cultures.



TEAMWORK

Being able to work as part of a team in a professional manner to achieve a common goal.

EVIDENCE

Working on a group project, charity fundraising, team sports, working in a busy office, being part of a team of volunteers.

EXAMPLE ANSWER

“During my degree I participated in an optional ethnographic film-making workshop. The workshop was five days long and in this time we worked as a team of four to create a short ethnographic film on a local drama group. After we had thought of the idea for our film we decided that the most effective way to achieve our goal would be to divide up tasks. It was my role to identify an appropriate group and to approach them to see if they would be willing to participate. I was able to identify and gain consent from a group nearby and this enabled my team to start filming promptly, allowing us to complete our film in the allotted time. This film was shown in a screening the following week and we invited the members of the drama group to attend.”

FLEXIBILITY

Openness to new ideas and concepts, being able to work independently or as part of a team, and able to carry out multiple tasks/projects.

EVIDENCE

Managing studies and job/volunteering, working/volunteering in another country, managing group work.

TOP TIP

When filling in an application form, use the key words that they put into the person specification.

EXAMPLES

“Ability to work flexibly on own initiative and as part of a team.”

Aim to integrate these words into your answer as you demonstrate these competencies.

OUR GRADUATE'S EXPERIENCE BECCA MORRISON

After completing my BA in International Development, I transitioned into a full-time role as Marketing Manager with the charity where I completed my final-year placement. The organization operates in rural Malawi, dedicated to creating brighter futures for young children through free education, healthcare and community outreach.

My experience with this educational charity created a passion for education, inspiring me to pursue a PGCE in Secondary Teaching. I am now a Religious Education and Citizenship teacher in Dereham. Looking ahead, I aspire to channel this passion back into global development, with a particular interest in enhancing curricula in under-resourced schools abroad.

What's your top advice for current students?

Take every opportunity that comes your way; it can make all the difference. Reflecting on my own experience, I can confidently say that taking advantage of these opportunities shaped my career in ways I never anticipated. Engage with your advisor and lecturers about your career goals and interests—don't worry if these evolve over time, as that's completely normal! Career Central was instrumental in helping me clarify my aspirations and provided invaluable guidance, even as I transitioned into a new career after completing my degree.



BECCA MORRISON

COURSE

BA International Development
with Placement

YEAR GRADUATED

2021

OCCUPATION

RE and Citizenship Teacher

EMPLOYER

Northgate High School

LOCATION

Dereham

WHERE CAN I FIND OUT MORE?

There is a wide variety of resources available to you while you are in DEV – make the most of them!

Go to events, seize opportunities and utilise the services offered by UEA. You will probably never have another time when it is so easy to access so many resources.

OPPORTUNITIES

PROFESSIONAL SKILLS TRAINING COURSES

A great way of improving your chances in the job market is to boost your practical skills. One of the things that makes DEV unique is the provision of 1 to 5 day professional training courses for Undergraduate and Master's students in a range of topics. These short courses are optional and are held over weekends or university holidays. They can teach you valuable skills to help prepare you for work in the development sector.

Most of these optional courses involve a nominal fee to students (around £10–£15 per day) with the full cost of

running the workshop heavily subsidised by DEV.

Previous 1-2 day workshops include:

- Branding for Development
- Fundraising in Development
- Introduction to Impact Evaluation
- Infographics
- Participatory Photography

Previous 3-5 day courses include:

- Essentials of humanitarian practice
- Filmmaking for development
- Introduction to GIS and Mapping in Development

WEEKLY RESEARCH SEMINARS

You may not always feel like attending extra lectures but the DEV Research seminars give you a great opportunity to learn more about the topics that really interest you. They also help you keep up-to-date with recent research trends, and give you the chance to talk to postgrads and academics, thereby helping you to develop those all-important networking skills.

EMAILS

Although you get loads of emails and it is tempting to ignore them, DEV does send out a lot of really helpful information about jobs and organises events such as talks by local employers or NGOs. These events are a great opportunity to find out what kind of opportunities are out there and to network with employers.



EVENTS

CAREERS EVENTS

Throughout the year, UEA also hold careers events for students and recent graduates. These include talks, workshops and fairs facilitating those valuable opportunities to network with a range of employers.

WORKING IN DEVELOPMENT SEMINAR SERIES

DEV hosts a number of seminars and events throughout the year provided by speakers from various organisations discussing themes around the topic of working within the development sector. These are key opportunities to find out about different sectors within Global Development.

The emphasis of these events is to connect students with UEA alumni and development practitioners from a range of leading NGOs, government agencies, consulting companies and other organisations working on development or similar issues in the UK.

This takes place through a mixture of key-note speakers and informal talks intended to allow plenty of opportunity for you to ask questions about practical issues related to finding work in the sector, challenges of working in the field, or the skills, experience and qualifications that are expected in particular jobs.

