

CAREER

tracks

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EXPERTISE

• EXPERIENCE

• OPPORTUNITIES

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MHA UNIFORMED SCHOLARSHIP

(Application opens from 1 September to 15 March of the following year)

WELFARE & BENEFITS



* Benefits might defer based on scholarship tier and requirements

ELIGIBILITY

- Singapore Citizens or Permanent Residents intending to take up Singapore Citizenship
- Have a GCE A-Levels, International Baccalaureate, Polytechnic, or high school diploma/ certificate
- Possess good results and Co-Curricular Activities (CCAs) records
- Display strong leadership qualities
- Perform well in National Service (for male applicants)
- Medically fit (PES A or B)

BOND PERIOD*

- 4 Years for local studies
- 5 Years for studies in non-English speaking countries
- 6 Years for studies in English speaking countries

* Bond period commences on the day scholarship recipients assumes official duty after completing their studies

SCHOLARSHIP TIERS

- Singapore Merit Scholarship*
- Singapore Government Scholarship
- Paramedic Scholarship*
- Local Merit Scholarship
- Home Team Local Study Award

* Candidates aspiring for the Singapore Merit Scholarship tier should qualify and excel in Officer Cadet School or Rota Commander Course
Course of study: Para-medicine or related disciplines in Emergency Health or Clinical Practice

APPLICATION PROCESS



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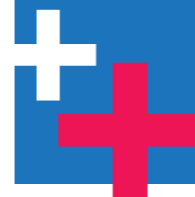
ap.mitsuichemicals.com

For recruitment enquiries, email us at recruit_sg@mitsuichemicals.com.

DIRECTOR'S MESSAGE

AMBITION + ACTIONS = ACHIEVEMENTS

CREATE THE FUTURE YOU WANT TODAY



Dear Students,

Have you thought about what your future might look like? Perhaps you see yourself landing a good job, applying for your first HDB flat, and starting a family. Or perhaps you are thinking of starting a business or tackling a real-world problem that matters to you. Whatever your vision, I believe most of you would have an optimistic picture of what lies ahead.

There are countless of successful graduate stories from NTU. Take Shao Jun, for example, our recent graduate from the Class of 2024. She made the most of her time in NTU by actively participating in industry events and taking on multiple internships alongside her studies. In her story on page 43, she shares how these experiences helped her gain insights into roles in Media and Communication.

We want all of you to become success stories. From your very first day at NTU, the Career & Attachment Office (CAO) is here to support you on your journey to your first full-time job. Our aim is for you to graduate from NTU with clarity about your career ambitions and to have a coveted job upon graduation.

Let us break down the steps to make your future happen today:

Year 1

It is never too early to start planning for your future career. Take advantage of the plethora of career activities available on campus! Attend career fairs and company talks to engage with recruiters and company representatives to gain insights from industry professionals. Start connecting with mentors and attend alumni sharing sessions to build your network.

Year 2

In your second year, be ready to identify your strengths, interests and initial career goals, and acquire internship preparation skills through the ML0004 module (Career and Innovation Enterprise for the Future World). Take on non-credit bearing internships and participate in case competitions to gain real-world experiences. Attend industry events and company talks to increase your awareness about different industries and what employers look

for. Go on company visits to get a sense of different workplace cultures. Having industry experiences will help set you apart when the time comes to apply for internships and jobs.

Year 3

By your third year, you should be setting a clear direction for your future career. Participate in networking events with mentors and alumni to expand your professional network. Take on a meaningful credit-bearing internship with the prospect of a full-time job conversion. Consider participating in overseas internships or projects that will provide you with global perspectives valued by employers.

Final Year

Start your job search early, ideally in Semester 1. Attend recruitment events and career fairs to connect with employers. Work with your career coach to refine your job search strategies and for mock interviews. Stay connected with mentors and alumni to uncover job opportunities and insights.

Finding the "right" job is not easy, but you can help your future self by starting career planning early. Keep an open mind and be flexible to opportunities that you may not have considered before. Remember, having the right mindset not only helps you navigate challenges, it also makes you stand out amongst your peers. Be curious, adaptable and resilient. Own your career goals starting from today. We wish you all the best on this journey!

Enna Tan

Director
Career & Attachment Office





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Career Skills/ Career Coaching:

Career & Attachment Office
Nanyang Technological University
Student Services Centre, Level 1
42 Nanyang Avenue
Singapore 639815

Internship/ Industry

Relations 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

✉ cao@ntu.edu.sg

🌐 ntu.edu.sg/cao

Get social with us:

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📷 [caontusg](#)

🌐 [cao-ntusg](#)

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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 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 Experiential Programmes
- + Network with Industry Professionals
- + 'ConnectingMinds' with Industry 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 Industry Relations Consultants to have a better understanding of employer expectations and application processes.

- + Internships and Global Experiences
- + Career Planning with Career Coach
- + Industry Insights from Industry Relations 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.

- + Industry Experiential Programmes
- + 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.

- | | | | |
|--|----------|--|----------|
| <input type="checkbox"/> Meet your Career Coach
• Identify career goals, strengths and skills | S | <input type="checkbox"/> Enrol in ML0004 Module
• Acquire internship prep skills | S |
| <input type="checkbox"/> Attend Career and Employability Skills Workshops
• Acquire personal brand, build LinkedIn profile | S | <input type="checkbox"/> Attend Career and Employability Skills Workshops
• Develop communication and workplace-ready skills | S |
| <input type="checkbox"/> Participate in NTU Xperience
• Job shadow to understand different job roles | S | <input type="checkbox"/> Meet your Career Coach
• Explore and prep for internships | O |
| <input type="checkbox"/> Connect with Mentors in ConnectingMinds
• Increase awareness of the working world | O | <input type="checkbox"/> Speak with an Industry Relations Consultant
• Acquire industry insights and employer expectations | O |
| <input type="checkbox"/> Attend Alumni Sharing/Peer Mentor sessions
• Network and learn from seniors | O | <input type="checkbox"/> Participate in Hackathons
• Gain skills and experiences | O |
| | | <input type="checkbox"/> Attend Company Visits
• Obtain insights on company cultures | O |
| | | <input type="checkbox"/> Embark on Part-Time Work/Internships
• Build work experiences | D |

Year 2

Year 3

- | | |
|---|----------|
| <input type="checkbox"/> Embark on Credit Bearing/Global Internships | D |
| <input type="checkbox"/> Meet your Career Coach
• Develop post-internship strategies | D |
| <input type="checkbox"/> Network actively with Mentors
• Gain insights and knowledge and expand your network | D |
| <input type="checkbox"/> Attend Career and Employability Skills Workshops
• Enhance critical thinking and creativity skills | A |
| <input type="checkbox"/> Join Networking Events
• Connect with employers and explore job opportunities | A |
| <input type="checkbox"/> Participate in Hackathons
• Enhance career portfolio | A |
| <input type="checkbox"/> Take part in Competitions
• Gain additional skills and experiences | A |

Year 4

- | | |
|---|----------|
| <input type="checkbox"/> Start Job Applications from Semester 1 | A |
| <input type="checkbox"/> Attend Career and Employability Skills Workshops
• Hone data and digital skills | A |
| <input type="checkbox"/> Meet your Career Coach
• Fine-tune job search strategies | A |
| <input type="checkbox"/> Speak with an Industry Relations Consultant
• Prep for company-specific interviews and application processes | A |
| <input type="checkbox"/> Connect with Mentors
• Acquire job insights and uncover opportunities | A |
| <input type="checkbox"/> Attend Recruitment Events and Career Fairs | A |
| <input type="checkbox"/> Access Career Portal for career resources and job openings | A |



SELF-ASSESSMENT



EXPLORE OPTIONS



SET DIRECTIONS



TAKE ACTION

delaware
we commit. we deliver.

empowering talent.
shaping the future.

At delaware Singapore, we're more than just a technology consulting company - we're partners in innovation. Specializing in SAP and Opentext solutions, we help businesses across industries streamline processes, enhance decision-making, and accelerate growth.

With over 4,600 professionals across 19 countries, we combine deep technical expertise with a people-first approach to drive real, sustainable impact.

ready to kickstart your career as a
consulting analyst?

As a Consulting Analyst, you'll work with clients to solve real business challenges, gain hands-on SAP and Opentext experience, and develop your skills in a supportive, innovative environment.

your future begins here.
apply today.



CAREER SKILLS & ADVICE

LEARNING+SKILLS
= EXPERTISE

LEARNING+SKILLS
= EXPERTISE

LEARNING+SKILLS
= EXPERTISE

LEARNING+SKILLS
= EXPERTISE

LEARNING+SKILLS
= EXPERTISE



KNOW YOURSELF AND FIND YOUR PURPOSE

To make good career decisions, it is essential to start by understanding what you want. Discover your VIPS (Values, Occupational Interests, Personality Style and Skills) to gain a clearer understanding of your strengths and your inclinations. It is equally important to recognise what the world needs so that you can find fulfilment in contributing to society, while growing both professionally and personally for the long-term.

KNOW WHAT YOU WANT AND WHAT YOU ARE GOOD AT

Values are the guiding principles that give you a sense of purpose and help maintain career satisfaction over time.

Ask yourself:

- + What motivates you and why?
- + What qualities are most important to you?
- + What kind of lifestyle are you seeking?

Occupational Interests refer to the work activities you enjoy and feel passionate about. By identifying where your interests lie, you can choose a career that offers 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. It influences how you interact with others, process information and make decisions. Understanding your personality style can help you find work environments where you thrive.

Ask yourself:

- + Do you prefer working in a team or alone?
- + Are you more comfortable with a fixed or flexible work schedule?
- + How do you like to communicate – verbally or in writing?

Skills are your unique abilities, talents and strengths. These can include technical skills that are specific to your field of study or transferrable skills such as communication skills, teamwork, or problem-solving. 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 been praised or recognised 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 stay informed about the evolving economy to spot emerging in-demand roles. Identifying where you can contribute can lead to a more meaningful and fulfilling career.

Explore the job market. Research market trends, industry outlooks, and challenges faced by industries that interest you. Speak with industry professionals, alumni and mentors 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 an everchanging Volatile, Uncertain, Complex and Ambiguous (VUCA) world of work?

HOW DO YOU START

Start by making a list of industries and job roles that interest you. Do not hesitate to include roles or industries that you may not have considered before. Be curious and keep an open mind to discover the wide range of career opportunities available through job shadowing, internships and career events. Speak with our [Industry Relations Consultants](#) to gain deeper insights into different industries. Join NTU [ConnectingMinds](#) and be mentored by a community of alumni mentors.

The job search and career journey can present challenges, so it is important to stay flexible and adaptable. Keep up-to-date with emerging industry trends to remain relevant in the job market. Above all, enjoy the process and maintain a positive attitude!



If you are not sure of your VIPS, speak to your [Career Coach](#) who can help you kick-start your career exploration.

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 allow 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 job market outlook and current job trends. Make a list of your targeted industries, companies and positions so that you can focus your search efforts on where your coveted roles are. Research 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 such as LinkedIn.



CUSTOMISE YOUR RESUME AND LINKEDIN PROFILE

Recruiters spend an average of less than 10 seconds reviewing 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 position 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 discover job opportunities. Ask for introductions to professional connections. Attend all information sessions and recruitment events, whether virtually or in person. In addition to applying for jobs, subscribe and participate in LinkedIn interest groups and proactively reach out to industry professionals and recruiters through email or LinkedIn messaging.

BUILD A PROFESSIONAL ONLINE 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 online profiles so they do not negatively 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.



Do you know that nearly 70% of job openings are not advertised? Speak with our [Industry Relations Consultants](#) to gain deeper insights on industries and connect to the industries you are interested in.

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.

URL

Have a personalised LinkedIn URL to make it easier for people to find your profile. Keep it between five and 30 characters.

PHOTO

First impression counts. Use a recent professional headshot with a neutral background where you look presentable and are dressed appropriately. Adding a profile picture will attract more viewership to your profile. Ensure that the photo is at least 200x200 pixels so it appears sharp on your profile.

SUMMARY

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

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

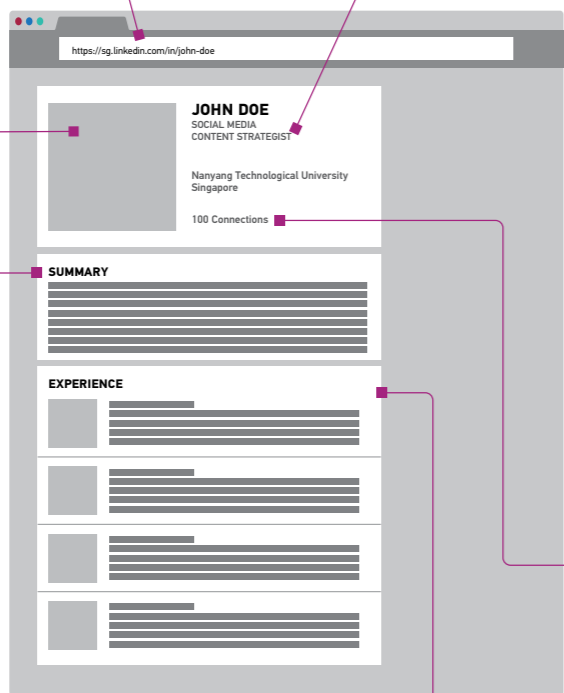
HEADLINE

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 you know such as your professors, recruiters, alumni, friends and family members. Join LinkedIn groups to tap on their networking potential.



EDUCATION

Include your educational experiences and any relevant training or certificate courses that you have completed.

SKILLS

Members who add five or more skills receive up to 17 times more profile views. Identify at least five skills that define your expertise, experience and achievements. Keep in mind the industries and jobs you are going for and include skills that are a good match for these industries and jobs. You can also take a skills assessment to earn a badge.

Invite your connections to endorse your skills publicly. Be sure to offer endorsements for the repertoire of skills listed by your connections too.

INTERESTS

Identify common interests with your target audience and try to build a rapport with them. Provide more information about your interests as this may attract a recruiter's attention.



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

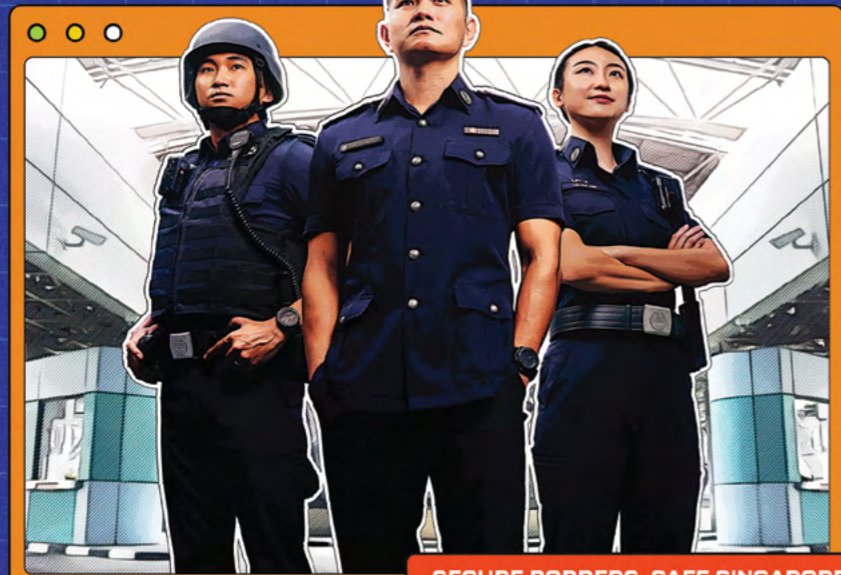
"Attending two workshops by CAO completely transformed my understanding of resumes and LinkedIn profiles. In the first workshop, I realised the power of LinkedIn in Singapore's job market and the importance of crafting concise, impactful resumes using the STAR framework. By the second session, I was applying these insights and received valuable feedback from the trainer, which helped me further refine my approach. Her guidance not only sharpened my resume but also taught me how to maintain a consistent personal brand across all platforms."

Lim Zhan Feng, Nanyang Business School

Attend CAO's workshop to learn more about optimising your resume and LinkedIn profile. Make use of **VMock Aspire** offered by CAO at www.vmock.com/ntu to make your profile stand out.

IMMIGRATION & CHECKPOINTS AUTHORITY

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WWW.ICA.GOV.SG/CAREERS

LEARN MORE



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!

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.

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 how your KSAs match the JD using the **STAR method**.
- + **Use strong action verbs** and substantiate your experiences and achievements with quantifiable data.
- + Refer to the JD to pick out **industry-relevant keywords** that recruiters may be looking out for and include them in your resume.
- + **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.

WHAT IS THE STAR METHOD?

SITUATION

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 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 this [Resume Template](#) as it is professional, clean, simple and applicable for most jobs. It 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 best result, always customise your resume to the job description and requirement.

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)

Resume

Resume

John Tan | Mobile No.: 9123 4567 | Email: ~~JohnPartyBoy@gmail.com~~ | ~~Address: Blk 123, Singapore Road, #04-567, Singapore 123456~~

EDUCATION

- Nanyang Technology University, Singapore** (Aug 2021 – May 2025)
Bachelor of Engineering (Mechanical Engineering) with Second Major in Business
- University of Copenhagen** (Sep 2024 – Dec 2024)
Student Exchange Programme
- Singapore Junior College** (Jan 2017 – Dec 2018)
GCE A Levels | GP: B, Mathematics: A, Physics: B, Economics: C
- Singapore Secondary School** (Jan 2012 – Dec 2016)
GCE O Levels | English: B, Chinese: B, Mathematics: A, Physics: A, Chemistry: B, History: B, Literature: B
- Singapore Primary School** (Jan 2006 – Dec 2012)
PSLE

FINAL YEAR PROJECT

- Nanyang Technology University, Singapore** (Aug 2024 – May 2025)
I designed a bike-sharing system for my final year project.

INTERNSHIP EXPERIENCE

- Total Utility Pte Ltd** (Jan 2024 – Jun 2024)
Operations Processes Department, Intern
I worked in the Biogas Engine and Thermal Hydrolysis Plant

WORK EXPERIENCE

- The ABC Bank Limited** (Jun 2024 – Aug 2024)
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 countries' market entry strategies.
- XYZ Restaurant Pte Ltd** (Jan 2021 – Aug 2022)
Part-Time Waiter
I worked as a part-time waiter at XYZ Restaurant. I was also kitchen assistant during peak hour mealtimes and assisted in food preparation when necessary.

CO-CURRICULAR ACTIVITIES

- Engineering Club** (Jan 2023 – Jun 2023)
Vice President
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 consistent message across various platforms to recruit new club members.

SKILLS

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.

HOBBIES AND INTERESTS

I enjoy travelling, playing the guitar and piano and basketball.

Annotations:

- Use a professional email address!
- Residential address is not required in your resume.
- These information are too dated and are not relevant.
- Consider if this experience is relevant to the role you are applying for. If it is, elaborate on relevant skills you have for the role.
- Make section headings more apparent and easier to read.
- This is a common mistake. It should be 'Technological', not 'Technology'.
- Proofread to ensure that your documents are free of grammatical, spelling and punctuation errors!
- Use action verbs and substantiate your experiences and achievements with quantifiable data.
- Sentences are too long and difficult to read. Break them down into succinct bulleted points.

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

EDUCATION

- Nanyang Technological University, Singapore** Aug 2021 – May 2025
Bachelor of Engineering (Mechanical Engineering) with a Second Major in Business
 - Dean's List for Semester 1, Academic Year 2022/2023
 - Expected Honours (Distinction), Current CGPA: 4.30/5.00
- University of Copenhagen** Sep 2024 – Dec 2024
Student Exchange Programme
 - Gained new perspectives and insights into European Union economic issues through discussions in class

ACADEMIC PROJECT

- Nanyang Technological University, Singapore** Aug 2024 – May 2025
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 2024 – Jun 2024
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 2024 – Aug 2024
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 2023 – Jun 2023
Vice President
 - 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)

Annotation:

- SAMPLE (EXCERPT)

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 is also an opportunity to showcase 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.

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



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.

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.

Download our **Cover Letter Template** [here](#)

#ASKCAO: HOW IMPORTANT IS GPA IN GETTING YOUR FIRST JOB?

Would you rather have a GPA of 5.0 but no relevant work experience, or have a lower GPA but equipped with relevant skills and experiences sought after by employers? This brings us to the question: How important is GPA in securing your first job upon graduation?

We polled some students and here's what we found out:

DO YOU THINK GPA IS IMPORTANT IN SECURING YOUR FIRST JOB?



76.6%
Yes, GPA is important

23.4%
No, GPA is not all that matters

Having a good GPA will certainly open many doors for you but most of the employers we have spoken to mentioned that they want people with the right skillset and a good attitude.

Employers look out for various attributes. GPA may play a part in helping to showcase a good overall candidate profile. Thus, getting you an interview.

Importantly, reflect on how your journey and the processes you learnt along the way in acquiring your GPA has helped you become a better person.

