

Lecture 3 - Australian job market - Qualities that employers are looking for

- Technical Skills - although having technical skills is desirable, when you apply for an entry level role you learn a lot of things in the workplace, so for employers technical skills are not the most important skills that a candidate must have in order to get the role.
- Communication skills, important no matter where you work, because you need to exchange ideas, to express your thoughts, to understand people, and to also make them understand you. You also need an open body language, to come across as friendly and nice.
- Teamwork skills - nowadays people work in teams in most of the situations, so you need to get along well with your teammates. When your relationship with your teammates is good, your work together is good, and you get the best results.
- Leadership skills - this is not only about leading a team. Having leadership skills means that you take initiative, come up with ideas and positively influence your teammates for increased productivity.
- Presentation skills - as an engineer you will need to present your work in front of other people from your company or in front of external partners and stakeholders. You have to know how to make a good presentation, and how to use your body language in your advantage.
- Time management skills - it is always important to finish your tasks in a specific timeframe, and to work at a steady pace, not rushing, to avoid making mistakes.
- Attention to detail - sometimes this is vital. Imagine you write a number and you forget to add the last zero. It can become \$100,000, instead of \$1,000,000. Who will pay the difference?
- Open minded - you have to be always ready to understand a new approach, to adapt and apply it to your project. Many people use the same methods for years, over and over again, being 100% convinced that these methods are the best, when in fact, they don't want to even find out if there are also other methods available.
- Innovative and creative - there are always better ways to solve a problem. You need to learn how to become innovative and creative. People were not born with these skills, they learn them.
- Willing to learn - in a society in a continuous change, learning is a compulsory condition for an engineer to improve their skills, to gain new skills and to stay up to date with the latest tech trends
- Eager to improve - this is the human nature to improve your competencies, as the human society has evolved continuously.
- Open to new challenges - there will always be new situations that you deal with. An employee who is able to solve new and unexpected problems, for which there are no guidelines, is very welcome in any company.

Last, but not least, Adaptability and Flexibility are qualities that an engineer should have, especially when we consider a difficult period such as the COVID-19 one.

Advice to keep your job after you are hired

Be polite.

Be humble, never be arrogant, no matter how good you are professionally.

Understand that everybody is good at something and don't look down on people.

Be helpful with your teammates and with other people.

Don't do good things for people expecting a reward from them.

Don't try to force your point of view; instead, find ways to persuade people, give them solid reasons and use modern tools (such as visualisation tools) to highlight the advantages of your idea. Also, be realistic about the downsides, to show that you made a comprehensive and unbiased assessment of your idea.

Don't try to forcefully change people's mentalities. Changing the mentality sometimes takes years, even if your idea is great. Also, be open minded to the fact that each person has a different view about the same problem, based on their upbringing, educational background, previous experience and expertise and other factors. Your idea might be great, but also consider the option in which your idea might not be the best fit at that particular moment in time and accept other people's ideas with professionalism and respect.

Create a pleasant work environment.

Don't argue with your co-workers or your boss. If you have a suggestion or a different point of view about a topic, respectfully explain your idea.

Personal Development

To be a good professional, you have to consider the personal development, as well. A happy person works much better, and delivers the work in less time.

- Accept as many challenges as possible - going beyond your comfort zone helps you improve yourself as a professional, and as a person.
- Be always willing to learn new things - learning keeps your brain active. Attend online courses and read books every day.
- Before going to sleep in the evening, ask yourself if you did something to improve yourself during that day. If you find something, that's great!
- Also, before going to sleep, have a clear plan for the following day, in terms of work and study. This will help you start the day knowing exactly what you have to do, and therefore you are much more efficient.
- Take small steps and be realistic when you make the plan - don't underestimate the time it takes to complete a task when you do your planning, to avoid being disappointed that you didn't finish it in the allocated timeframe.
- Good habits are important. There are good habits and bad habits. Drinking a glass of alcohol every evening is a bad habit. Waking up at 6 am and running for 30 mins every morning, is a good habit. Good habits help you be healthy and in a good

mood. This means that you will be able to work more and better, to have good results and to feel accomplished.

- Plan your career ahead. Try to see the big picture: where you want to be in the future, what job you want to have. Then try to find the path to get there.
- Improve your English skills - this is a process that takes a long time, and a good engineer must have very good English, both verbal and written. To improve your communication skills in English, go on LinkedIn learning and search for "communication". There are many courses that are able to help you improve your English communication skills.

For your personal development, I would like to recommend you a book:
Atomic Habits Tiny Changes, Remarkable Results by James Clear