SERVICES

The university provides excellent careers help and support for students from day one. The UEA Careers Service, CareerCentral offers a wide range of services; whether you need help in thinking about your options post-graduation, or someone to look at your CV and help you with an application, or point you towards interesting job, internship, volunteering and mentoring opportunities. Whether you have no idea what you want to do, or have a clear career idea in mind, you can book time to speak to a Careers Adviser for support and guidance. Appointments can be booked via mycareercentral.uea.ac.uk, popping in to the CareerCentral welcome desk in the Library or by emailing career.central@uea.ac.uk. In addition, you can access at any time a very wide range of career and employability resources online – advice, job vacancies, volunteering opportunities, events, employer information and much more.



Ryuta worked as an intern and consultant for the United Nations industrial development organisation. He then joined the Nissan motor company in 2003. As a global marketing manager he was responsible for the successful global launch of the world's first ever mass-produced electric car.

Ryuta Hiratsuka, DEV graduate



Make the most of any informal social opportunities to network with the speakers from the various organisations.

A FEW WORDS FROM UEA CAREERCENTRAL

UEA CareerCentral is your dedicated careers service ready to help you explore your options, build your work experience and increase your confidence to succeed. We are with you every step of the way, whether it's: deciding what you want to do, applying for volunteering or a part time work, help with a career change, support with your further study destination or setting up your own business.

With a hub in the library and a dedicated online portal mycareercentral.uea.ac.uk CareerCentral is a hybrid service offering you flexible careers support. We connect you with employers and voluntary organisations to help you understand what interests you. We work closely with DEV to offer a comprehensive programme of sessions to help you develop your career management skills, meet employers at events and offer one-to-one guidance.

We are here to help you find the opportunities and careers that truly fit you, while you are at UEA and for three years after you graduate.



FURTHER INFORMATION

Whether you have a clear idea of what you want to do or you're still working it out, there are a number of places you can look for more information or opportunities.

Below are some suggestions but our list is not exhaustive. Always be on the lookout for new sources of information.

VOLUNTEERING

The UEA CareerCentral can offer specific advice on matching students up with volunteer opportunities.

Here are some of the charities with which DEV students can volunteer:

- Amnesty International
- MIND Inclusion (working with migrants with mental health problems)
- Mudeka Foundation
- New Routes
- Oxfam
- Red Cross

There are also a number of university societies that DEV students might want to volunteer with, including:

- DEVSoc
- Friends of MSF
- Model UN

VOLUNTEER ORGANISATIONS

VOLUNTARY NORFOLK
www.voluntarynorfolk.org.uk

VOLUNTARY SERVICES OVERSEAS
www.vsointernational.org

UN VOLUNTEERS
www.unv.org

SKILLSHARE INTERNATIONAL
www.skillshare.org

WORK AWAY
www.workaway.info

GRASSROOTS VOLUNTEERING
www.independentvolunteer.org



Browse the websites over the next few pages to find the ones that interest you, check them regularly and sign up to their job alert emails.



JOB SITES

CHARITY JOB
www.charityjob.co.uk

DEV NET
www.devnetjobs.org

DEVELOPMENT AID
www.developmentaid.org/

DEVELOPMENT GATEWAY
www.developmentgateway.org

EARTH WORKS JOBS
www.earthworks-jobs.com

ELDIS
www.eldis.org/

EURO BRUSSELS
www.eurobrussels.com

IDEALIST
www.idealist.org

LOCAL GOVERNMENT CAREERS
www.lgjobs.com

MILKROUND
www.milkround.com

PROSPECTS
www.prospects.ac.uk/graduate-jobs

RELIEF WEB
Reliefweb.int/jobs

TPP
www.tpp.co.uk

THIRD SECTOR
www.thirdsector.co.uk

ENVIRONMENT JOB
www.environmentjob.co.uk

DEVELOPMENT AID
www.developmentaid.org

UN CAREERS
Careers.un.org



DEV Student Innovation Summit, 2024. Credit: Ayoola Jolayemi.

VOLUNTEER ORGANISATIONS

**DIRECTORY OF DEVELOPMENT
ORGANISATIONS**

www.devdir.org

DEVELOPMENT STUDIES ASSOCIATION

www.devstud.org.uk

NGOS INDIA

www.ngosindia.com

BOND (ALSO HAS JOBS)

www.bond.org.uk

DEVEX (ALSO HAS JOBS)

www.devex.com

CHARITY CHOICE

www.charitychoice.co.uk

YOUR JOURNEY CONTINUES ENJOY LIFE AFTER DEV

University of East Anglia
Norwich NR4 7TJ
+44 (0) 1603 591574
uea.ac.uk

 @developmentuea |  @everyday.dev |  devschooluea |  UEA DEV