You may have developed good time management skills, the ability to work effectively as a team member, an understanding on how to research and use online resources, and more. These are areas to be proud of that you should share with employers during an interview.

Understand the job search recruitment process and interview stages you need to go through. Oftentimes you will find that employers assess candidates based on workplace practices, for example, through behavioural interview questions or aptitude tests that have nothing to do with your GPA.

While having a good GPA can open many doors, most employers we spoke to **want people with the right skillset and a good attitude.** Apart from GPA, **focus on showcasing job-relevant skills, projects and internship experiences on your resume.**

Now is a good time to clarify your career goals. Then work on your strengths, sharpen those industry-relevant skills and build a strong portfolio.

Patrick Chong
Career Coach, NTU Career & Attachment Office

HOW TO USE AI TO FIND A JOB

1. RESEARCH COMPANY AND INSIGHTS

Get help researching possible jobs based on the skills and experiences you listed on your resume. You can ask the GenAI tool to:

- + generate a list of job titles or roles that match your skills and experiences.
- + provide information about companies, roles, and industry trends to help you understand the job better.

Prompt: I am seeking a job with [company] for the position of [job title]. Analyse the company's website [company URL] and provide a summary of the work they do.

2. ENHANCE YOUR LINKEDIN PROFILE

Your LinkedIn profile is often the first impression you make on recruiters. With a strong LinkedIn profile, you are more likely to catch the attention of potential employers. Use GenAI to help you optimise your profile by:

- + suggesting impactful summaries that showcase your strengths.
- + highlighting relevant skills to make your profile stand out.

Prompt: I would like to optimise my LinkedIn profile. Suggest a professional summary that highlights my strengths in [insert key skills, experiences, or industry], ensuring it aligns with my career goals in [insert desired field]. Also, suggest key skills and accomplishments to feature that will make my profile stand out to potential employers in this industry.

3. RESUME BUILDING AND OPTIMISATION

One of the best ways to use GenAI is for resume building. It can:

- + help you create a customised resume for each job you apply to, ensuring it highlights the key skills and strengths that match the job description.
- + suggest ways to optimise your resume for Applicant Tracking Systems (ATS), ensuring your resume has the right keywords and format so it is not filtered out by automated systems.
- + compare your resume with the job description to identify skill gaps.
- + check grammar and improve sentence structure for clarity.

Prompt: I am applying for the role of [job title] at [company]. Help me create a customised resume that highlights my relevant skills and experience for this job.

Include the right keywords from the job description to ensure my resume is optimised for Applicant Tracking Systems (ATS).

Compare my resume with the job description and identify any skill gaps.

Check my resume for grammar and suggest ways to improve sentence clarity.

Generative AI (GenAI) tools such as Open AI's ChatGPT and Google's Gemini can enhance your job search and improve your chances of landing a job by utilising various AI-driven tools and platforms. Here is how you can use AI in your job search effectively.

4. CRAFT PERSONALISED COVER LETTERS

Cover letters can make a big difference in your job application. With GenAI tools, you can:

- + create personalised cover letters for each application by analysing the job description.
- + highlight specific skills and experiences that match the role, making your cover letter more targeted and relevant.

Prompt: I am applying for the position of [job title] at [company]. Help me write a personalised cover letter by analysing the job description. Highlight my relevant skills and experiences that match the requirements of the role, making sure it addresses the specific challenges mentioned in the job description. I want the cover letter to showcase why I am a strong fit for this position and how my background aligns with the company's goals.

5. JOB SEARCH AUTOMATION

Platforms like LinkedIn and Indeed use AI-driven job search features that can recommend job opportunities based on your skills, education, experience and other keywords, allowing algorithm to analyse the data and match you with the most relevant opportunities available. Using AI, you can:

- + get suggestions for jobs that align with your qualifications, skills, and career goals.
- + automate some parts of your job search by using AI-powered platforms to receive personalised job recommendations.

6. INTERVIEW PREPARATION

Preparing for an interview can be nerve-wracking, but AI tools can help by:

- + generating responses to common interview questions.
- + providing tips on how to structure your answers, making you feel more confident going into the interview.
- + helping you practice answering different types of questions and giving feedback to improve your responses.

While AI tools are great for helping with your job search, remember that they cannot replace human connections. It is important to use these tools responsibly and ethically. Always:

- + review the content generated by ChatGPT to ensure accuracy. Do not add skills or experiences to your resume that you do not have.
- + use AI-generated research as a starting point but consult career coaches or mentors for advice that is specific to the Singapore job market.

By combining AI with your own efforts, you can make your job search more efficient and effective!

For NTU students, use **VMock** to receive instant personalised feedback on your resume, LinkedIn profile and elevator pitch.

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.

LEVERAGE YOUR CURRENT NETWORK

Networking begins with building relationships with people. Be proactive in getting to know your classmates and peers with common interests. Expand your network by reaching out to your professors, seniors and relatives who are well-established in their fields and can connect you with their networks.

BE ACTIVE ON CAMPUS AND AT EVENTS

Immerse yourself in the vibrant university life which offers numerous opportunities to meet and connect with others, from fellow students to potential mentors and industry professionals. Engage with your seniors at school networking and alumni events to expand your connections.

FIND A MENTOR

A mentor can offer valuable career advice based on his or her personal experiences and guide you toward your career goals. 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 INDUSTRY RELATIONS CONSULTANT

At CAO, our [Industry Relations Consultants](#) boast strong networks with employers, hiring managers and alumni in the industries they manage. Discover a range of career opportunities by chatting with our Industry Relations Consultants, who can offer industry insights and help you make valuable professional connections.

BE SOCIAL

Be active on social media 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 to connect with like-minded peers, seniors, alumni and industry professionals.

MAINTAIN YOUR CONNECTIONS

Networking is an ongoing process. Keep in touch with your new connections and maintain professional communication with your established contacts. Build genuine, long-lasting relationships that are mutually beneficial.

Sign up as a mentee on the NTU ConnectingMinds platform to connect with mentors who can help you to level up your skills.

5 TIPS TO NETWORK ONLINE #LIKEAPRO

1. BUILD A STELLAR LINKEDIN PROFILE

- + Highlight your top skills and experiences.
- + Indicate the industry you are targeting in your headline.

2. MAINTAIN AN ACTIVE ONLINE PRESENCE

- + Follow companies, brands and professionals on LinkedIn. Curate your professional network.
- + Create or share meaningful posts on professional platforms such as LinkedIn.

3. JOIN PROFESSIONAL GROUPS AND ONLINE COMMUNITIES

- + Join active communities related to your industry and career path. Participate in the alumni groups of your school and college.
- + Engage in discussions and connect with 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 NETWORKING AND RECRUITMENT EVENTS

- + Prepare for 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 provide opportunities to connect you with prospective employers. Whether you are attending a recruitment event in person or virtually, it is important to make a strong 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 JOB FAIRS AND NETWORKING SESSIONS

DECIDE WHO TO ENGAGE WITH

Before the event — whether it is a career fair, company talk or networking session — find out which companies will be attending and identify those that you want to engage with. Present yourself professionally in all interactions.

Prepare meaningful questions that show your interest in the company's culture, career progression, and the skills and competencies required for the position that you are interested in. Make sure to express curiosity about their expectations, industry trends, and future opportunities.

PREPARE YOUR RESUME AND FILL IN YOUR PROFILE

Have an up-to-date resume on hand for in-person events and submit a comprehensive personal profile when attending virtual ones. Tailor your resume to highlight the skills and experiences that align with the roles you are applying for. For virtual fairs, uploading a general resume is useful, but be ready to customise your resume for specific applications.

INTERACT WITH COMPANY REPRESENTATIVES

In-person recruitment events give you the opportunity to engage directly with company representatives, while virtual events often include chat functions or video calls. Be prepared to introduce yourself confidently and communicate your career goals. Whether it is a face-to-face conversation or an online interaction, leave a lasting impression by showcasing how your skills align with the company's needs. Remember to thank the company representatives and ask about follow-up steps at the end of each interaction.

ASK INSIGHTFUL QUESTIONS

Prepare a list of questions for employers that you want to interact with. Ask about the skills and competencies that employers value for the roles you are targeting, 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.

Avoid asking basic questions that can easily be answered through research. Focus instead on industry-specific inquiries that demonstrate your understanding of the company and its market.

BE PROFESSIONAL

Professionalism is key. Dress appropriately — business attire for in-person events and neat, professional outfits for virtual interactions. For online events, ensure you are in a quiet environment to avoid distractions during video or audio calls. Always maintain a positive, professional tone when communicating with recruiters and company representatives.

For virtual career fairs, 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.

STAY CONNECTED AFTER THE EVENT

Networking is an ongoing process. After the event, follow up with the connections you made, whether through email or professional networking platforms such as LinkedIn. Express your gratitude and maintain communication to keep the relationship alive. Building long-lasting professional connections is key to opening up new career opportunities.



DO'S AND DON'TS

DON'T!

- + Don't keep to yourself. Use the opportunity to learn more about the organisations.
- + Don't appear ignorant by asking basic questions you could have researched.
- + Don't focus on what the companies can offer you. Instead, ask how you can add value to the organisation.
- + Don't wear casual or uncomfortable attire and shoes.
- + Don't expect employers to shortlist you for an interview on the spot. Instead, offer your contact details for any necessary follow-up.
- + Don't dismiss any company too quickly. Most organisations have a wide range of roles that could match what you are looking for.
- + Don't ask personal questions that are irrelevant to the job or industry.
- + Don't display unprofessional or negative behaviour.

DO!

- + Know your career interests before attending any recruitment event.
- + Research the participating organisations and find out what positions are being offered.
- + Prepare and rehearse answers to common interview questions.
- + Research 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 so that it is 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 copies of your resume to hand out to recruiters.

TIPS TO ACE YOUR JOB INTERVIEWS

DO YOUR RESEARCH

- + Begin by researching the organisation's background, mission, values and work on their website.
- + Speak to your Industry Relations Consultants, seniors or mentors to gain deeper insights into the organisation and the industry.
- + Read press releases, news articles and annual reports to learn about the organisation's recent performance and update yourself on industry trends.
- + Learn about your interviewers and their backgrounds. This demonstrates your interest and helps you understand what your interviewers are looking for in a potential hire.
- + Prepare a list of meaningful questions to ask the interviewers based on your research.

BE WELL-PREPARED

- + Choose your interview outfit in advance to avoid last-minute stress.
- + Pack necessary documents you need the day before, including extra printed copies of your resume.
- + For in-person interviews, 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 virtual interviews, 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.

Jobs interviews can feel daunting for many. Just like taking your examinations, preparing early for an upcoming interview increases your chances of performing well. Here are some tips in prepping for your interview so that you can feel confident and secure that coveted job.

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 professional language. Avoid using slang, Singlish and uncommon or inappropriate abbreviations during the interview.
- + Do not make references to sensitive topics such as 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 an opportunity to reiterate your interest in the position and explain why you are the best candidate.
- + If you feel you did not answer a question well during the interview, use this opportunity to clarify.
- + If you did not have an answer (or 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 school-designated [Career Coach](#) can help you with mock interview practices. If you are preparing for an actual interview, you can also contact the [Industry Relations Consultant](#) in charge of the industry that you are interviewing for.

TIPS TO ACE YOUR ONLINE INTERVIEWS

Many companies conduct online interviews to screen and select candidates, especially when interviewers and interviewees are in different locations. Here are some tips to excel in online interviews:

PREPARE

- + Find a quiet room with a clean background and good lighting.
- + Check your internet connection, camera and microphone settings.
- + Ensure your audio sound quality and volume are clear and make sure you are audible.
- + Dress professionally and ensure you look sharp on screen.
- + Download any necessary software and test the login instructions beforehand to ensure you are ready as scheduled.

RESEARCH

- + Prepare for the online interview as you would for an in-person interview.
- + Research 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 more details.

QUICK CHECKLIST

- Quiet room with clean background and good lighting
- Professional attire
- Good internet connection
- Camera and microphone properly set up
- Test out login instructions
- Turn off notifications on phone and computer
- Glass of water by your side
- Log on five minutes before the scheduled time
- Take deep breaths and stay calm

AUTOMATED INTERVIEWS

Some organisations may also use automated online interviews to filter a large number of applicants. In a one-way structured video interview, you will be asked 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 round 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.



Attend CAO's interview skills workshops for tips on how to ace job interviews.

BE PROFESSIONAL

- + Keep in mind that all your interactions and expressions will be captured on camera.
- + Position the camera at eye level and speak directly to the camera.
- + Dress appropriately and communicate clearly.
- + Pay attention to your body language and mannerisms.
- + Avoid reading directly from a script off the screen.
- + Maintain eye contact with the interviewer by looking at the camera, not 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 any distractions, such as notifications on your laptop and phone, to maintain your focus throughout the interview.

HOW TO ANSWER COMMON JOB INTERVIEW QUESTIONS

Sometimes the toughest job interview questions are also the simplest and most direct. Here are six common interview questions that many people struggle to answer, along with tips to answer them effectively.

QUESTION #1 TELL ME ABOUT YOURSELF

This is your chance to make a positive first impression. With such an open invitation to talk about yourself, it can be difficult to know what to highlight. Employers ask this to build rapport and move on to more specific questions based on your response.

Tips to answer the question:

- + First impression matters. Leave a good first impression by showing your interviewers that you are prepared for the interview.
- + Understand the job description and research the company thoroughly so you can frame your story in a way that demonstrates why you are interested in the role and why you are a good fit.
- + Keep your response professional. Focus on relevant skills and experiences and highlight personal qualities or achievements that align with the company's values.
- + Be concise. Do not ramble on and bore your interviewer with your life story.
- + Practice your response but do not memorise and avoid sounding rehearsed. Deliver your answers naturally and confidently.

Sample response:

My name is [your name]. I recently graduated from NTU with a degree in [your major]. During my time at NTU, I gained experience in [relevant coursework or activities]. I was also actively involved in [projects or extracurricular activities] which helped me develop [relevant skills/transferrable skills]. I also completed an internship at [organisation name] where I was able to apply my knowledge into practice. Now, I am excited to bring my skills and experiences and contribute to your team.

QUESTION #2 WHY DO YOU WANT TO WORK HERE?

Like "tell me about yourself", this question is an open invitation to convince the hiring manager why you are a good fit for the role.

Tips to answer the question:

- + Research the company's culture, vision and projects/products that resonate with your own goals and interests.
- + Give specific examples to demonstrate your understanding of the company's industry standing and express enthusiasm for wanting to contribute to its success.
- + Tailor your response to the responsibilities of the role and explain why you would enjoy the work.
- + Describe how you see yourself succeeding in the role.

Sample response:

I am excited about the opportunity to work at this company because of its reputation for innovation and commitment to pushing industry standards. I have followed your recent projects, particularly [mention a specific project or achievement relevant to the company], and I am impressed by how you combine creativity with cutting-edge solutions. I believe my skills in [mention your relevant skills] align well with your company's goals, and I am eager to contribute to a team that consistently delivers impactful results.

QUESTION #3 WHAT IS YOUR GREATEST STRENGTH?

Hiring managers ask this question to determine how well your strengths match the skills needed for the role. It also gives them an idea of your self-awareness and communication abilities. Many people struggle with this question due to the fear of sounding boastful but with preparation and the right balance of confidence and humility, you can let the interviewer learn that you are a good fit for the job.

Tips to answer the question:

- + Avoid making broad statements such as "I am good at multitasking" and stop at that.
- + Provide specific examples and use measurable achievements to showcase your strengths, such as internship experiences or project work.
- + Tailor your strengths to the requirements of the position you are applying for.
- + Be honest.

Sample response:

One of my greatest strengths is my ability to multitask effectively. During my final year, I maintained a 4.5 GPA while managing my final-year project and leading the student consultancy club. I also mentored younger students, helping them with academic and internship advice. I was able to prioritise and stay organised, which allowed me to manage these different responsibilities without sacrificing the quality of my work.

QUESTION #4 WHAT IS YOUR GREATEST WEAKNESS?

This feels like a trick question to trip you up in an interview. It can also feel like an invitation to humblebrag with responses such as "I work too hard" (please don't!). Interviewers ask this question to find out how honest and self-aware you are. They also want to find out if you have the drive to improve on your weaknesses.

Tips to answer the question:

- + Do not say you have no weaknesses.
- + Avoid cliché answers like "I work too hard" or "I am a perfectionist".
- + Focus on a weakness that is not critical for the role.
- + Highlight your efforts to improve and put a positive spin on the weakness.

Sample response:

I am working on delegating tasks more effectively. I tend to take on a lot of responsibilities because I want to ensure everything is done well, but I realised that this can sometimes slow things down. I am learning to trust others with tasks and delegate more efficiently. This has helped me become a better collaborator and ensures that projects move forward smoothly.

QUESTION #5 WHY SHOULD WE HIRE YOU?

A fresh graduate may find it challenging to answer this question because of the lack of professional experience. What the interviewer is really asking here is, what is it that sets you apart from other candidates. It is important to answer this question confidently, focusing on your strongest selling point, and highlight skills and experiences relevant to the role.

Tips to answer the question:

- + Answer confidently.
- + Focus on your strongest selling point and what you can bring to the team.
- + Highlight relevant internship experiences, school projects or extracurricular or volunteer activities.
- + Show your enthusiasm and readiness to learn.

Sample response:

As a recent business graduate, I bring a fresh perspective, a strong foundation in financial principles, and hands-on experience from internships and academic projects. At university, I led a team project analysing market trends, which gave me practical insights into data analysis and reporting. During my internship at ABC Company, I applied my skills in real-world scenarios by supporting the finance team in streamlining their budgeting process. I am eager to contribute to your company and help achieve its financial goals.

QUESTION #6 DO YOU HAVE ANY QUESTIONS?

Never say no even if the interviewer has covered all the points you wanted to know. Ask for more details about one of the points, e.g. the culture of the team that you will be working with, career advancement opportunities, how job performance is measured, etc. to demonstrate that you have a keen interest in the role.

Sample response:

I would love to learn more about the team I would be working with. How do they collaborate, and what are the key qualities that make someone successful in the team?

OTHER TYPES OF INTERVIEW QUESTIONS

Behavioural Questions

Behavioural interview questions ask candidates to recall past experiences and explain how they handled it, such as how they led a project or solved a problem in a team. Examples include "Tell me about a time when you had to resolve a team conflict" or "Describe a time when you disagreed with your professor or manager."

If you have not encountered the situation before, answer the question hypothetically as you would if they have happened to you, "I have not encountered this situation before but this is how I would handle it if it happened."

Situational Questions

Similar to behavioural questions, situational interview questions ask you to describe how you would respond to hypothetical situations you might face on the job, such as "what would you do if..."

Competency Questions

Competency questions assess if you have the skills required to succeed in the job. These competencies can include hard skills like technical skills, or soft skills such as communication and teamwork. For example, "Describe a time when you used your analytical skills to make a decision."

To answer all these questions, use the STAR approach (see page 24).

UNCOMMON CURVEBALL QUESTIONS

Other than the usual interview questions, employers may surprise you with one or two unexpected questions to assess your problem solving, logical thinking, and communication skills. These questions may also help the hiring manager judge whether your personality is a good fit for the organisation.

Questions like "How many manholes are there in Singapore" may catch you off guard. Don't panic if you are unsure how to answer them. Interviewers are not looking for a correct answer and are more interested in how you approach the problem and your thought process. These questions also assess your ability to stay calm under pressure.

In conclusion, preparing for job interviews involves more than just knowing your resume; it requires understanding how to effectively answer various types of questions. Whether facing common interview questions, behavioural, situational, or even curveball questions, being well-prepared helps you showcase your skills, experiences, and problem-solving abilities. By practicing thoughtful responses and maintaining confidence, you can make a strong impression and increase your chances of landing the job.

TIPS TO ACE ASSESSMENT CENTRES

Many organisations such as consultancy firms, financial institutions and government agencies use assessment centres to evaluate candidates for management associate roles and other positions. You may be put through various tests, exercises, and interviews to determine your fit for the organisation. Follow these pointers to perform your best at your next assessment centre.

KNOW WHAT TO EXPECT

- + Research the organisation's mission and values through its website and social media such as LinkedIn.
- + Reach out to employees to gain insights about the work culture. You can also explore reviews on job platforms such as Glassdoor.
- + Find out what specific activities are likely to take place at the assessment centre, so that you can prepare accordingly.

SET A POSITIVE FIRST IMPRESSION

- + First impressions matter, whether in person or virtually.
- + Dress professionally and appropriately for the workplace.
- + Be punctual.
- + Maintain positive body language and good posture.

PITCH YOURSELF

- + Be proactive and seize opportunities to speak up and demonstrate your skills.
- + Remember, you are there to showcase why you are the best fit for the role.
- + Assessors are looking for team players who understand the tasks and are able to adopt effective strategies to meet objectives.
- + Highlight how your skills and knowledge will add value to the organisation.

BE A PURPOSEFUL LEADER AND TEAM PLAYER

- + Demonstrate your interpersonal, communication and teamwork skills.
- + Interact constructively with other candidates to demonstrate your ability to collaborate and lead when necessary. This demonstrates your confidence and situational awareness as a team player.
- + In group settings, manage dominant personalities and involve quieter team members. This shows leadership and emotional intelligence.

COMMON TYPES OF ASSESSMENTS

- + Group interviews
- + Aptitude and psychometric tests
- + Presentations
- + Case studies
- + Role plays
- + In-tray or e-tray exercises
- + Team games

NETWORK CONFIDENTLY

- + Participate actively during informal moments such as lunch and tea breaks. Assessment centres are as much about social interaction as they are about formal tasks.
- + Be professional, pleasant and polite.
- + Prepare a short self-introduction to kickstart conversations with assessors and fellow candidates.

SHOW YOUR APPRECIATION

- + Follow up with a thank you note to 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.
- + Reiterate your enthusiasm and interest in the role.

Attend CAO's workshop to get feedback through mock practice and excel at assessment centres.

TIPS TO ACE CASE INTERVIEWS

A case interview is a job interview format commonly used by consulting firms, investment banks and industries where problem-solving skills are critical. In these interviews, candidates are presented with a real-world business problem faced by clients, and are asked to analyse and solve the problem as they would in real life.

WHO USES THEM AND FOR WHAT ROLES

Case interviews are typically used by organisations recruiting for consulting, strategy and analytical roles. Consulting firms, such as McKinsey, subject candidates to rigorous multi-stage interviews, including case interviews, to assess candidates.

Other than management consulting, roles requiring strong problem solving and analytical skills, such as investment banking and private equity, also use case interviews to evaluate their candidates' problem solving and analytical ability. Tech companies such as Google and Microsoft also incorporate case interviews into their hiring process, particularly for roles that require complex problem solving and strong data analytical skills.

FORMAT OF CASE INTERVIEWS

Case interviews are usually conducted one-on-one and last about 30 minutes. Candidates are typically presented with incomplete and ambiguous information and are required to make recommendations based on their analysis of the problem.

Case interview formats vary depending on the organisation and interview round. Regardless of the format, keep in mind the same objective applies: the interviewer is looking for a logical and structured approach.

- + **Interviewer-led:** This is a highly structured format where the interviewer controls the sequence of the interview, guiding the candidate through questions to assess their problem-solving approach.
- + **Candidate-led:** In this format, the candidate is presented with an open-ended question and is expected to drive the case from start to finish.
- + **Written case:** Candidates are given data and a hypothesis, which they must test to determine if the data supports it. This format evaluates data interpretation skills.

COMMON REASONS WHY CANDIDATES FAIL

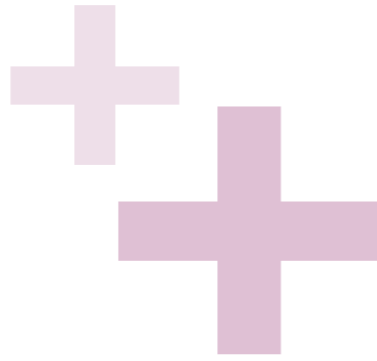
- + Lack of preparation for case interviews
- + Jumping straight into analysis without properly understanding the problem
- + Making assumptions without clarifying details
- + Attempting to solve the problem without a clear structure
- + Making careless calculation errors
- + Lack of business acumen
- + Poor communication and presentation skills
- + Inability to cope under stress and time pressure

WHAT INTERVIEWERS LOOK OUT FOR IN CANDIDATES

- + **Problem Structuring Skills:** Interviewers assess how logically and methodically a candidate approaches a problem. This involves breaking down complex problems into smaller, manageable components.
- + **Analytical Skills:** Interviewers look for the ability to analyse data, identify patterns, and make data-driven decisions. Quantitative skills are often tested to evaluate how well candidates handle numbers under pressure.
- + **Problem-Solving Ability:** Case interviews are designed to test how creatively and effectively a candidate solves a problem, especially in scenarios where information is incomplete or unclear.
- + **Business Acumen:** Candidates are expected to show an understanding of basic business concepts, industry dynamics, and real-world implications of their recommendations.
- + **Flexibility and Adaptability:** Interviewers may throw curveballs or change certain aspects of the problem to see how well the candidate can adapt to new information and unexpected challenges.
- + **Communication Skills:** Clear and concise communication is crucial in delivering recommendations to clients. Interviewers observe how well candidates explain their thought process, articulate their analysis, and present their conclusions.
- + **Confidence and Poise:** How candidates handle stress, uncertainty, and time constraints is also evaluated. Confidence without arrogance and the ability to stay composed under pressure are important traits.

Case interviews are designed to test your ability to think critically and solve problems under pressure. By preparing thoroughly, maintaining clear communication, and applying structured thinking, you can confidently demonstrate your skills and excel in these challenging interviews.

MEET YOUR INTERNSHIP TEAM



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Deputy Director, Career & Attachment Office (Work-Integrated Education)

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6 Jennifer Boh

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16 Jenny Lim

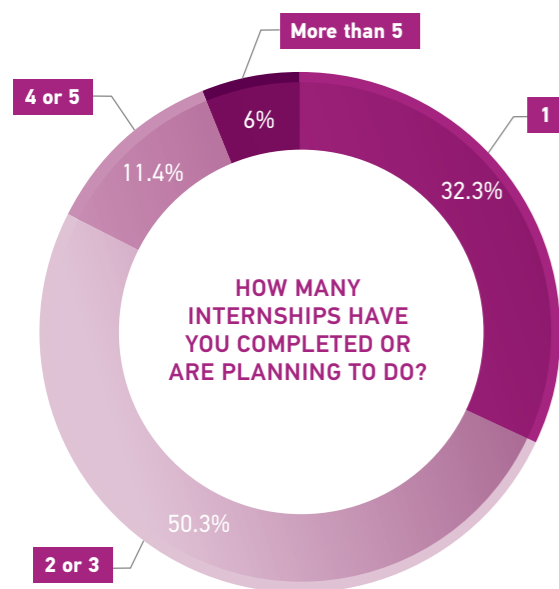
17 Lucy Zhou

18 Soh Ting

#ASKCAO: HOW MANY INTERNSHIPS DO YOU NEED?

The internship rat race has made headlines again recently, with reports of students completing multiple internships during their studies—some undertaking as many as ten internships within a four-year span. So, how many internships do you really need to do?

We polled some students and here's what we found out:



Out of 865 NTU students surveyed, 50% stated that they have either completed or planning to do two or three internships during the course of their studies

Undoubtedly, internships are key in bridging the gap between school and the workplace. Internships also offer students an avenue to hone job-relevant skills, explore various career pathways to better map out their future career preparations, connect with like-minded individuals and engage work mentors. An intern who performs well may even be offered a full-time conversion, securing a head start in their career during an uncertain global economic outlook.

Note that it is not the quantity but the quality of the experience that matters. An internship should be an experiential learning opportunity to develop relevant transferable skills while seeking clarity on your future career aspirations. It should not be a numbers game where one simply stacks internships for the sake of having an “impressively long” resume.

Be purposeful in choosing internships that will help you develop skills and knowledge aligned with your future career aspirations,

rather than focusing solely on big organisations or lucrative opportunities. Employers want to know how you have applied relevant skills to achieve results and create value, not just your good grades or the prestige of the organisations where you have interned.

Employers have raised concerns about candidates who completed multiple internships in different roles and industries as this may signal a lack of clarity in their career path or uncertainty about their professional goals and personal values. Such candidates are perceived to be at a higher risk of leaving the job after a short tenure if the role does not align with their career values.

Be progressive when pursuing multiple internships. Focus on gaining depth rather than breadth in your skill development to build competence. Reflect on how your previous internships could have been better and identify what you would do differently to continually enhance your skills. Choose internships strategically, ensuring they contribute to your ongoing development. Employers value students who gain significant experience in related fields, as it shows a strong commitment and a willingness to push themselves toward expertise in a specific domain.

One final tip to succeed in your internship: Your attitude matters. Be present at the workplace by actively engaging and interacting with your colleagues. Proactively learn and share knowledge instead of just clocking in for attendance. It is what you do with your internships rather than what they do for you that matters in empowering yourself to be successful.

Benn Goh
Career Coach, NTU Career & Attachment Office

MAXIMISE YOUR INTERNSHIP EXPERIENCE

Internships are valuable opportunities to gain hands-on experience, understand a company's operations, and explore a particular industry. While internships may last only for a few months, they can potentially lead to a job offer. Follow these tips to make the most of your internship!

SET YOUR GOALS

Before starting your internship, take time to reflect on what you want to learn and achieve. Set clear, realistic goals, and think about how your internship can help you meet them. Discuss with your supervisor on what he or she 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

Approach your internship with the same commitment and professionalism as a full-time job. Get to know your superiors and colleagues well so that you can settle in smoothly into the new environment. Focus on the big picture, be a team player and always maintain a positive attitude. Be resourceful and take initiative — try to solve problems independently before seeking help. Remember, how you handle your internship will shape the impression you leave on the organisation.

UNDERSTAND THE COMPANY CULTURE

Once 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.

Once you start on your internship, observe the people around you and pay attention to attire, work schedules, email etiquette, communication styles, and other office protocols. If you are unsure of any procedures, check with your colleagues for guidance.

STAY OPEN, POSITIVE AND ADAPTABLE

A positive attitude is key to a successful internship. Be willing to learn when your supervisor spends time to give you feedback and coach you. Stay flexible and be ready to go the extra mile. Always update your supervisor on your progress and look for ways to contribute beyond your immediate responsibilities. 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

Internships offer excellent opportunities to expand your network. Engage with colleagues within and beyond your department to gain broader insights into the company and industry. Volunteering to help others with their tasks is a great way to gain new skills and build strong professional relationships. Stay in touch with your new professional connections even after your internship.

LEAVE A LASTING IMPRESSION

End your internship on the right note. Reflect on your accomplishments and discuss them with your supervisor. Ask for feedback on your performance, and if possible, request a testimonial on LinkedIn highlighting your key skills and achievements. Show appreciation to those you have worked with by sending a thank-you note or small gift.

By setting clear goals, staying proactive, and building meaningful connections, you can turn your internship into a springboard for future opportunities!



WHAT IS NEXT AFTER YOUR INTERNSHIP?

Your internship experience has given you an opportunity to better understand the organisation and the industry, as well as gain insight into your own career values. Have you thought about the possibility of turning your internship into a full-time role?

Here are some steps you should take after your internship:

Evaluate your experience. After your internship, take time to reflect on your experience. Consider what aspects of the job you enjoyed and where your strengths lie. This will help you narrow down your career goals and target the roles and companies that align with your interests.

Update your resume and LinkedIn profile. Be sure to update your resume and LinkedIn profile with your internship experience. Highlight the key projects you worked on, the skills you developed, and any measurable achievements (e.g., "increased team efficiency by 15% by streamlining internal processes"). Tailor these to match the kind of roles you are interested in for full-time employment.

GET A FULL-TIME JOB WITH YOUR INTERNSHIP COMPANY

Be proactive. If you enjoyed working with your internship company, do not assume that your supervisor knows that you are interested in a full-time position. Have a direct conversation with your supervisor and be intentional about your interest in having a full-time position with the organisation. Reflect on what you have learned from your internship and highlight how you can continue to contribute to the organisation as a full-time employee.

Speak with HR. Find out if there are any full-time openings available in your department. It is often more efficient and cost-effective for HR to convert an intern into a full-time employee than to go through the full recruitment process of advertising, shortlisting and interviewing candidates for the position.

Explore other departments. If there are no openings in your current department, find out if there are available positions in other departments. Employers are often willing to give good-performing interns a chance, even if they are lacking in certain skill sets. Be sure to demonstrate your commitment to learn and grow with the organisation.

Express appreciation. 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 guiding you. Seek feedback on how you can improve and ask if they would be willing to write a testimonial highlighting your skills and achievements or make a recommendation via LinkedIn.

Maintain connections. Continue to keep in touch and connect with your colleagues via social media platforms such as LinkedIn. You never know when your paths will cross again or when you will need their help in the future.

Leverage your network. In addition to keeping in touch with colleagues, take the time to grow your professional network. Attend industry events, webinars, or alumni meet-ups where you can connect with potential employers or mentors. The more you network, the more opportunities you may uncover.

Consider additional learning. If you found gaps in your knowledge during your internship, consider enrolling in courses to boost your skills. Whether through online learning platforms or workshops, continual learning will demonstrate to employers your commitment to growth and professional development.

Securing a full-time job after an internship can take time, especially if there are no immediate openings. Keep applying for roles while continuously enhancing your skills. Stay positive and persistent, and also be flexible — exploring different roles may lead to unexpected opportunities and broaden your career options.

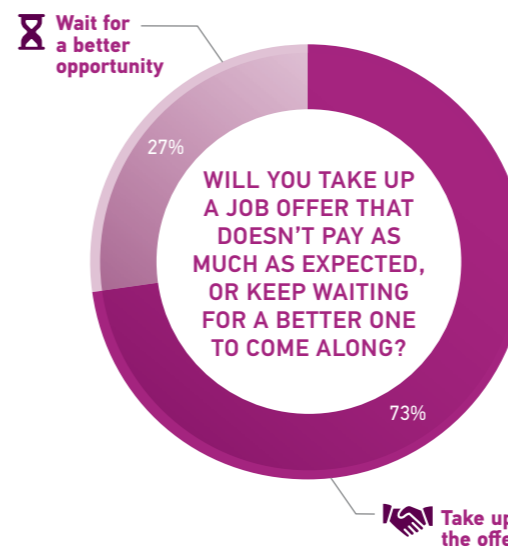


According to a LinkedIn report in 2023, 70% of companies offer full-time jobs to their interns based on the effort, time and resources they have invested during the internship. Seize the opportunity for yourself!

#ASKCAO: HOW IMPORTANT IS SALARY FOR YOUR FIRST JOB?

Applied for many jobs but the only offer you get pays less than what you have expected? Should you take up the job offer or wait for a better one to come along?

We polled some students and here's what we found out:



As a Career Coach, I understand that deciding between a job offer that pays less and waiting for a potentially better opportunity can be a challenging decision for fresh graduates. While salary is an important factor to consider, it should not be the sole determining factor in your decision-making process.

First and foremost, consider how the job aligns with your long-term career aspirations. Reflect on whether the role offers opportunities for growth, skill development, and career progression. Research the company culture, values, and reputation to ensure it aligns with your own career values and preferred working style.

While a higher-paying job may offer financial security, consider the trade-offs such as longer hours, increased stress, and potential impacts on work-life balance. Conversely, a lower-paying job may provide a better work-life balance but may require careful budgeting and financial planning.

Keep in mind that the median monthly salary for fresh graduates varies by sector*. It is essential to have realistic salary expectations based on industry norms and your entry qualifications.

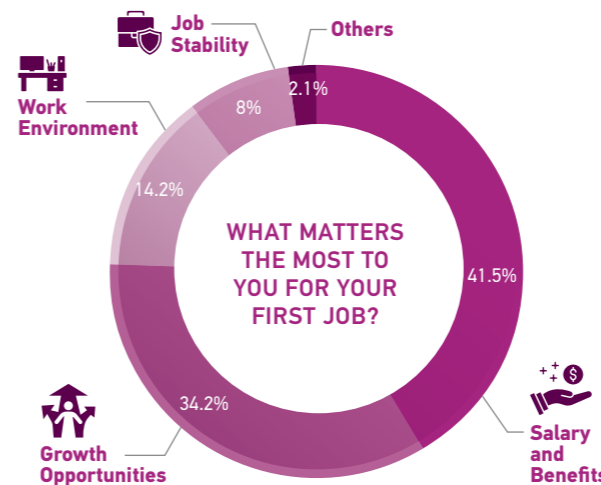
If you are considering waiting for a better opportunity, have a clear plan in place. Set specific criteria for what constitutes a "better" job offer, such as specific roles, industries, or companies you are interested in. Use this time to continue networking, gaining relevant skills, and refining your job search strategy.

Ultimately, trust your instincts and make a decision that aligns with your career goals and personal circumstances.

Remember, your first job is just the beginning of your career journey. There will be opportunities for growth and advancement along the way. Choose wisely and all the best in your decision-making process!

Angeline Sim
Career Coach, NTU Career & Attachment Office

We also found out that Salary and Benefits matter the most to most of you when choosing your first job:



For more #AskCAO career tips, follow CAO on Instagram and Telegram.

*Refer to the annual Graduate Employment Survey conducted by Ministry of Education for the median salary of fresh graduates.

MANAGE JOB OFFERS WITH PROFESSIONALISM

Handling job offers requires professionalism, clear communication, and gratitude, whether you are accepting or rejecting them.



HANDLING MULTIPLE OFFERS

If you have more than one job offer, ask the employers for more time to avoid rushing your decision. Evaluate each offer carefully, considering factors such as job scope, career growth opportunities, work-life balance, salary, and benefits.

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 an informed decision. Seek clarifications on areas such as career advancement and work environment to ensure you have a complete picture before making your decision.

ACCEPTING AN OFFER

Always accept a job offer in formal writing. Read through the employment contract and carefully review the following details before you sign the acceptance letter: 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. It is crucial to honour your commitment once you accept a job offer, as reneging on it could damage your professional reputation.

NEGOTIATING YOUR SALARY

When discussing salary, always provide a range for your expectations. This allows room for negotiation and flexibility on both sides. Understand what your market value is 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, be prepared to justify why you deserve the upper end of the salary range by highlighting your qualifications and the value you bring to the role.

TURNING DOWN AN OFFER

If you decide to decline a job offer, it is important to maintain a positive relationship with the organisation. Let the hiring manager know as soon as you have decided to turn down the offer in writing, clearly stating that you will not be accepting the offer. You may include a polite reason. Thank them and express your appreciation for their consideration of you as a candidate.

Speak to your **Career Coach** or **Consultant** to manage job offers professionally.

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

Establish clear work objectives and priorities with your supervisor early on. Take the initiative to schedule regular check-ins and conversations with your supervisor to ensure that you are on the right track. Understand their expectations for your performance and develop a plan to meet your goals. Use a work calendar with reminders to track progress. Do not make assumptions — ask questions, seek guidance, and leverage the advantage of being new to the team.

CONTRIBUTE AND LEARN

Make yourself a valuable team member by contributing positively to the work. Offer constructive suggestions whenever possible and do not hesitate to share ideas. At the same time, be open to feedback (both good and bad) and be willing to learn from others. Stay humble and adopt a growth mindset, which will help you continuously improve.

BE A TEAM PLAYER

Develop authentic relationships, stay positive and build trust with your colleagues. Volunteer for projects or help your colleagues out whenever possible. Avoid office politics and gossip and respect the opinions of your colleagues even if they differ from yours. Being a good listener and asking thoughtful questions will help you earn respect and become a valuable team member.

IMMERSE IN THE COMPANY CULTURE

Participate in all onboarding activities and observe your colleagues to understand the company culture. Keep to the organisation's norms regarding communication, work hours and protocols for time off. When in doubt, always seek your colleagues' advice.

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. Beyond the official onboarding process, these interactions may offer insights into the unspoken rules and expectations of the workplace.



BUILD YOUR NETWORK

Building your professional network is key to career development. Make it a point to attend staff meetings, conferences and industry events — whether in person or virtually. Networking within and beyond your organisation will help you grow and discover new opportunities.

EMBRACE LIFELONG LEARNING

Even as a new graduate, it is important to continue developing relevant skills to advance your career. Stay updated on industry trends and pursue professional development courses that will add value to both you and your organisation.

If your industry requires professional qualifications, make plans to complete the necessary courses. Focus on improving both your communication and technical skills to boost your career development.

Congratulations, you have gotten the job! Stay humble, be eager to learn and be open to new experiences. You have got what it takes — now it is time to shine!

HOW TO IMPRESS AT THE WORKPLACE – WORK ETIQUETTE 101

Unlike university life, where you might get away with late submissions and skipping the occasional lecture, the workplace demands a different level of commitment. Punctuality, focus, and professionalism are essential if you want to impress.

BE PUNCTUAL

- + Arrive on time and do not leave work early unnecessarily.
- + If you need to start late or leave early, seek permission from your manager and let them know your reason for doing so. Do not assume it is acceptable to be "flexible".
- + Always seek permission for absences during official work hours, even when working remotely.

BE PROFESSIONAL

- + For interns, treat your internship like a real job.
- + Behave in a mature and respectful way with everyone.
- + Avoid using slang and uncommon abbreviations in official work settings.
- + Maintain professionalism in both speech and email writing.
- + Use clear and concise language in emails and other communications to ensure your message is easily understood. (Tip: Read [this](#) to learn how to write an email properly.)

BE ATTENTIVE

- + Give colleagues your full attention when they are speaking to you, especially when they are sharing valuable insights or teaching you the ropes.
- + Avoid distractions like phones and keep them on silent mode during work hours.
- + In online meetings, turn on your camera to maintain engagement and do not multitask.

BE APPROACHABLE

- + Interact with fellow interns and colleagues.
- + Be a team player.
- + Be humble and respectful of differing opinions.
- + Be mindful of how your actions may affect others.
- + Avoid getting involved in office politics and gossip; focus on building meaningful workplace relationships.

BE ACCOUNTABLE

- + If you make a mistake, acknowledge it and work toward a solution. This builds trust and shows maturity.
- + Follow through on your commitments. If you say you will handle a task, ensure it is completed on time and to the best of your ability.

BE WILLING TO LEARN AND WORK HARD

- + Put forth your best effort into every task, regardless of how small and menial they seem.
- + Do well in simple tasks to earn trust for more important work.
- + Be open to putting in extra time when necessary and volunteering for extra responsibilities.

The same workplace etiquette applies whether you are working in an office or remotely and is relevant for both internships and full-time positions. By adhering to these guidelines, you can create a positive impression and lay the groundwork for a successful career.



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Job Listing



Social Media



Accepted Degree Discipline

- Engineering and Technology
- Arts and Humanities
- Biological and Physical Sciences
- Social Sciences
- Communications, Media and Public Relations
- Business

TIPS TO NAVIGATE THE FUTURE WORKPLACE

THE RISE OF GENAI IN THE WORKPLACE

Recent insights indicate that approximately 80% of global executives recognise at least one way GenAI can help their employees¹. The most significant benefits include:

1. Reducing time on mundane but necessary tasks: GenAI can automate repetitive and time-consuming activities, allowing employees to focus on more meaningful aspects of their jobs.
2. Increasing productivity: Leveraging AI tools enables companies to streamline processes, leading to higher output and operational efficiency.
3. Freeing up time for strategic thinking: With less time spent on routine tasks, employees can dedicate more time to strategic initiatives and creative problem-solving.

Despite these advantages, many companies have yet to fully adopt GenAI, presenting a significant opportunity for those who are ready to embrace it. As the saying goes,

“AI won’t replace jobs... but people who use AI will replace those who don’t.”

TIPS TO FUTUREPROOF YOUR CAREER IN THE AGE OF AI

- + Embrace lifelong learning
- + Develop strong interpersonal skills
- + Stay updated on AI developments and trends
- + Understand AI’s strengths and limitations
- + Build and grow your professional network
- + Stay curious and broaden your understanding

In today’s rapidly evolving job market, understanding global hiring trends and the skills required for future success is crucial for university undergraduates. As the world goes through a significant digital transformation, Generative AI (GenAI) stands at the forefront of this change, creating both new opportunities and challenges.

PREPARING FOR THE FUTURE: ESSENTIAL SKILLS AND MINDSET

As you step into the workforce, focus on developing skills that align with changing demands of the workplace. Here are some essential skills to focus on:

1. **AI Fluency:** Familiarity with AI technologies is becoming essential in today’s tech-driven landscape. Proficiency with AI tools is no longer a “good to have” but a necessary requirement for many roles. As AI becomes increasingly integrated into business operations, understanding its applications, strengths and limitations empowers individuals to work more efficiently, make informed decisions and stay competitive.
2. **Emotional Intelligence:** As machines are unable to replicate human connections, the ability to empathise and understand others is more important than ever in the workplace. By honing emotional intelligence, individuals can improve communication, build trust, and contribute to a more supportive work environment.
3. **Collaboration:** As workplaces become increasingly interdisciplinary, working effectively with colleagues across diverse functions and fields is essential for driving innovation and achieving cohesive project outcomes. Strong collaboration skills foster open communication and the sharing of ideas, which are critical for tackling complex challenges.
4. **Adaptability:** The ability to quickly adjust to new tools, processes and evolving technologies is crucial as GenAI and other digital technologies continue to advance at a fast pace. Adaptability enables individuals to stay relevant in a shifting work landscape, embrace new responsibilities, and leverage emerging technologies to enhance productivity and problem-solving.
5. **Critical and Analytical Thinking:** AI is only capable of following commands and generating responses based on pre-existing information, making it prone to bias and inaccuracies. The ability to think critically allows us to identify gaps and detect misinformation in AI-generated insights. Mastering critical and analytical thinking also empowers individuals to come up with innovative ways to solve complex problems.

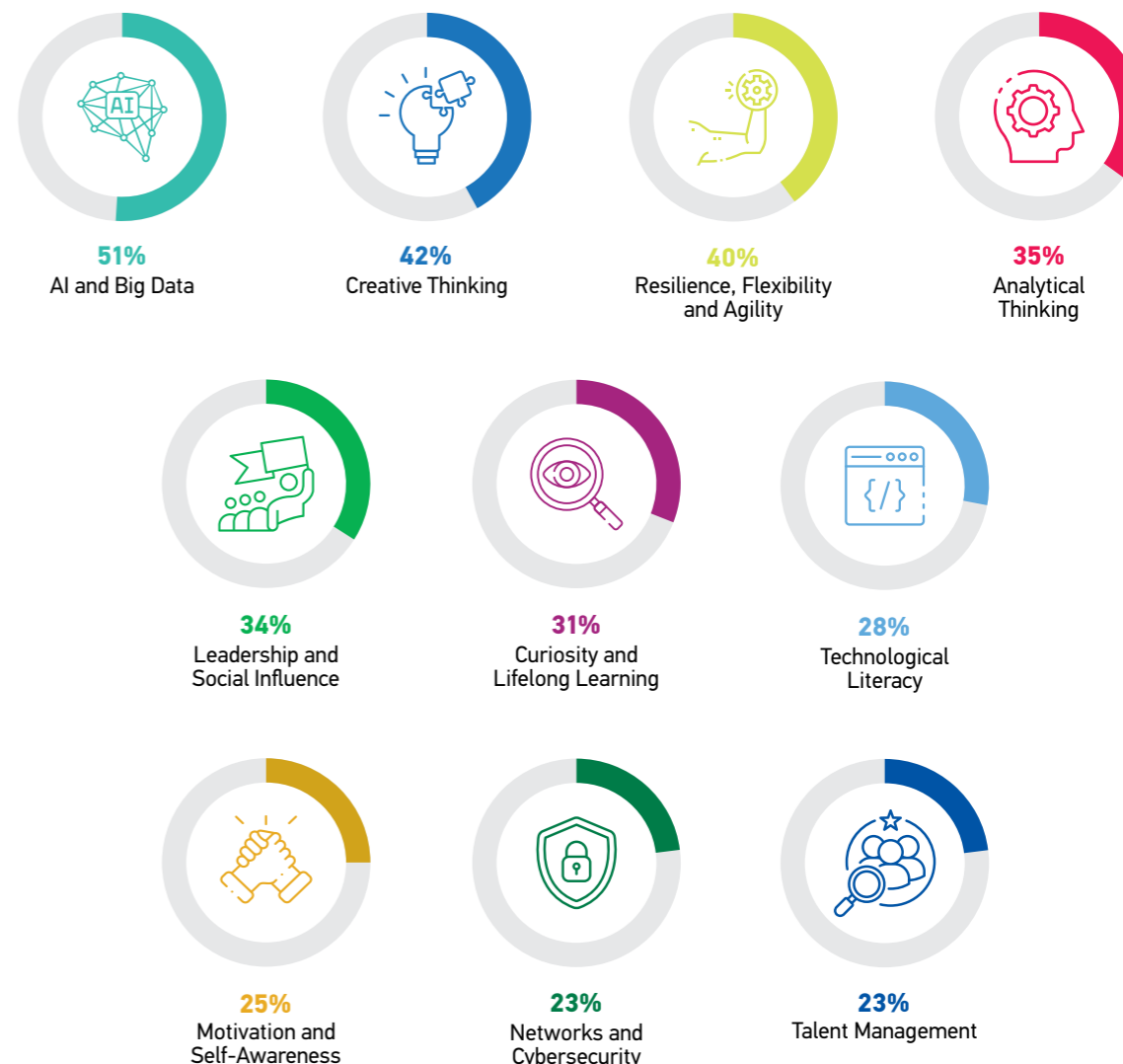
As the workplace continues to evolve, the integration of GenAI presents both challenges and opportunities for the next generation of workers. By staying informed about global hiring trends and focusing on building the right skillset, you can position yourself for a rewarding career in the long run. Embracing a human-centric approach to technology and cultivating a mindset of adaptability and continuous learning will be essential to thriving in this new era.

SINGAPORE EMPLOYERS’ TOP 10 RESKILLING SKILL FOCUS

Singapore has been a pioneer in AI adoption, with the public service sector initiating chatbot use 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 surprise that more than half of the organisations surveyed by the World Economic Forum cite AI and Big Data as a primary focus for upskilling and reskilling efforts over the next five years. In addition to technical skills, many of the top skills are soft skills such as creative thinking and curiosity. This blend of hard and soft skills is essential for fostering an agile workforce prepared to meet future demands.

Survey question to employers:

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.



¹Source: Global Talent Trends. Data-driven insights into the changing world of work. LinkedIn. October 2024. <https://business.linkedin.com/en-sg/talent-solutions/global-talent-trends>

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

STORIES FROM NTU

PASSION + EXPOSURE
= POTENTIAL

PASSION + EXPOSURE

POTENTIAL

PASSION + EXPOSURE

POTENTIAL

PASSION + EXPOSURE

POTENTIAL

PASSION + EXPOSURE

POTENTIAL



INTERNSHIP EXPERIENCE



ANG SHAO JUN
Sociology (2024)

Shao Jun shares her experience of pursuing multiple internships to maximise learning and gain deeper insights into roles in Media and Communication.

HOW DID YOU COME ACROSS THIS INTERNSHIP AND WHAT MADE YOU CHOOSE THIS INTERNSHIP?

I have a keen interest in pursuing a career in communications and hence, I specifically sought out internship opportunities in this field. I completed internships in both the private and public sectors, including a Public Relations agency, a government agency, and a local unicorn startup. I self-sourced all these internships through LinkedIn and the Careers@Gov portal. My goal was to explore both sectors and different types of organisations to gain diverse experiences and determine which environment I prefer working in.

WHAT WERE YOUR MAIN RESPONSIBILITIES AS AN INTERN?

For all my internships, which were in media and communications roles, my main responsibilities included media monitoring, writing and content development, preparation of materials, and stakeholder management. These internships provided me with numerous opportunities to take on a variety of tasks. I was even given the chance to work beyond my job scope, which helped me maximise my learning and gain broader exposure within the organisations.

WHAT DO YOU LIKE ABOUT YOUR INTERNSHIP EXPERIENCES?

I thoroughly enjoyed all my internships and had valuable experiences at each organisation. I appreciated how nurturing each organisation was, allowing me to learn and grow exponentially through the many opportunities I was given. The internships also offered me a glimpse into the workforce, which is quite different from university life. I gained practical skills and experiences that prepared me for a full-time career. Additionally, internships offered a valuable opportunity to expand my network and connect with more industry professionals.

WHAT WERE SOME CHALLENGES YOU FACED AND HOW DID YOU OVERCOME THEM?

One of the biggest challenges I faced initially was the fear of making mistakes. As some of my roles were external facing and required me to engage many different stakeholders, I was worried about saying the wrong thing or making mistakes. Over time, I recognised that internships serve as the perfect opportunity for one to try, make mistakes and learn from them.

HOW DID CAO HELP YOU IN PREPARING FOR YOUR INTERNSHIP AND FUTURE WORK?

Two notable CAO events I participated in were NTU PEAK and guest workshops conducted by industry experts. One particularly impactful experience was the Digital Marketing workshop by TEAM LEWIS. The hands-on activities were highly beneficial, as they closely simulated application assessments for marketing and communication roles. NTU PEAK, on the other hand, allowed me to work in an interdisciplinary team on a project, offering a firsthand experience of the actual workforce, where cross-team collaborations are common.



HOW HAVE YOU DEVELOPED THROUGH YOUR INTERNSHIPS?

Internships helped me sharpen the hard skills essential for my career path while also allowing me to pick up new, highly relevant skills for today's workforce, such as learning how to work with and analyse data.

SHARE ADVICE WITH YOUR PEERS WHO WILL BE GOING ON INTERNSHIPS.

Keep an open mind, stay committed to your job responsibilities, and enjoy your internship. Ask relevant questions and don't be afraid to make mistakes – it is all part and parcel of learning.

"Internships serve as a vital bridge between academic learning and industry application. Reflect on the skills and knowledge gained from your curriculum and explore job descriptions to identify roles where these competencies align. During your internship, actively seek tasks that leverage your strengths and education. This deliberate approach not only enhances your resume but also helps you understand how classroom learning translates into tangible, real-world impact. By connecting these dots, you lay the groundwork for a purposeful and fulfilling career. Embrace internships as opportunities for growth and a chance to shape your professional journey."

Phillip Tan, Career Coach
NTU Career & Attachment Office

INTERNSHIP EXPERIENCE



LEE SOON YANG
Materials Science and Engineering (2024)

Soon Yang shares his experience interning with GSK in Manufacturing Science and Technology. After graduation, he secured a full-time position with the company and is now a Materials and Business Effectiveness Executive at GSK.

HOW DID YOU COME ACROSS THIS INTERNSHIP AND WHAT MADE YOU CHOOSE THIS INTERNSHIP?

I completed my professional internship as a Manufacturing Science and Technology Intern at GlaxoSmithKline (GSK), which I found on LinkedIn. I decided to apply for this role because I was eager to explore the manufacturing sector and gain insights into the biopharmaceutical industry. Additionally, I undertook a non-credited internship with Shopee as a Business Development intern in the health sector of the Fast-Moving Consumer Goods (FMCG) department. I chose this position to develop my business acumen and enhance my communication skills.

WHAT WERE YOUR MAIN RESPONSIBILITIES AS AN INTERN?

During my internship at GSK, I assisted with drafting process improvement initiatives and preparing data for equipment reports. This role gave me the chance to visit the shop floors and learn about the equipment used in the vaccine manufacturing process. I also took the initiative to start an automation project using VBA to speed up data retrieval and visualisation. Similarly, at Shopee, I helped my department with seller communications, data wrangling, and data cleaning. I even developed automation scripts to improve the operational efficiency for various tasks.

WHAT DO YOU LIKE ABOUT THIS INTERNSHIP EXPERIENCE?

Both internship experiences taught me a lot about their respective industries. At GSK, I gained valuable insights into the biopharmaceutical sector and learned about working principles such as Six Sigma. This opportunity also allowed me to learn more about an engineer's role in the manufacturing process and production excellence. Similarly, my time at Shopee deepened my understanding of the e-commerce industry and its fast-paced environment. I picked up important business considerations that sellers have to keep in mind for their operations.

WHAT WERE SOME CHALLENGES YOU FACED AND HOW DID YOU OVERCOME THEM?

Coming from a research background, my time at GSK was quite different from the lab environment I was used to. As I was not familiar with the various equipment, it took me some time to

grasp their usage and purpose. Thankfully, my friendly colleagues guided me along the way. My time at Shopee was also interesting as my colleagues mentored me on how the e-commerce industry works and taught me how to communicate more effectively with sellers and present information better.

HOW DID CAO HELP YOU IN PREPARING FOR YOUR INTERNSHIP AND FUTURE WORK?

CAO provided me with numerous opportunities to develop myself beyond what my academic courses offered. Through various workshops, I learned about digital tools such as Power BI and Tableau. CAO also facilitated collaborations with industry partners to bridge school and work. I participated in the NTU PEAK leadership development programme, where I worked in an interdisciplinary group to tackle a real-world business problem and present our solutions to C-suite executives. Additionally, the LevelUP! mentorship programme allowed me to learn from experienced staff and alumni, helping me better prepare for my internship and future work.



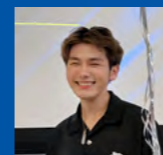
HOW HAVE YOU DEVELOPED THROUGH THIS INTERNSHIP?

Through my internship, I learned more about Six Sigma and its practical application in biopharmaceutical vaccine production. Similarly, at Shopee, I gained insights into the factors and considerations that businesses take into account to drive sales and traction. Overall, my internship experiences highlighted the importance of taking initiative to improve processes that you believe in.

SHARE ADVICE WITH YOUR PEERS WHO WILL BE GOING ON INTERNSHIPS.

Be open to try out experiences in fields that you are curious about. Often, these opportunities will not only help you learn more about a career but also about yourself — what excites you and what you are passionate about. Beyond the work itself, make sure to take the time to build relationships as they can take you a long way beyond your internship.

INTERNSHIP EXPERIENCE



SIMON YAN
Electrical and Electronic Engineering (expected year of graduation: 2025)

HOW DID YOU COME ACROSS THIS INTERNSHIP AND WHAT MADE YOU CHOOSE THIS INTERNSHIP?

I discovered the internship with P&G through one of CAO's Industry Relations Consultants and I was drawn to this opportunity for three reasons. First, P&G's leadership in the consumer goods industry is unmatched, making it an ideal place to learn from the best. Second, I have closely followed the company's commitment to innovation, which aligns with my passion for driving forward-thinking solutions. Third, I was impressed by the recruitment process which shows their dedication to attracting and nurturing top talent. All these factors made this internship a perfect fit for my career aspirations.

WHAT WERE YOUR MAIN RESPONSIBILITIES AS AN INTERN?

One aspect I truly appreciate about the P&G internship is the opportunity to tackle real-world business challenges that have a significant impact. During my 10-week stint as an Innovation Management Intern, I worked on a high-impact project for the Haircare business unit. My main responsibility was to identify opportunities to streamline the SKU portfolio by applying the "Less is More" principle within the consumer goods industry. This meant analysing the supply chain to reduce production complexity, collaborating with the brand and sales teams to prioritise better-selling SKUs, and ultimately driving cost savings while unlocking net sales growth.

WHAT DO YOU LIKE ABOUT THIS INTERNSHIP EXPERIENCE?

This internship has been an incredible experience for three main reasons. First, it gave me the opportunity to make a real impact, even as an intern, by working on real-world business challenges where my recommendations are actually implemented by my team. Second, the onboarding process was exceptional, with comprehensive training sessions that helped me integrate smoothly into the company. Third, collaborating with incredibly sharp, like-minded individuals who share a strong work ethic has made the experience even more enjoyable and rewarding. These aspects have truly made this internship invaluable to me.

WHAT WERE SOME CHALLENGES YOU FACED AND HOW DID YOU OVERCOME THEM?

As an intern, I faced three main challenges. First, adapting to the consumer goods business as an electrical engineering student was no small feat. Navigating a fast-paced industry with complex architectures and extensive SKU lists was a steep learning curve.

To overcome this, I immersed myself in the consumer experience — even going so far as to bleach and dye my hair to better understand the business.

The second challenge was keeping up with the industry's rapid pace. I addressed this by honing my time-management skills and boosting my productivity. Lastly, effectively communicating with stakeholders was another challenge. I learned to put myself in their shoes, tailoring my ideas and pitches to align with their perspectives and priorities.

HOW DID CAO HELP YOU IN PREPARING FOR YOUR INTERNSHIP AND FUTURE WORK?

CAO offered valuable resources and learning opportunities, such as workshops and case competitions. One standout experience was the NTU PEAK Leadership Development Programme, which opened the door to real-world business challenges. Participating in the programme helped me hone my problem-solving skills and taught me how to effectively break down and tackle complex problem statements. The insights and takeaways from this experience have been incredibly valuable in preparing me for my internship and future work.

HOW HAVE YOU DEVELOPED THROUGH THIS INTERNSHIP?

The P&G internship has really sparked my curiosity and developed my strategic thinking. One key lesson I learned is the importance of understanding the "why" before diving into the "how". Recommendations and insights don't hold much weight without a solid grasp of the business and the reasons behind our actions. Embracing this curiosity has helped me develop a growth mindset and better justify my recommendations to stakeholders.

I also learned the value of being proactive. Regular one-on-one meetings and coffee chats with various stakeholders not only deepened my understanding of the business but also offered me diverse perspectives. Being proactive and unafraid to reach out for assistance has been crucial for my growth during this experience.

SHARE ADVICE WITH YOUR PEERS WHO WILL BE GOING ON INTERNSHIPS.

One common challenge I noticed among my peers is the hesitation to take that first step in applying for jobs, often thinking, "Why me? I'm not enough." My first piece of advice is to be proactive and dare to try! You will not know if you are enough until you take that step, and even if you don't succeed right away, you will learn and grow from the experience.

My second piece of advice is to fully utilise CAO resources. Many students overlook the valuable information in CAO emails, but paying attention to these resources can really help with skill development and job search. So, take the initiative and make the most of what is available to you.

INTERNSHIP EXPERIENCE



**MARIAM LIM
KWEE FANG**
Psychology (2024)

Mariam shares how participating in CAO's mentorship programme helped her secure her first internship. She is currently a HR specialist at Stryker, a medical technology company.

HOW DID YOU COME ACROSS THIS INTERNSHIP AND WHAT MADE YOU CHOOSE THIS INTERNSHIP?

I came across the Singapore Stryker Internship programme on LinkedIn. I was drawn to it because it offered a great opportunity to expand my knowledge in HR through the various projects assigned to interns.

WHAT WERE YOUR MAIN RESPONSIBILITIES AS AN INTERN?

As an HR intern at Stryker, my responsibilities included both project-based tasks and ad-hoc assignments. Some of the projects involved drafting learning guides for employees to access resources and analysing user reports for the Employee Assistance Program to provide insights and recommendations, among other tasks.



Mariam's first meetup with her mentor, Mr Patrick Lew (rightmost), from CAO's LevelUP mentorship programme.

WHAT DO YOU LIKE ABOUT THIS INTERNSHIP EXPERIENCE?

What I liked about this internship experience was the diversity of my responsibilities. I had the chance to work on tasks related to my team (Rewards & Ops) as well as other tasks such as compensation and benefits and learning and development. After my internship ended, I continued to work with Stryker on a part-time contract basis, helping the Talent Acquisition team with this year's internship program from start to finish. I appreciated the company culture. My colleagues are all incredibly friendly and supportive, and I have really enjoyed working and learning from them.

WHAT WERE SOME CHALLENGES YOU FACED AND HOW DID YOU OVERCOME THEM?

One of the challenges I faced was that my colleagues were busy professionals. They did not always have the time to answer my questions or follow up on discussions we had about certain shared tasks. Over time, I learned that it is sometimes okay to make decisions independently, as long as I keep them informed about the actions I have taken to move the task forward.

HOW DID CAO HELP YOU IN PREPARING FOR YOUR INTERNSHIP AND FUTURE WORK?

The CAO events have certainly broadened my experience overall — from my network to opportunities and knowledge. One standout event was the LevelUP! mentorship programme, which incidentally led me to my first internship opportunity with another company (Woh Hup). I have both the programme and my mentor to thank for that. The mentorship programme helped me expand my knowledge in HR, and my mentor assigned me a task that encouraged me to connect with an HR professional on LinkedIn. After reaching out, I was invited to apply for Woh Hup's internship opportunity, and somehow, I landed it!

HOW HAVE YOU DEVELOPED THROUGH THIS INTERNSHIP?

In terms of skills, I have really honed my public speaking abilities, along with skills in stakeholder management and organising tasks. One key takeaway for me is to not be afraid to ask questions and take the lead when it is appropriate. For example, if a colleague is too busy and you need a prompt response from a stakeholder, it is important to step up.

SHARE ADVICE WITH YOUR PEERS WHO WILL BE GOING ON INTERNSHIPS.

My advice is to be proactive — ask questions, seek out opportunities, and inquire about tasks you can take on even if they are unrelated to your role. At the end of the day, you will learn a lot more and see how different functions come together to work as a business! Most importantly, enjoy yourself and don't be afraid to be honest with your supervisor.

OVERSEAS INTERNSHIP EXPERIENCE



GOH TING SHENG
Linguistics and Multilingual Studies
(expected year of graduation: 2025)

HOW DID YOU COME ACROSS THIS INTERNSHIP AND WHAT MADE YOU CHOOSE THIS INTERNSHIP?

I found this internship opportunity through NTU's OEP programme. It was with a start-up in Taiwan (PenguinSmart) that provides digital health speech therapy services to children with special needs and developmental delays. As a linguistics student interested in both languages and speech therapy, I was drawn to this opportunity because it combined linguistic study with practical application in speech therapy.

The idea of working with a digital speech therapy company in Taiwan excited me, as it allowed me to explore how technology can help individuals with speech disorders. It also offered me a chance to gain valuable international experience in a different cultural and linguistic environment. I saw this as a great opportunity to apply my linguistic knowledge in a real-world and global setting while learning about speech therapy services outside of Singapore.

WHAT WERE YOUR MAIN RESPONSIBILITIES AS AN INTERN?

My responsibilities were multifaceted, including working closely with children with speech delays and their families to provide comprehensive care. In addition to therapy operations, I helped improve existing speech therapy activities and developed new ones to better cater to families' needs.

I also led content marketing and advertising efforts, creating engaging content to promote our services on different platforms. Through networking and research, I sought out business leads and opportunities to help grow the company's client base and partnerships.

It was also important for me as an intern to stay updated on the latest developments in the field of speech therapy through extensive literature and market research. This research proved valuable when the company used the data I gathered on their website to highlight the importance of early intervention speech therapy for children with delays.

WHAT DO YOU LIKE ABOUT THIS INTERNSHIP EXPERIENCE?

'Like' is an understatement. This internship experience was truly life-changing and eye-opening for me to understand how the knowledge and skills from my degree, can be applied to global markets, providing speech therapy to children with special needs.

Other than the work itself, I could travel during weekends, meet new people, and create memorable moments with friends in Taiwan. This experience made me realise how big the world is and how important it is to step out of our comfort zone to achieve great things.

WHAT WERE SOME CHALLENGES YOU FACED AND HOW DID YOU OVERCOME THEM?

Adapting to a different work culture was challenging at first, but I soon overcame it by observing and learning from colleagues, for example, how to communicate with the company's executives and proactively engage in events. Living alone in a foreign country could sometimes feel lonely, but things improved when I joined community events and social meetups to meet new people and make friends. These challenges became easier to manage over time and I grew a lot as a person from when I first arrived in Taiwan.

HOW DID CAO HELP YOU IN PREPARING FOR YOUR INTERNSHIP AND FUTURE WORK?

By attending CAO workshops and seminars, I gained practical knowledge and developed essential skills that helped me secure and succeed in my internship. Before our overseas internship, we participated in a workshop that taught us how to prepare for the internship and future career opportunities. This event gave valuable insights into various aspects of professional development, including communication skills and networking strategies.

Engaging with professionals and alumni during CAO events also allowed me to expand my professional network and receive valuable advice and mentorship. These interactions not only enhanced my understanding of the global industry but also gave me a clearer view of workplace expectations and dynamics.

HOW HAVE YOU DEVELOPED THROUGH THIS INTERNSHIP?

My internship experience has strengthened my adaptability and flexibility. Embracing the unfamiliarity of a new environment and learning to navigate cultural differences taught me the importance of being open-minded and adaptable in diverse settings. These skills will undoubtedly benefit me in future professional roles that may require me to work in multicultural or unfamiliar environments.

Alongside the professional growth during my internship, the cultural experiences I shared with friends overseas were invaluable in shaping me as a person. Interacting with people from different cultural backgrounds deepened my understanding of diversity and broadened my worldview.

Through conversations, shared meals, and exploring local traditions together, I gained insights into Taiwanese culture that went beyond what I could learn in a classroom or workplace setting. These interactions challenged my preconceptions, encouraged me to embrace new perspectives, and fostered a deeper appreciation for cultural differences.

SHARE ADVICE WITH YOUR PEERS WHO WILL BE GOING ON INTERNSHIPS.

It will be an amazing journey of growth and self-development, and it is not going to be easy! However, that is exactly what helps you grow as a person. During your internship, don't be afraid to learn and ask questions — that is the main purpose of an internship. Most importantly, have fun and be open to embracing different cultures and people. You can always reach out to your seniors or alumni for guidance whenever you have doubts!

OVERSEAS INTERNSHIP EXPERIENCE



TAN SI MIN
Sociology (expected year of graduation: 2025)

India is one of the world's largest economies, yet few students consider exploring job and internship opportunities in the country. Read on to discover Si Min's internship experience and what motivated her to intern in India.

HOW DID YOU COME ACROSS THIS INTERNSHIP AND WHAT MADE YOU CHOOSE THIS INTERNSHIP?

I learned about this internship through my career coach. I have always been eager to explore corporate social responsibility initiatives, and Tata Steel's focus on diversity and inclusion strongly resonated with my interests. Learning about the work that Tata Steel and Tata Steel Foundation do in India, I saw this as an opportunity to apply my skills in a meaningful way while gaining insights from professionals outside Singapore. The combination of contributing to a project with real impact and experiencing a new cultural environment was something I could not pass up, making this internship a compelling choice for my personal and professional growth.

WHAT WERE YOUR MAIN RESPONSIBILITIES AS AN INTERN?

As a Diversity and Inclusion intern at Tata Steel Foundation, I worked on a disability project where I applied my social research skills to understand how stakeholders in Jamshedpur view employment for Persons with Disabilities (PwDs). Insights from these interviews enabled us to identify accessible job roles across various industries and develop a framework to help employers designate suitable positions for PwDs within their companies.

Additionally, I revised a sensitisation workshop module at SABAL, aimed at educating employers about disability and ways to accommodate PwDs in accordance with the RPwD Act 2016. I also reviewed Tata Steel's Equal Opportunity and Anti-Discrimination policy, benchmarking their initiatives against other manufacturing firms and incorporating the experiences of employees with disabilities.

WHAT DO YOU LIKE ABOUT THIS INTERNSHIP EXPERIENCE?

What I valued most about my internship was the opportunity to take a project from start to finish, shaping each stage and seeing it all come together. This experience taught me the importance of not only being responsible for my work but also being fully invested in it. Being based in India allowed me to engage with local contexts through direct conversations with stakeholders, which was key in developing practical solutions. It also broadened my perspective on how other countries tackle similar challenges, offering fresh perspectives and ideas. Combining these global insights with my contributions from home made the process both rewarding and impactful.

WHAT WERE SOME CHALLENGES YOU FACED AND HOW DID YOU OVERCOME THEM?

Arriving alone in a new country, especially as an introvert, was a significant challenge. At first, the experience felt isolating, with language barriers and cultural differences making me feel like an outsider. Communication was difficult, but this challenge pushed me to step out of my comfort zone. I took the initiative to reach out, using tools like Google Translate to bridge the language gap.

Gradually, I started to connect more with colleagues and students with disabilities. We even began learning each other's languages — they taught me Hindi and Indian sign language, while I taught them English. Despite the initial hurdles, this experience was incredibly rewarding, leading to unexpected personal and professional growth.

HOW DID CAO HELP YOU IN PREPARING FOR YOUR INTERNSHIP AND FUTURE WORK?

I primarily participated in events hosted by my school's career coach, such as one-to-one consultations. These sessions taught me how to better align my skills with available opportunities, which really helped improve both my CV and interview techniques.

Attending job fairs and networking sessions also unlocked many potential career paths that I hadn't considered before. As someone who often felt uncertain about my career prospects, I found this particularly helpful. This internship further expanded my network and gave me a broader global perspective.

HOW HAVE YOU DEVELOPED THROUGH THIS INTERNSHIP?

As an introvert, I tend to avoid taking risks, preferring to stay within my comfort zone. While there is nothing inherently wrong with that, I found it was limiting my curiosity and willingness to explore new possibilities. That is one of the reasons I decided to pursue this internship — to push myself beyond familiar surroundings and into a new environment.

During these three months, I learned a great deal from professionals in India, particularly about how they perceive and address social issues. Being involved in a project allowed me to apply my research skills and taught me a lot about project management and refining my work. Working closely with PwDs and professionals in the field also deepened my understanding of their needs and how we can contribute to empowering them to live with dignity.

SHARE ADVICE WITH YOUR PEERS WHO WILL BE GOING ON INTERNSHIPS.

My advice is to take the time to thoroughly research and understand why you want to pursue a specific opportunity. Focus on quality over quantity — consider how this internship can add value to your career and what you can contribute in return. When I chose to go to India, I faced many questions and doubts, primarily because it wasn't the most conventional choice. But after learning more about the opportunity and the country, I knew it was the right decision — and I am glad I went for it.

Whatever your reasons for taking on an overseas internship, keep an open mind, be adventurous, and trust the process. You are there to learn and grow, so make the most of it. And while you are at it, aim to leave a lasting impression of the talent we have in Singapore.

OVERSEAS INTERNSHIP EXPERIENCE



SABRINA LIM
Business (expected year of graduation: 2026)

What comes to mind when you think of the country Uganda? Can you imagine yourself doing an internship there? This is exactly what Sabrina did. Read on to learn about her experience.

HOW DID YOU COME ACROSS THIS INTERNSHIP AND WHAT MADE YOU CHOOSE THIS INTERNSHIP?

I learned about the Commercial Intern position at Wilmar International through an email. I chose this internship because I wanted to push myself out of my comfort zone and experience working overseas. Working in a foreign country offers a chance to experience a different culture and face unfamiliar challenges.

My interest in the commodities sector also motivated me, as this role would give me direct exposure to both upstream and downstream operations in agribusiness. When I saw this opportunity, I knew it was the perfect chance to grow both personally and professionally.

WHAT WERE YOUR MAIN RESPONSIBILITIES AS AN INTERN?

As a Commercial Intern at Wilmar International, I focused on learning and supporting various operations in Uganda, including three plantations and a refinery. I rotated between departments at the plantations, assisting with tasks such as nursery operations and learning about the maintenance of mature oil palms, soil analysis, and disease management.

I contributed to operational audits and played a role in data mining and streamlining data management to improve decision-making processes. Additionally, I conducted market research with local communities, met with local out-growers, and interacted with their representative association, gaining a deeper understanding of the industry's impact on and relationship with the local population. My internship was hands-on, with tasks assigned weekly to support operational improvements.

WHAT DO YOU LIKE ABOUT THIS INTERNSHIP EXPERIENCE?

What I enjoyed most about this internship was the opportunity to immerse myself in a completely different environment and culture. Living in the heart of the palm oil plantations for eight weeks allowed me to connect with both nature and the local community, experiences that I would not find in Singapore. I had the chance to participate in my first safari game drive and rafting on the world's longest river. Engaging in local activities like learning the card game "Matatu," bonding over volleyball, exploring markets, and trying local food, further enriched my experience. These moments deepened my appreciation for being present and cherishing the world around me, making this internship both rewarding and transformative.

WHAT WERE SOME CHALLENGES YOU FACED AND HOW DID YOU OVERCOME THEM?

One of the biggest challenges I faced was navigating the uncertainty of a completely new environment. From not knowing what to expect with accommodations and local culture to trying unfamiliar food, the initial uncertainty was overwhelming. It was difficult to figure out how to prepare adequately and what adjustments I might need to make. To overcome this, I focused on staying adaptable and treating each new experience as an opportunity to learn rather than something to fear. My colleagues and the company created a comfortable environment, which helped ease the transition. With their support, I was able to settle in quickly and fully embraced the experience, making it far more rewarding and enjoyable than I expected.

HOW DID CAO HELP YOU IN PREPARING FOR YOUR INTERNSHIP AND FUTURE WORK?

Participating in CAO events gave me valuable insights as I transitioned from the hospitality industry to the commodities sector. Through networking sessions and company talks, I gained a clearer understanding of what organisations are looking for and the opportunities available. Interacting with employees helped me assess my fit within workplace cultures and identify areas to improve my technical skills. At one of these events, I met an Industry Relations Consultant from CAO, whose guidance and support inspired me to dive deeper into the commodities sector. His advice helped me see that it was never too late to pivot my career path and pursue new opportunities.

HOW HAVE YOU DEVELOPED THROUGH THIS INTERNSHIP?

Through this internship, my perspective on happiness and life has shifted significantly. Living in the moment and appreciating the simple joys, such as connecting with colleagues, engaging in local activities, and exploring new environments, taught me the value of being present.

Professionally, the internship deepened my understanding of the commodities industry and enhanced my technical skills, from data analysis to project management in plantation operations. I developed a habit of approaching challenges with a flexible mindset, which has been invaluable in adapting to new situations. Key takeaways include the importance of resilience, the impact of sustainable practices in commodities, and the realisation that growth often comes from stepping outside of one's comfort zone.

SHARE ADVICE WITH YOUR PEERS WHO WILL BE GOING ON INTERNSHIPS.

For those embarking on internships, my advice is to stay open-minded and embrace every opportunity, even if it feels outside your comfort zone. As Michelle Obama said, "You can't make decisions based on fear and the possibility of what might happen." Take the leap and be proactive in seeking out learning experiences. Ask questions, attend networking sessions, and connect with your colleagues to gain insights into their roles. Remember, it is okay not to know everything at the start, as internships are a learning journey. Take time to understand the company culture and adapt to it, as this will help you fit in and make the most of your experience. Lastly, stay present, have humility in all you do, and nurture a strong eagerness to learn. Let your curiosity guide you and view every challenge as an opportunity for growth.

RECENT GRADUATE STORY



NANDINI VERMA
Computer Science (2024)
Associate Consultant,
EY-Parthenon Singapore

WHAT ARE SOME STRATEGIES THAT YOU USED TO LAND YOURSELF THIS POSITION?

I attended CAO networking events to learn from Consulting professionals, which helped me better understand the industry. Through hands-on experiences, I developed a well-rounded skill set, making me a strong candidate for a Consulting role with EY-Parthenon.

Recognising that a resume is the first gateway in the recruitment process, I put in effort to ensure mine is flawless. Knowing that even small details can make a big difference, I meticulously refined every aspect, including the formatting. I also sought feedback from mentors I connected with through CAO's LevelUP! mentorship programme. Their insights from an employer's perspective helped ensure my resume meets recruiters' expectations and stands out from competition. While some may overlook the importance of a cover letter, I use it as a platform to express my genuine interest and enthusiasm for the role.

At company-hosted networking events, I connected with recent graduate hires who had first-hand experiences with the recruitment process. I leveraged insights from their interview experiences to prepare myself for my own interviews. Additionally, I conducted thorough research on the company and its candidate expectations. This comprehensive preparation allowed me to approach interviews with confidence, presenting myself as a well-prepared candidate. It also enabled me to ask thoughtful questions, helping me stand out from other candidates.

SHARE YOUR TIPS AND ADVICE WITH FELLOW STUDENTS WHO WILL BE LOOKING FOR JOBS OR INTERNSHIPS SOON.

First, start your job search early. Don't wait until your final semester or after your exams to begin. Embrace continuous learning by actively participating in interviews and refining your approach as you go. Many companies prioritise early applications, which can give you a competitive edge over your peers.

Second, engage in networking events and build genuine connections. Take the initiative to interact with professionals and seek opportunities to learn from their experiences. I was pleasantly surprised to find that many people are eager to offer support and share valuable insights.

Third, keep track of your job applications. It is easy to get caught up in the process and lose track of which companies you have applied to. I created a spreadsheet to organise my efforts. By focusing on jobs that align with your goals and tracking your applications, you can maximise your chances of securing meaningful opportunities while managing your academic commitments.

Finally, building and maintaining positive relationships with HR professionals is invaluable for your career journey. Even if you are not selected for a role, follow up with the HR representative to thank them and seek feedback on your interview performance. This shows your commitment to personal growth and leaves a lasting impression. By keeping communication open, you stay on their radar for future roles that may become available.

TELL US ABOUT YOUR ROLE AND MAIN RESPONSIBILITIES.

As an Associate Consultant with EY-Parthenon Singapore, I am involved in addressing the Chief Experience Officer (CXO)'s agenda in Strategy.

My responsibilities include conducting fact-based analyses to evaluate market dynamics, growth opportunities and risk factors for our clients, delivering insights to catalyse value creation, identifying avenues for operational enhancements, cost optimisation and revenue enhancement. Additionally, I work closely with clients to devise and execute strategies aimed at achieving sustainable growth and profitability.

HOW LONG DID YOU TAKE TO SECURE THE JOB?

I landed a full-time position approximately 10 months before graduation. It all started when I applied for the EY NextGen Women Case Competition in May 2023. Following a rigorous initial screening process, I was chosen among 12 participants from across Singapore. I stood out as the sole representative from NTU and STEM disciplines. My interview timeline was expedited by the company following the competition in July 2023. After a series of interviews, I received a job offer in October 2023.

WHAT WERE SOME CHALLENGES YOU FACED WHEN LOOKING FOR A JOB AND HOW DID YOU OVERCOME THEM?

Transitioning from Computer Science to Banking and Consulting posed a challenge for me. While I was confident in my technical abilities, I soon realised the importance of showcasing skills beyond coding. Throughout the competition and ensuing interviews, I shifted my focus to strategic analysis, business acumen and client engagement. It was a journey of growth, where I had to demonstrate not only technical proficiency but also adeptness in addressing business challenges. Embracing this shift required flexibility and a willingness to learn new skills.

Throughout my third year, I diligently attended company events, gaining insights into their recruitment processes. Recognising the importance of working smart while working hard, I understood that interviews alone were not the exclusive path to employment. I leveraged unconventional avenues such as competitions to bypass the standard interview procedures. While my peers were just starting to plan their job applications, I had already begun my interviews.

To further prepare myself, I proactively participated in case competitions such as NTU PEAK, while taking on a leadership position with an NTU student club. As Vice-President of the club, I improved my communication skills by working with different stakeholders and managing and motivating the team.

RECENT GRADUATE STORY



PEH YU YUN
Electrical and Electronic
Engineering (2023)
Space Systems Engineer,
DSO National Laboratories

TELL US ABOUT YOUR ROLE AND RESPONSIBILITIES.

As a Space Systems Engineer with DSO National Laboratories, my role involves working with my team to analyse the system requirements to ensure that the project is successful and meets the objectives that the team intends to achieve. I also develop payload capabilities, which comprise firmware and hardware that will be sent into space. A typical day at work would be me fiddling with hardware or tweaking algorithms and running simulations. There is always something new to learn every day, as I test firmware, hardware, and debug codes.

HOW LONG DID YOU TAKE TO SECURE THE JOB?

I was offered a DSO Merit Scholarship after my internship with DSO at the end of my third year in NTU, so I could start working almost immediately after graduation.

WHAT WERE SOME CHALLENGES YOU FACED WHEN LOOKING FOR A JOB AND HOW DID YOU OVERCOME THEM?

One of the challenges I faced was not knowing what kind of work I would like to do after graduation. As the EEE curriculum is broad and diverse, there were many possible options to choose from, such as software engineering, power, communications, signal processing and IC design. I also chose not to specialise in a particular area and instead did a mixture of modules such as photonics, physiological systems, and control systems. Hence, there was no clear path as to what I was going to do in the future. Thankfully, I managed to secure an internship with DSO that helped me explore my interests in a safe environment.

WHAT ARE SOME STRATEGIES THAT YOU USED TO LAND YOURSELF THIS POSITION?

I reached out to one of my professors in EEE who connected me with DSO's HR representative. My professor also helped to vet my application for the internship. In my application, I highlighted an extracurricular project that I took up in NTU where, as the Technical Vice-President, I was responsible for ensuring the technical feasibility of planned activities and designing a training plan for beginners to learn remotely and participate in those activities.

Due to the uncertainties brought about by the COVID-19 pandemic at that time, my team and I had to brainstorm and test different ways to conduct training effectively and allow participants to enjoy the planned activities from the comfort and safety of their own homes. Together with my team, we played a key role in making the project a success. Apart from keeping up with academics, it was beneficial to invest time in projects that broadened my perspectives and helped me develop transferable skills, such as problem-solving, time management, and resilience.

SHARE YOUR TIPS AND ADVICE WITH FELLOW STUDENTS WHO WILL BE LOOKING FOR JOBS OR INTERNSHIPS SOON.

I view internships as a two-way interview that spans three to six months. During my internship at DSO, experiencing the work environment first-hand solidified my decision to pursue a career there. I believe the passion and innovation I demonstrated helped me secure both a return offer and the DSO scholarship.

Although I did not seek guidance from a career coach, as I managed to secure an internship and subsequently, a full-time job quite quickly, I believe that career coaching is a valuable resource that can help improve a candidate's resume and better prepare them for interviews.

Academics are important and good grades do showcase your academic abilities. However, dedicating time to developing yourself in other areas and exposing yourself to unique challenges will allow you to grow beyond what academics can provide. This growth is invaluable in making yourself stand out from your peers.



Yu Yun (second from left) during team cohesion.

RECENT GRADUATE STORY



LIU XINYAO
Electrical and Electronic Engineering (2024)
System Analyst, PSA Singapore

TELL US ABOUT YOUR ROLE AND MAIN RESPONSIBILITIES.

I am currently working at PSA Singapore in the Port Ecosystem Digital Solutions Department. My role involves developing and implementing innovative digital solutions tailored to diverse business scenarios within the port ecosystem. Key projects I have contributed to include:

- + Supporting an e-commerce project in collaboration with Midea and COSCO, aimed at advancing digitalisation efforts. This initiative is projected to generate an additional \$1.5 million in revenue over five years by attracting new customers.
- + Playing a critical role in modernising the Container Freight Station (CFS), where I helped deliver a state-of-the-art digital system that has significantly reduced manual operations and enhanced overall operational efficiency.

HOW LONG DID YOU TAKE TO SECURE THE JOB?

I began my job search at the start of my final year in July 2023 and received an offer from PSA in May 2024, just before graduation.

WHAT WERE SOME CHALLENGES YOU FACED WHEN LOOKING FOR A JOB AND HOW DID YOU OVERCOME THEM?

Initially, I targeted software engineering roles in banking and tech companies. However, I quickly realised that these positions required highly specialised skills that I lacked from my academic training, making them extremely competitive. To adapt, I broadened my search to include all software-related roles across various industries. This approach allowed me to effectively leverage my foundational skills while gaining exposure to different sectors. Additionally, I focused on upskilling through online courses and practical projects to ensure I was well-prepared to meet the demands of a wider range of roles.

WHAT ARE SOME STRATEGIES THAT YOU USED TO LAND YOURSELF THIS POSITION?

I sought guidance from CAO's career coach and industry consultant. My career coach provided invaluable advice on refining my resume and helped me prepare through mock interviews. The industry consultant offered insights that were crucial in helping me decide on the right offer. Additionally, I adopted a proactive approach by applying broadly to any relevant opportunities. I attended numerous interviews, and although most did not lead to offers, each experience helped me improve my skills and identify areas for growth. This combination of mentorship, industry insight, and relentless practice ultimately helped me to secure my position.

SHARE YOUR TIPS AND ADVICE WITH FELLOW STUDENTS WHO WILL BE LOOKING FOR JOBS OR INTERNSHIPS SOON.

Start Early: Begin your job search early in your academic journey. Familiarise yourself with the industries that interest you and identify the skills required for those roles.

Tailor Your Resume: Customise your resume for each application by highlighting relevant projects and skills. Keep the format clean and concise and seek feedback from career coaches or mentors to strengthen it.

Practice Interviewing: Engage in mock interviews to prepare effectively. Practice answering both technical and behavioural questions to boost your confidence and communication skills.

Network Actively: Attend industry events, connect with alumni, and reach out on platforms such as LinkedIn. Networking can often open doors to opportunities you might not find otherwise.

FIRST DESTINATION SURVEY RESULTS

ASPIRATIONS + GROWTH
= EXPERIENCE
ASPIRATIONS + GROWTH
= EXPERIENCE
ASPIRATIONS + GROWTH
= EXPERIENCE
ASPIRATIONS + GROWTH
= EXPERIENCE
ASPIRATIONS + GROWTH
= EXPERIENCE
ASPIRATIONS + GROWTH
= EXPERIENCE



MEET YOUR CAREER COACHES



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2 Caleb Chew
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School of Civil & Environmental Engineering | School of Materials Science & Engineering | Asian School of Environment

3 Benn Goh
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School of Chemistry, Chemical Engineering & Biotechnology

4 Theresa Ong
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School of Electrical & Electronic Engineering

Incoming Career Coach

School of Electrical & Electronic Engineering (IEM) | School of Mechanical & Aerospace Engineering | School of Physical & Mathematical Sciences

5 Patrick Chong
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School of Biological Sciences | School of Mechanical & Aerospace Engineering | Sport Science & Management

6 Stephen Koh
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School of Art, Design & Media | Wee Kim Wee School of Communication & Information

7 Angeline Sim
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School of Humanities

8 Shannon Toh
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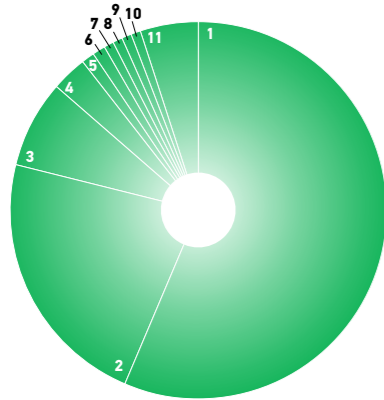
School of Social Sciences

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

Information accurate as of 8 January 2025. Visit [CareerAxis](#) to make an appointment to speak to your career coach. For the most updated information on CAO offerings, please refer to the Student Intranet at: <https://entuedu.sharepoint.com/sites/Student/dept/cao/>

NANYANG BUSINESS SCHOOL

ACCOUNTANCY



INDUSTRIES	%
1 Legal, Accounting and Auditing	56.5
2 Financial and Insurance	22.4
3 Business and Management Consultancy	7.5
4 Public Administration and Defence	3.1
5 Wholesale Trade	1.2
6 Administrative and Support Services	1.2
7 Food and Beverage	0.8
8 Healthcare	0.8
9 Information and Communication	0.8
10 Electronic Products	0.8
11 Others	4.9

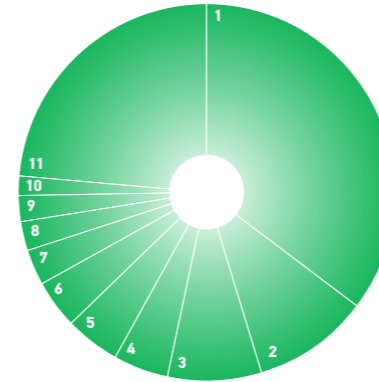
COMMON JOB TITLES

- Auditor
- Tax Associate
- Assurance Associate
- Management Associate

- Accounts Executive
- Audit Analyst
- Investment Analyst

- Risk Consultant
- Financial Analyst
- Data Analyst

BUSINESS



INDUSTRIES	%
1 Financial and Insurance	35.4
2 Information and Communication	10.1
3 Business and Management Consultancy	7.9
4 Public Administration and Defence	4.9
5 Advertising Services and Market Research	4.5
6 Retail Trade	4.3
7 Wholesale Trade	3.0
8 Legal, Accounting and Auditing	2.6
9 Administrative and Support Services	2.1
10 Land Transport	1.7
11 Others	23.5

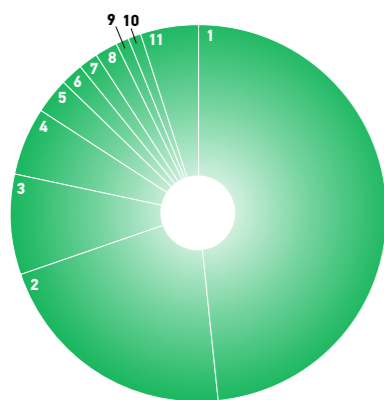
COMMON JOB TITLES

- Analyst
- Management Associate
- Marketing Executive
- Business Analyst

- HR Executive
- Investment Banking Analyst
- Actuarial Analyst

- Media Executive
- Account Executive
- Business Architecture Analyst

ACCOUNTANCY AND BUSINESS



INDUSTRIES	%
1 Financial and Insurance	48.5
2 Legal, Accounting and Auditing	21.4
3 Business and Management Consultancy	8.7
4 Information and Communication	5.8
5 Retail Trade	2.9
6 Advertising Services and Market Research	1.9
7 Wholesale Trade	1.9
8 Air Transport	1.9
9 Public Administration and Defence	1.0
10 Professional, Scientific and Technical Activities	1.0
11 Others	5.0

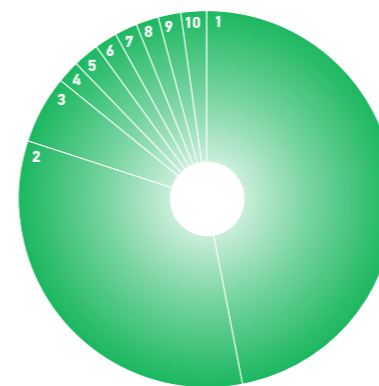
COMMON JOB TITLES

- Management Associate
- Audit Associate
- Analyst
- Financial Analyst

- Audit Analyst
- Auditor
- Tax Associate

- Actuarial Analyst
- Data Analyst
- Investment Associate

BUSINESS AND COMPUTER ENGINEERING/COMPUTING



INDUSTRIES	%
1 Information and Communication	47.1
2 Financial and Insurance	33.3
3 Public Administration and Defence	5.9
4 Education	2.0
5 Retail Trade	2.0
6 Marine and Offshore Engineering	2.0
7 Healthcare	2.0
8 Business and Management Consultancy	2.0
9 Professional, Scientific and Technical Activities	2.0
10 Electronic Products	2.0

COMMON JOB TITLES

- Software Engineer
- Engineer
- Technology Analyst
- Analyst

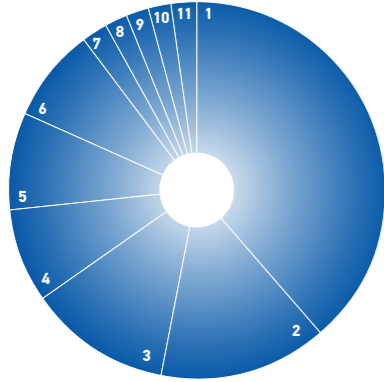
- Software Developer
- Data Analyst
- Data Scientist

- Investment Analyst
- Research Engineer
- Data Engineer

The data was compiled based on the Graduate Employment Survey from 2023.

COLLEGE OF COMPUTING AND DATA SCIENCE

COMPUTER ENGINEERING



INDUSTRIES	%	
1	Information and Communication	38.8
2	Financial and Insurance	14.3
3	Scientific Research and Development	12.2
4	Public Administration and Defence	8.2
5	Electrical Products	8.2
6	Investigation and Security	8.2
7	Medical and Precision Instruments	2.0
8	Aerospace	2.0
9	Oilfield and Gasfield Machinery and Equipment Manufacturing	2.0
10	Business and Management Consultancy	2.0
11	Professional, Scientific and Technical Activities	2.0

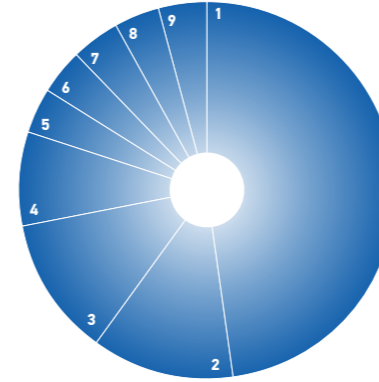
COMMON JOB TITLES

Software Engineer
Cybersecurity Engineer
Embedded Systems Engineer

Systems Analyst
Technology Analyst
Digital Optimization Analyst

Research Engineer
Systems Engineer
Cloud Engineer
AI Engineer

DATA SCIENCE AND ARTIFICIAL INTELLIGENCE



INDUSTRIES	%	
1	Information and Communication	48.0
2	Financial and Insurance	12.0
3	Public Administration and Defence	12.0
4	Scientific Research and Development	8.0
5	Land Transport	4.0
6	Legal, Accounting and Auditing	4.0
7	Air Transport	4.0
8	Machinery and Equipment	4.0
9	Other Engineering Manufacturing	4.0

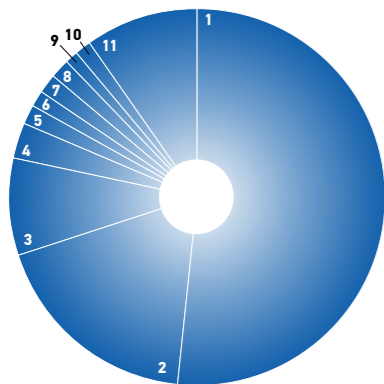
COMMON JOB TITLES

Software Engineer
Data Engineer
Machine Learning Engineer
Business Development Executive

Data Scientist
Research Officer
Market Risk Associate

Data Analyst
Quantitative Analyst
AI Scientist

COMPUTER SCIENCE



INDUSTRIES	%	
1	Information and Communication	51.9
2	Financial and Insurance	18.1
3	Public Administration and Defence	8.6
4	Electronic Products	2.9
5	Machinery and Equipment	1.6
6	Investigation and Security	1.6
7	Healthcare	1.6
8	Scientific Research and Development	1.6
9	Solar, Wind, Water Treatment	1.2
10	Professional, Scientific and Technical Activities	1.2
11	Others	9.7

COMMON JOB TITLES

Software Engineer
Software Developer
Data Scientist
Cybersecurity Engineer

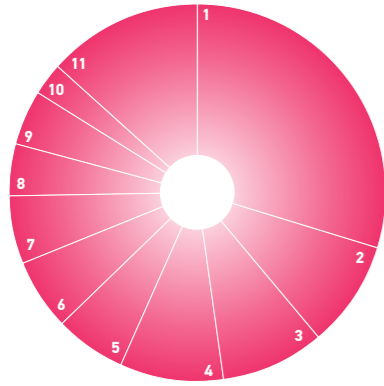
Business Analyst
Systems Analyst
Systems Engineer

AI Engineer
Software Test Engineer
Data Analyst



COLLEGE OF ENGINEERING

AEROSPACE ENGINEERING



INDUSTRIES	%
1 Aerospace	29.9
2 Financial and Insurance	9.0
3 Public Administration and Defence	9.0
4 Air Transport	9.0
5 Land Transport	6.0
6 Oilfield and Gasfield Machinery and Equipment Manufacturing	6.0
7 Information and Communication	6.0
8 Logistics and Supply Chain Management	4.5
9 Electronic Products	4.5
10 Electrical Products	3.0
11 Others	13.1

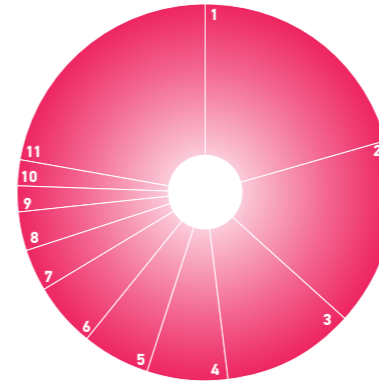
COMMON JOB TITLES

Mechanical Engineer
Software Engineer
Project Engineer
Analyst

Technical Services Engineer
Project Manager
Design Engineer

Management Associate
System Design Engineer
Process Engineer

CHEMICAL AND BIOMOLECULAR ENGINEERING



INDUSTRIES	%
1 Chemical Manufacturing	20.7
2 Pharmaceutical and Biological Products	16.1
3 Other Engineering Services	11.5
4 Petroleum, Mining and Prospecting Services	6.9
5 Information and Communication	5.7
6 Electronic Products	5.7
7 Financial and Insurance	3.4
8 Business and Management Consultancy	3.4
9 Education	2.3
10 Solar, Wind, Water Treatment	2.3
11 Others	22.0

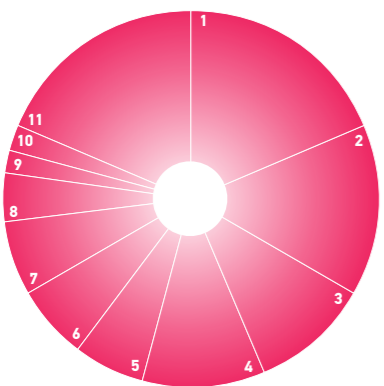
COMMON JOB TITLES

Process Engineer
Biotechnologist
Application Engineer
Analyst

Business Development Executive
Chemical Engineer
Environmental Engineer

Design Engineer
Software Engineer
Maintenance Engineer

BIOENGINEERING



INDUSTRIES	%
1 Healthcare	18.8
2 Pharmaceutical and Biological Products Manufacturing	14.6
3 Financial and Insurance	10.4
4 Scientific Research and Development	10.4
5 Medical and Precision Instruments	6.3
6 Education	6.3
7 Information and Communication	6.3
8 Electronic Products	4.2
9 Public Administration and Defence	2.1
10 Chemical Manufacturing	2.1
11 Others	18.5

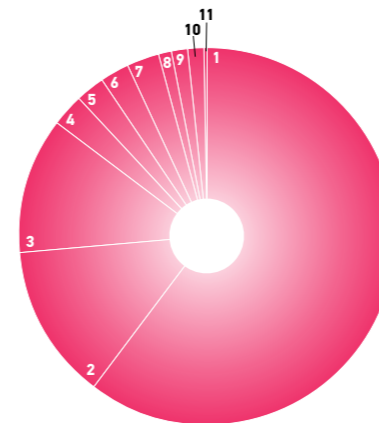
COMMON JOB TITLES

Biotechnologist
Research Officer
Software Engineer
Software Test Analyst

Manufacturing Engineer
Production Engineer
Biomedical Engineer

Product Development Engineer
Data Analyst
Clinical Informatics Analyst

CIVIL ENGINEERING



INDUSTRIES	%
1 Construction	60.5
2 Other Engineering Services	13.2
3 Land Transport	11.8
4 Financial and Insurance	2.6
5 Public Administration and Defence	2.6
6 Oilfield and Gasfield Machinery and Equipment Manufacturing	2.6
7 Information and Communication	2.6
8 Wholesale Trade	1.3
9 Air Transport	1.3
10 Logistics and Supply Chain Management	1.3
11 Others	0.2

COMMON JOB TITLES

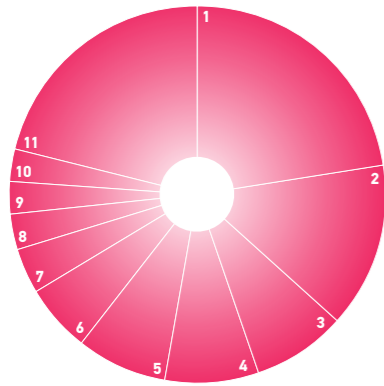
Project Engineer
Site Engineer
Structural Engineer
Quantity Surveyor

Civil and Structural Engineer
Geotechnical Engineer
Civil Engineer

Design Engineer
Analyst
Transport Planner

COLLEGE OF ENGINEERING

ELECTRICAL AND ELECTRONIC ENGINEERING



INDUSTRIES	%
1 Information and Communication	22.7
2 Electronic Products	14.1
3 Other Engineering Services	8.2
4 Public Administration and Defence	7.9
5 Electrical Products	7.9
6 Financial and Insurance	5.8
7 Construction	3.8
8 Land Transport	3.1
9 Aerospace	2.7
10 Scientific Research and Development	2.7
11 Others	21.1

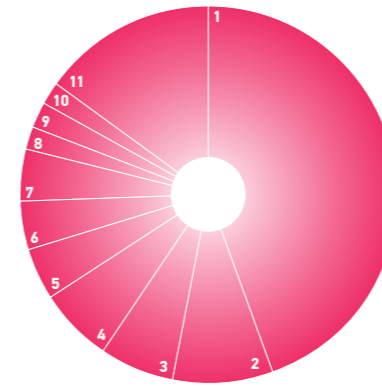
COMMON JOB TITLES

Software Engineer/
Developer
Project Engineer
Electrical Engineer

Systems Engineer
Research Engineer
Product Engineer
Network Engineer

Automation Engineer
Data Engineer
Cybersecurity Analyst

INFORMATION ENGINEERING AND MEDIA



INDUSTRIES	%
1 Information and Communication	44.7
2 Public Administration and Defence	8.5
3 Financial and Insurance	6.4
4 Electronic Products	6.4
5 Aerospace	4.3
6 Other Engineering Services	4.3
7 Scientific Research and Development	4.3
8 Education	2.1
9 Advertising Services and Market Research	2.1
10 Electrical Products	2.1
11 Others	14.8

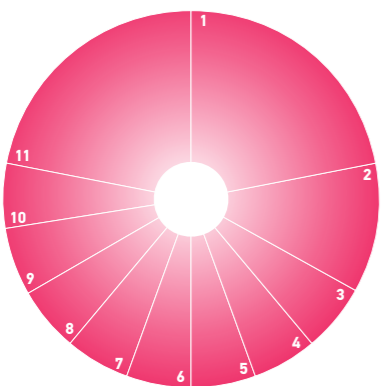
COMMON JOB TITLES

Software Engineer
Cybersecurity Engineer
DevOps Engineer
Business Analyst

UX Designer
Cloud Engineer
Systems Analyst

Infrastructure Engineer
Software Developer
Development Analyst

ENVIRONMENTAL ENGINEERING



INDUSTRIES	%
1 Other Engineering Services	22.2
2 Chemical Manufacturing	11.1
3 Financial and Insurance	5.6
4 Public Administration and Defence	5.6
5 Electrical Products	5.6
6 Logistics and Supply Chain Management	5.6
7 Solar, Wind, Water Treatment	5.6
8 Business and Management Consultancy	5.6
9 Petroleum, Mining and Prospecting Services	5.6
10 Scientific Research and Development	5.6
11 Others	21.9

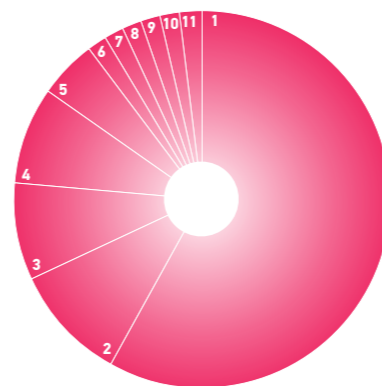
COMMON JOB TITLES

Engineer
Design Engineer
Management Consultant
Chemist

Hydraulics Engineer
Environment and Sustainability Engineer
Process Engineer

Project Engineer
Scientific Officer
Environmental and Safety Engineer

MARITIME STUDIES



INDUSTRIES	%
1 Water Transport	58.3
2 Financial and Insurance	10.0
3 Logistics and Supply Chain Management	8.3
4 Petroleum, Mining and Prospecting Services	8.3
5 Wholesale Trade	5.0
6 Public Administration and Defence	1.7
7 Legal, Accounting and Auditing	1.7
8 Retail Trade	1.7
9 Air Transport	1.7
10 Machinery and Equipment	1.7
11 Oilfield and Gasfield Machinery and Equipment Manufacturing	1.7

COMMON JOB TITLES

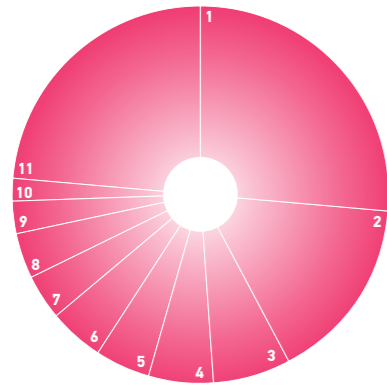
Operations Executive
Shipping Executive
Ship Broker
Data Analyst

Investment Analyst
Freight Trader
Trading Analyst

Market Analyst
Trader
Chartering Executive

COLLEGE OF ENGINEERING

MATERIALS ENGINEERING



INDUSTRIES	%	
1	Electronic Products	26.4
2	Scientific Research and Development	16.0
3	Information and Communication	6.6
4	Public Administration and Defence	5.7
5	Other Engineering Manufacturing	4.7
6	Other Engineering Services	4.7
7	Wholesale Trade	3.8
8	Machinery and Equipment	3.8
9	Construction	2.8
10	Land Transport	1.9
11	Others	23.6

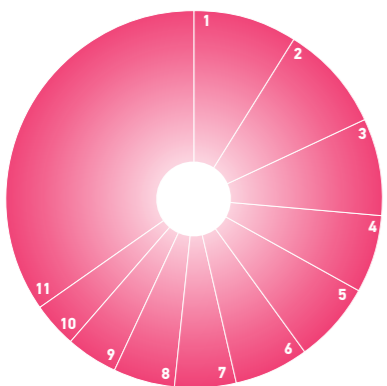
COMMON JOB TITLES

Process Engineer
Research Engineer
Procurement Executive
Analyst

Manufacturing Engineer
Quality Engineer
R&D Mechanical Engineer

Software Engineer
Process Integration Engineer
Product Engineer

MECHANICAL ENGINEERING



INDUSTRIES	%	
1	Oilfield and Gasfield Machinery and Equipment Manufacturing	9.1
2	Information and Communication	9.1
3	Public Administration and Defence	8.3
4	Aerospace	6.8
5	Electronic Products	6.8
6	Construction	6.4
7	Land Transport	5.3
8	Other Engineering Services	5.3
9	Scientific Research and Development	4.5
10	Marine and Offshore Engineering	3.8
11	Others	34.6

COMMON JOB TITLES

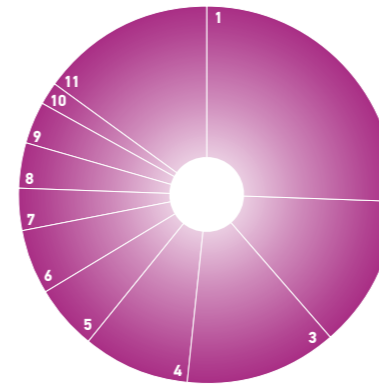
Mechanical Engineer
Project Engineer
Software Engineer
Design Engineer

Process Engineer
Equipment Engineer
Sales Engineer

Infrastructure Engineer
R&D Mechanical Engineer
Application Engineer

COLLEGE OF HUMANITIES, ARTS & SOCIAL SCIENCES

ART, DESIGN AND MEDIA



INDUSTRIES	%	
1	Arts, Entertainment and Recreation	25.9
2	Advertising Services and Market Research	13.0
3	Information and Communication	13.0
4	Education	9.3
5	Administrative and Support Services	5.6
6	Construction	5.6
7	Public Administration and Defence	3.7
8	Professional, Scientific and Technical Activities	3.7
9	Food and Beverage	3.7
10	Financial and Insurance	1.9
11	Others	15.0

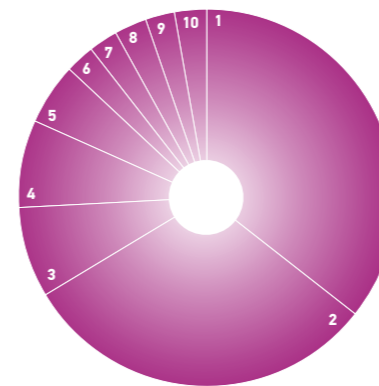
COMMON JOB TITLES

Graphic Designer
Producer
Marketing Executive
Creative Designer

Research Executive
Communications Executive
Art Educator

Animator
Multimedia Content Producer
UI/UX Designer

CHINESE



INDUSTRIES	%	
1	Information and Communication	35.9
2	Education	30.8
3	Financial and Insurance	7.7
4	Administrative and Support Services	7.7
5	Arts, Entertainment and Recreation	5.1
6	Public Administration and Defence	2.6
7	Wholesale Trade	2.6
8	Food and Beverage	2.6
9	Solar, Wind, Water Treatment	2.6
10	Society and Community	2.6

COMMON JOB TITLES

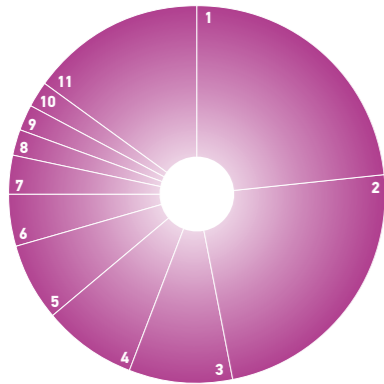
Journalist
Management Associate
Educator

Programme Liaison Executive
Research Assistant
Data Analyst

Producer
Marketing Executive
Social Media Executive
Content Creator

COLLEGE OF HUMANITIES, ARTS & SOCIAL SCIENCES

COMMUNICATION STUDIES



INDUSTRIES	%
1 Advertising Services and Market Research	23.6
2 Information and Communication	23.6
3 Public Administration and Defence	9.0
4 Education	7.9
5 Arts, Entertainment and Recreation	6.7
6 Retail Trade	4.5
7 Administrative and Support Services	3.4
8 Financial and Insurance	2.2
9 Society and Community	2.2
10 Professional, Scientific and Technical Activities	2.2
11 Others	15.0

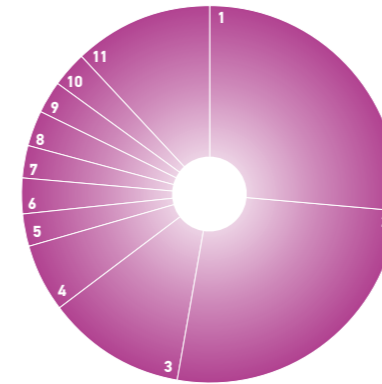
COMMON JOB TITLES

Social Media Executive
Management Associate
Journalist

Marketing and Communications Executive
Media Executive
Account Executive

UX Designer
Content Strategist
Producer
Research Assistant

ENGLISH



INDUSTRIES	%
1 Education	26.5
2 Information and Communication	26.5
3 Advertising Services and Market Research	11.8
4 Public Administration and Defence	5.9
5 Land Transport	2.9
6 Legal, Accounting and Auditing	2.9
7 Retail Trade	2.9
8 Medical and Precision Instruments	2.9
9 Healthcare	2.9
10 Administration and Support Services Activities	2.9
11 Others	11.9

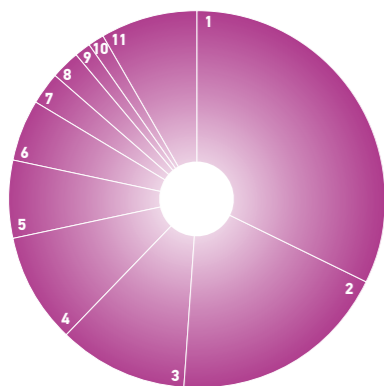
COMMON JOB TITLES

Journalist
Marketing Executive
Educator
Content Producer

Account Executive
Copywriter
Communications Executive

Brand Strategist
Content Writer
PR Communications Executive

ECONOMICS



INDUSTRIES	%
1 Financial and Insurance	32.9
2 Public Administration and Defence	19.2
3 Information and Communication	11.0
4 Business and Management Consultancy	9.6
5 Education	6.8
6 Healthcare	5.5
7 Air Transport	2.7
8 Scientific Research and Development	2.7
9 Land Transport	1.4
10 Advertising Services and Market Research	1.4
11 Others	8.2

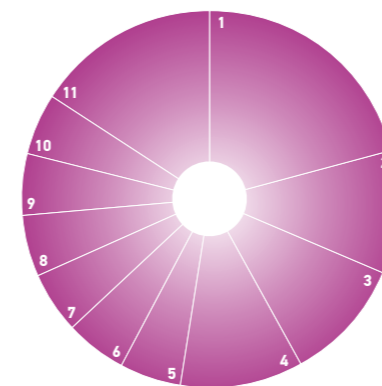
COMMON JOB TITLES

Analyst
Management Associate
Economic Data Executive
Statistician

Consultant
Project Engineer
Educator

Investment Analyst
Health Policy Analyst
Business Analyst

HISTORY



INDUSTRIES	%
1 Public Administration and Defence	21.1
2 Investigation and Security	10.5
3 Information and Communication	10.5
4 Arts, Entertainment and Recreation	10.5
5 Land Transport	5.3
6 Education	5.3
7 Advertising Services and Market Research	5.3
8 Legal, Accounting and Auditing	5.3
9 Retail Trade	5.3
10 Business and Management Consultancy	5.3
11 Others	15.6

COMMON JOB TITLES

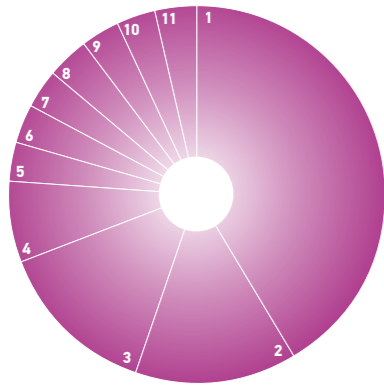
Procurement Executive
Management Associate
Analyst

Service Strategy and Policy Officer
Foreign Service Officer
Conservator

Media Relations Officer
Curatorial Professional
Transmedia Content Creator
PR Manager

COLLEGE OF HUMANITIES, ARTS & SOCIAL SCIENCES

LINGUISTICS AND MULTILINGUAL STUDIES



INDUSTRIES	%
1 Education	41.4
2 Advertising Services and Market Research	13.8
3 Information and Communication	13.8
4 Retail Trade	6.9
5 Financial and Insurance	3.4
6 Public Administration and Defence	3.4
7 Investigation and Security	3.4
8 Healthcare	3.4
9 Society and Community	3.4
10 Administrative and Support Services	3.4
11 Scientific Research and Development	3.4

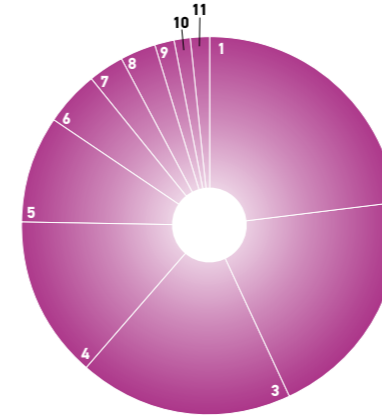
COMMON JOB TITLES

Educator
Account Executive
Content Strategist
Research Officer

Business Analyst
Project Officer
Copywriter

Public Relations Consultant
Brand Manager
Media Analyst

PSYCHOLOGY



INDUSTRIES	%
1 Society and Community	23.1
2 Public Administration and Defence	20.0
3 Education	18.5
4 Healthcare	13.8
5 Scientific Research and Development	9.2
6 Business and Management Consultancy	4.6
7 Investigation and Security	3.1
8 Information and Communication	3.1
9 Air Transport	1.5
10 Professional, Scientific and Technical Activities	1.5
11 Administrative and Support Services	1.5

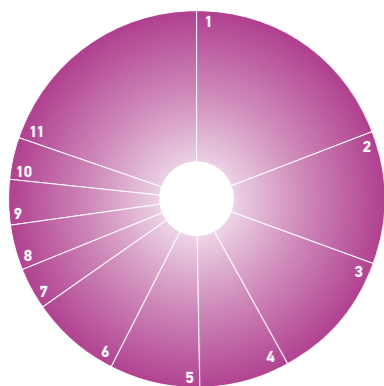
COMMON JOB TITLES

Psychologist
Case Management Officer
Research Officer
Educator

Child Protection Officer
Human Resource Executive
Management Consulting Analyst

Procurement Executive
Early Intervention Teacher
Special Education Needs Officer

PHILOSOPHY



INDUSTRIES	%
1 Education	19.2
2 Society and Community	11.5
3 Information and Communication	11.5
4 Public Administration and Defence	7.7
5 Wholesale Trade	7.7
6 Business and Management Consultancy	7.7
7 Financial and Insurance	3.8
8 Air Transport	3.8
9 Healthcare	3.8
10 Professional, Scientific and Technical Activities	3.8
11 Others	19.5

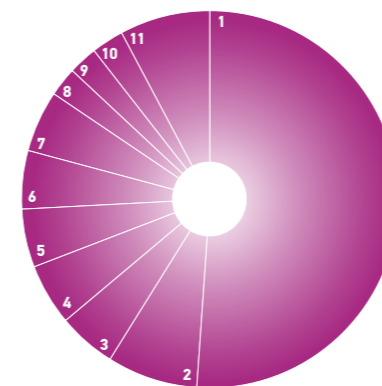
COMMON JOB TITLES

Child Protection Officer
Educator
Health Policy Analyst

Education and Training Executive
Events Executive
Research Analyst

Scriptwriter
Service Strategy and Policy Manager
Risk Management Policy Executive
Industrial Relations Officer

PUBLIC POLICY AND GLOBAL AFFAIRS



INDUSTRIES	%
1 Public Administration and Defence	51.3
2 Information and Communication	7.7
3 Financial and Insurance	5.1
4 Education	5.1
5 Advertising Services and Market Research	5.1
6 Solar, Wind, Water Treatment	5.1
7 Business and Management Consultancy	5.1
8 Land Transport	2.6
9 Air Transport	2.6
10 Society and Community	2.6
11 Others	7.7

COMMON JOB TITLES

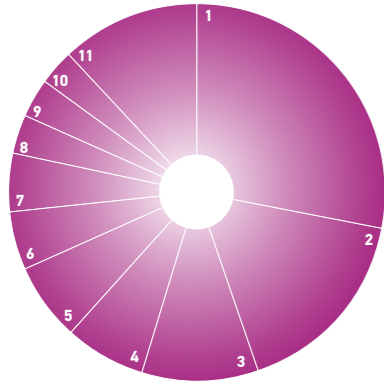
Analyst
Foreign Service Officer
Research Officer
Investment Analyst

Marketing Executive
Content and Communications Executive
Communication and Engagement Manager

Policy and Communications Analyst
Sustainability Analyst
International Relations Officer

COLLEGE OF HUMANITIES, ARTS & SOCIAL SCIENCES

SOCIOLOGY



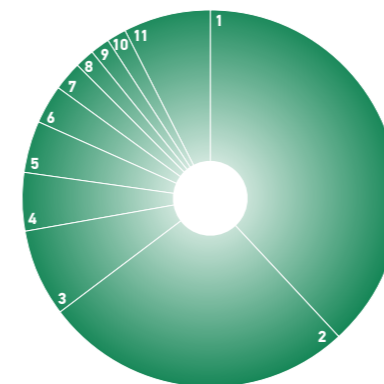
INDUSTRIES	%
1 Society and Community	28.3
2 Public Administration and Defence	16.7
3 Information and Communication	10.0
4 Education	6.7
5 Healthcare	6.7
6 Business and Management Consultancy	5.0
7 Administrative and Support Services	5.0
8 Advertising Services and Market Research	3.3
9 Logistics and Supply Chain Management	3.3
10 Arts, Entertainment and Recreation	3.3
11 Others	11.7

COMMON JOB TITLES

- Management Associate
- Human Resource Executive
- Business Development Executive
- Research Officer
- Content Strategist
- Organisational Development Specialist
- Management Consulting Analyst
- Research and Analysis Manager
- Educator
- Business Analyst

COLLEGE OF SCIENCE

BIOLOGICAL AND BIOMEDICAL SCIENCES

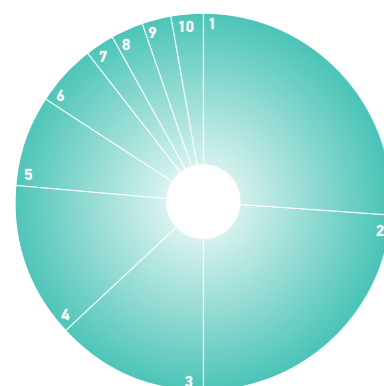


INDUSTRIES	%
1 Healthcare	38.3
2 Scientific Research and Development	26.7
3 Pharmaceutical and Biological Products Manufacturing	7.5
4 Education	5.0
5 Public Administration and Defence	4.2
6 Information and Communication	3.3
7 Financial and Insurance	2.5
8 Advertising Services and Market Research	1.7
9 Wholesale Trade	1.7
10 Solar, Wind, Water Treatment	1.7
11 Others	7.4

COMMON JOB TITLES

- Research Officer
- Clinical Research Officer
- Medical Laboratory Technologist
- Management Associate
- Project Officer
- Scientist
- Content Strategist
- Data Analyst
- Educator
- Health Policy Analyst

SPORT SCIENCE AND MANAGEMENT

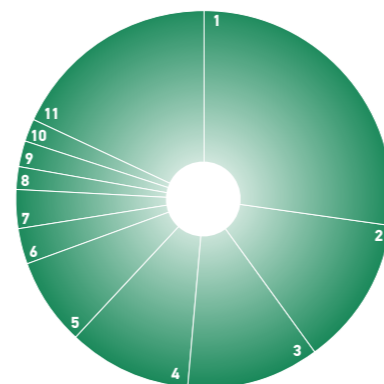


INDUSTRIES	%
1 Arts, Entertainment and Recreation	26.3
2 Education	23.7
3 Public Administration and Defence	13.2
4 Scientific Research and Development	13.2
5 Healthcare	7.9
6 Information and Communication	5.3
7 Financial and Insurance	2.6
8 Investigation and Security	2.6
9 Society and Community	2.6
10 Personal and Other Service Activities	2.6

COMMON JOB TITLES

- Research Officer
- Data Analyst
- Business Development Executive
- Sport Biomechanist
- Sports Trainer
- Exercise Specialist
- Football Analyst
- Sport Programme Manager
- Football Coach
- PE Teacher

CHEMISTRY AND BIOLOGICAL CHEMISTRY



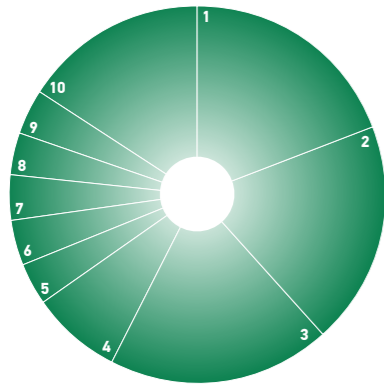
INDUSTRIES	%
1 Scientific Research and Development	27.4
2 Pharmaceutical and Biological Products Manufacturing	12.6
3 Healthcare	11.6
4 Chemical Manufacturing	10.5
5 Education	7.4
6 Public Administration and Defence	3.2
7 Solar, Wind, Water Treatment	3.2
8 Medical and Precision Instruments	2.1
9 Food and Beverage	2.1
10 Professional, Scientific and Technical Activities	2.1
11 Others	17.8

COMMON JOB TITLES

- Research Officer
- Chemist
- Research Engineer
- Educator
- Process Engineer
- Medical Laboratory Technologist
- Clinical Research Coordinator
- Scientific Officer
- QC Chemist
- R&D Chemist

COLLEGE OF SCIENCE

ENVIRONMENTAL EARTH SYSTEMS SCIENCE



INDUSTRIES	%
1 Public Administration and Defence	19.2
2 Solar, Wind, Water Treatment	19.2
3 Scientific Research and Development	19.2
4 Financial and Insurance	7.7
5 Electrical Products	3.8
6 Legal, Accounting and Auditing	3.8
7 Aerospace	3.8
8 Investigation and Security	3.8
9 Information and Communication	3.8
10 Others	15.7

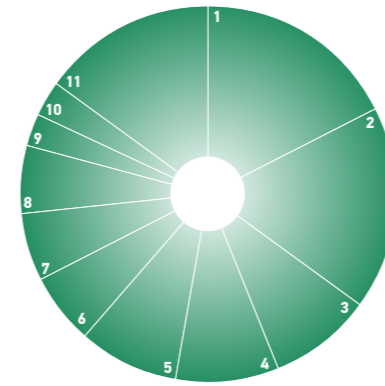
COMMON JOB TITLES

Environmental Consultant
Geospatial Analyst
Research Officer

Research Engineer
Biodiversity Manager
Sustainability Consultant
Business Development

Engineering Geologist
Scientist
Catastrophe Risk Analyst

PHYSICS AND APPLIED PHYSICS



INDUSTRIES	%
1 Electronic Products	17.6
2 Scientific Research and Development	17.6
3 Education	8.8
4 Public Administration and Defence	8.8
5 Information and Communication	8.8
6 Air Transport	5.9
7 Investigation and Security	5.9
8 Construction	5.9
9 Pharmaceutical and Biological Products Manufacturing	2.9
10 Retail Trade	2.9
11 Others	14.9

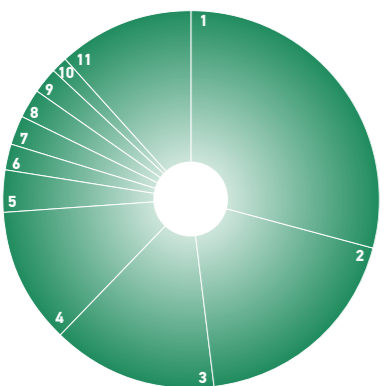
COMMON JOB TITLES

Project Engineer
R&D Engineer
Data Scientist

Process Integration Engineer
Educator
Lab Technologist
Process Engineer

Research Engineer
Consultant
Drug Forensics Specialist

MATHEMATICS AND MATHEMATICAL SCIENCES



INDUSTRIES	%
1 Financial and Insurance	29.4
2 Education	18.8
3 Information and Communication	14.1
4 Public Administration and Defence	11.8
5 Scientific Research and Development	3.5
6 Electrical Products	2.4
7 Logistics and Supply Chain Management	2.4
8 Professional, Scientific and Technical Activities	2.4
9 Arts, Entertainment and Recreation	2.4
10 Land Transport	1.2
11 Others	11.6

COMMON JOB TITLES

Statistician
Software Engineer
Data Scientist
Data Analyst

Engineer
Educator
Quantitative Trader

AI Researcher
Business Development Executive
Cybersecurity Professional



Management Associate Programme

Always Discovering, Connecting & Inspiring

The NTU Management Associate Programme (MAP) is a programme that spans across 2 years, covering two 9-month rotations within NTU's corporate functions, and a 6-month professional attachment to an external organisation. MAP will be your gateway towards a world of opportunities in higher education management at NTU.

Scan here to find out more!



INDUSTRY INSIGHTS

INSIGHT + ACTION
= OPPORTUNITIES
INSIGHT + ACTION
= OPPORTUNITIES
INSIGHT + ACTION
= OPPORTUNITIES
INSIGHT + ACTION
= OPPORTUNITIES
INSIGHT + ACTION
= OPPORTUNITIES
INSIGHT + ACTION
= OPPORTUNITIES



MEET YOUR INDUSTRY RELATIONS CONSULTANTS



**Deputy Director,
Career & Attachment Office**

1 Eddie Phua
eddie.phua@ntu.edu.sg

**Advanced Manufacturing | Aerospace |
Engineering | Logistics & Transportation**

2 Edwin Chen
weilunedwin.chen@ntu.edu.sg

**Information &
Communication Technology**

5 Josephine Zheng
josephine.zheng@ntu.edu.sg

**Banking & Finance | Fintech |
Insurance**

6 Kevin Lee
kevin.leemk@ntu.edu.sg

**Chemicals | Commodities Trading |
Energy, Oil & Gas | Maritime & Shipping**

3 Eric Yeo
eric.yeo@ntu.edu.sg

**Accounting & Audit | Education |
Management & HR Consulting |
Non-Profit | Professional Services |
Public Service**

4 Frederick Khoo
frederick.khoo@ntu.edu.sg

**Arts & Entertainment |
Consumer Business &
eCommerce | Media &
Marketing | Hospitality,
Tourism & MICE**

7 Melissa Ng
melissang@ntu.edu.sg

**Biomedical Sciences |
Building & Construction |
Healthcare | Real Estate |
Sports | Water & Environment**

8 Wilson Huang
wilson.huang@ntu.edu.sg

Information accurate as of 8 January 2025. For the most updated information on CAO offerings, please refer to the Student Intranet at: <https://entuedu.sharepoint.com/sites/Student/dept/cao/>

ACCOUNTING AND AUDITING

Join a new generation of accountants who are emerging as trusted business advisors and creating impact at every stage of business growth.

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 high-growth 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

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 exploring 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 Programme
- + 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 sought-after employees in Singapore, driven by several factors. Firstly, Singapore is set to play a key role in financing the region's growth with 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 extensive potential 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, problem-solving, programming and coding skills, with the ability to tell data stories from a global perspective
- + Integrity, strong ethics and a positive attitude
- + Programming skills in Python and SQL

WHAT RECRUITERS LOOK FOR

- + 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



NICK, LUO WUQIONG (left)
Electrical and Electronic Engineering (2010)
AMEX, Singapore

ZHAO YINGZHU (right)
Interdisciplinary Graduate Programme (2023)
AMEX, Singapore

SOME SKILLS AND TRAITS NEEDED FOR THESE ROLES

Nick

- + Adaptability
- + Curiosity
- + Data manipulation and visualisation
- + Growth mindset

Yingzhu

- + Communication
- + Curiosity
- + Deep learning
- + Detail-oriented

- + Machine learning
- + Programming languages (Python, etc.)
- + Statistical skills

- + Lifelong learning
- + Python
- + SQL

TELL US ABOUT YOUR ROLE AND MAIN RESPONSIBILITIES.

Nick: As the Data Science Director for Natural Language Processing (NLP) and Generative AI (GenAI) at American Express (AMEX), I am responsible for leading the research and development in the application of cutting-edge NLP, GenAI and large language models (LLMs) to solve business challenges and enhance the customer experience.

Yingzhu: I am a Data Scientist specialising in NLP and GenAI. My responsibilities include leveraging the latest NLP techniques to reduce credit and fraud risk and deliver the best customer experience. My role entails end-to-end efforts — from understanding the business problem, to data collection and processing, and finally model development and deployment. I also work with cross-functional teams to understand their business needs and ensure that the model I deliver meets their needs.

WHAT MADE YOU PURSUE A CAREER IN THIS SECTOR?

Nick: As a global financial hub, Singapore offers abundant opportunities and job security in this sector. As a data scientist, I am drawn to industries with high-quality, diverse data. Financial institutions manage vast amounts of valuable data, presenting exciting opportunities to develop advanced AI solutions. The combination of job stability and access to rich data sources makes this field especially appealing.

Yingzhu: I find it rewarding to work on products that enhance consumer experience and promote financial literacy. I am also excited about staying ahead in a rapidly evolving market, where data help businesses formulate a data-driven response to manage risk in a fluid environment. On the technical side, GenAI and NLP technologies are at the forefront of innovation that enable me to tackle complex challenges.

WHAT DO YOU ENJOY MOST ABOUT THIS ROLE?

Nick: I enjoy AMEX's collaborative culture, which offers a platform to learn from various business functions and build AI solutions for real-world needs. This collaboration enhances my understanding of the finance industry through expert insights and brings great satisfaction as I see the positive impact of my data-driven solutions — whether in improving operational efficiency or enhancing customer experience.

Yingzhu: I find it rewarding to transform raw data into insights that drive decisions. Explaining my complex model to stakeholders and seeing it perform well in volatile conditions brings great satisfaction. AMEX's collaborative culture and the opportunity for continuous learning in this evolving field further fuel my enthusiasm at work.

WHAT WERE SOME WORK CHALLENGES YOU FACED AND HOW DID YOU OVERCOME THEM?

Nick: One of my main challenges is recognising that the best model is not necessarily the one with the highest accuracy, but the one that users adopt and delivers tangible value. It is essential to look beyond numbers and understand the business needs. I prioritise frequent communication with stakeholders during the model-building process to ensure alignment on solving the right problem. This approach also helps ensure that the final solution integrates seamlessly into users' workflows. Through this close collaboration, I deliver data-driven solutions that are both technically sound and practical for real-world applications.

Yingzhu: I encounter many challenges in my day-to-day job, such as ensuring data quality for analysis and model building. To address this, I first focus on understanding and validating data sources, followed by implementing robust data cleaning and preprocessing techniques. Staying updated on the latest AI developments is also essential; dedicating time to continuous learning and participating in journal clubs helps me remain current.

WHAT IS NEEDED TO BE SUCCESSFUL IN THIS ROLE?

Nick: A strong commitment to continuous learning is crucial in this rapidly evolving field. Staying curious, keeping up with advancements, and enjoying learning new tools and techniques are essential. Equally important is taking ownership of projects — understanding the problem deeply, developing practical solutions, and ensuring effective real-world implementation. Success in this role comes from seeing the bigger picture and delivering solutions that integrate seamlessly into business processes.

Yingzhu: You need to be curious, persistent and collaborative. You should be willing to devote time to understand the business problem, cleaning and preparing data. Additionally, effective collaboration across functional teams ensures successful delivery of your project. One key attribute to an effective collaboration is effective communication, especially in translating technical concepts to a general audience.

SHARE YOUR ADVICE WITH STUDENTS WHO ARE KEEN TO PURSUE A CAREER IN YOUR FIELD.

Nick: For students interested in pursuing a career in data science, it is important to know that real-world work is more than building models. A significant amount of time is dedicated to data cleaning, understanding business needs, designing solutions, and collaborating with tech teams for deployment. It is not just about the model — it is about solving business problems and delivering actionable solutions. I recommend doing relevant internships to gain practical experiences and a better understanding of the day-to-day responsibilities.

Yingzhu: You need to be proficient in various Machine Learning and Deep Learning algorithms, choosing the right tool for each problem. Developing strong communication and collaboration skills is crucial to ensure your model addresses the business problem and secures partner "buy-in." Lastly, networking with professionals in your field provides invaluable insights and opens doors to new opportunities.

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 not just for graduates with life science majors but 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.

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

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.

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

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.

There are several other factors 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. The city-state must make up for its scarcity of land by developing sustainable infrastructure. The local land transport system is another impetus. 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 project stakeholders.

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

CHEMICALS

With Asia hailed as the world's fastest-growing 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 non-technical 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. There will also be an increasing emphasis 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 ability to quickly pick up new technologies
- + Interpersonal and communication skills
- + 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 high-growth 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 multitasking 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



CONSUMER BUSINESS AND E-COMMERCE

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 attractive career 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

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.

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
- + An 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

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 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.

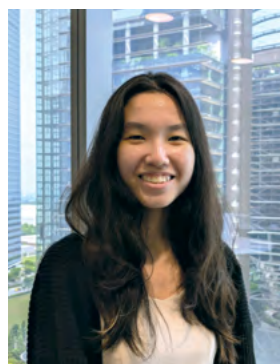
RELEVANT QUALIFICATIONS/SKILLS

- + 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

A CAREER IN PROFESSIONAL SERVICES



SAPPHIRE ANN POH
Chemical and Biomolecular
Engineering (2023)
Audit Associate, KPMG

TELL US ABOUT YOUR ROLE AND MAIN RESPONSIBILITIES.

I joined KPMG as an Audit Associate through the firm's Non-Accountancy Graduate Programme. As a member of the audit team, I spend much of my time working directly with clients to understand their operations and business processes. My responsibilities include gathering and analysing financial data and documenting findings. This dynamic role provides valuable exposure to various companies and industries, encouraging me to think critically and pay close attention to detail.

WHAT MADE YOU PURSUE A CAREER IN THIS SECTOR?

As graduation approached, I found myself considering careers outside my field of study. This perspective stemmed from my realisation that I enjoyed exploring new concepts and ideas beyond what the engineering sector typically offers. That was when I discovered KPMG's Non-Accountancy Graduate Programme. The programme appealed to me because of the variety and diversity in audit work. I was excited by the prospect of a role that would be less routine, with responsibilities that vary based on each client's industry and business processes. I saw it as a career where I could continuously learn and grow.

WHAT DO YOU ENJOY MOST ABOUT THIS ROLE?

I appreciate the diverse nature of audit work, especially the variety of tasks that allow me to learn something new every day.

WHAT WERE SOME WORK CHALLENGES YOU FACED AND HOW DID YOU OVERCOME THEM?

As a Chemical Engineering graduate, accounting concepts felt foreign to me when I first joined the firm. I often worried that I would struggle to keep up with my batchmates who came from accounting backgrounds. Fortunately, KPMG provided a three-month sponsored training programme that gave me the foundational knowledge I needed in a short time. While it was undoubtedly stressful, I am grateful to my fellow non-accounting batchmates, who could relate to the challenges of transitioning from a different field. They were a comforting support during hectic peak periods and tight deadlines. I was also fortunate to have a supportive engagement team. My colleagues frequently checked in to ensure I was coping well with the workload and were patient when I had any questions or doubts.

WHAT IS NEEDED TO BE SUCCESSFUL IN THIS ROLE?

Attention to detail is crucial. Being meticulous and organised is instrumental in building a strong foundation for audit work. The dynamic nature of audit requires us to continually learn, adapt to changes in financial reporting standards, and not to be afraid to ask questions. Effective communication and cohesive teamwork, both within and beyond your engagement team, are also essential to carrying out responsibilities effectively.

SHARE YOUR ADVICE WITH STUDENTS WHO ARE KEEN TO PURSUE A CAREER IN YOUR FIELD.

No doubt, audit work is challenging. Long hours are expected, and the workload often feels overwhelming. However, what stands out is the guidance provided by seniors. Joining as an associate on an engagement team feels less intimidating than stepping into a full-time role where you may be expected to execute tasks perfectly from the get-go. Audit provides space for new joiners like me to ask questions and grow into my responsibilities, while being supported by more senior team members along the way.

If you are looking for a dynamic career that provides exposure to various industries and companies, audit can be an excellent stepping stone toward that goal. With fast career progression, you will gain a wealth of knowledge and skills within just a few years, opening the door to many future opportunities.



Be in front of new opportunities

Gain first-hand experience with global companies in diverse sectors and accelerate your career in audit.

- Open to non-accountancy graduates
- Exposure to a variety of businesses
- Supercharged skillsets with on-the-job learnings
- Fully sponsored 3-months full-time classes, with allowance
- Accelerated Singapore Chartered Accountant Qualification (SCAQ) examination journey
- 10% salary increment when you become a Chartered Accountant (Singapore)*
- Overseas career opportunities

Graduates from multi-disciplinary backgrounds can apply to KPMG's **Non-Accountancy Graduate (NAG) Programme**, kick-starting your journey towards becoming a valued professional with global industry recognition.

Apply now to broaden your career and shape your future in audit.



*The Singapore Chartered Accountant Qualification (SCAQ) is the national CA qualification. Upon completion of the programme, candidates will be conferred the Singapore Chartered Accountant designation or CA (Singapore). CA (Singapore) is globally recognised and a passport to diverse career pathways.



ENERGY, OIL AND GAS

While environmental and commercial factors are accelerating changes in the energy industry, long-term 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 sources.

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. This has seen a stepping up of research into low-carbon energy sources and the launch of many low-carbon 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.

TYPICAL ROLES FOR FRESH GRADUATES

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

CAREER PROSPECTS AND OPPORTUNITIES

The energy industry offers stable career prospects, boasting one of the lowest attrition rates across sectors.

Available jobs 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.

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
- + Good understanding of energy markets and new technologies and trends would be an advantage



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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 infrastructure and transportation projects, manufacturing, and 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.

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

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.

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
- + Ability 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

A CAREER IN ENGINEERING AND MANUFACTURING



HOO MING SHUN
Materials Science and Engineering (2021)
Process Integration Engineer,
GlobalFoundries

SOME SKILLS AND TRAITS NEEDED FOR THIS ROLE

- + Critical thinking
- + Data analytics
- + Effective communication
- + Eye for details

TELL US ABOUT YOUR ROLE AND MAIN RESPONSIBILITIES.

I am a Process Integration Engineer at GlobalFoundries. My main responsibilities include ensuring that the processing line for the products under my care operates smoothly and that shipments meet customer specifications. I must quickly identify any teething issues by analysing relevant data from the processing line and work to contain and resolve them efficiently.

WHAT MADE YOU PURSUE A CAREER IN THIS SECTOR?

I was drawn to the stability and longevity that a career in the semiconductor industry offers. With semiconductors being integral to nearly every modern technology, I recognised the sector's continued relevance and resilience in the face of economic changes. This industry not only provides a solid foundation for long-term career growth but also presents ongoing opportunities for innovation and technical advancement. The chance to work on cutting-edge technologies while having job security made it an ideal career choice for me.

WHAT DO YOU ENJOY MOST ABOUT THIS ROLE?

What I enjoy most about this role is the challenge that the everchanging nature of the manufacturing sector presents. The transformation in the industry intrigues me. No two days are the same as I am tasked to continually optimise production, improve quality, and solve manufacturing challenges. This ever-evolving environment keeps me on my toes and provides endless opportunities to learn and grow. Each challenge pushes me to expand my knowledge and refine my skills, making the work both engaging and rewarding.

WHAT WERE SOME WORK CHALLENGES YOU FACED AND HOW DID YOU OVERCOME THEM?

The learning curve is steep and there are many things to learn, such as the organisation system, understanding the role and responsibilities of the job, and the technicalities of the industry. To overcome these challenges, I put in the effort to understand the purpose behind each action, ask questions to clarify technical details, and validating them through research. This approach helps me build a solid foundation and grow within the role.

WHAT IS NEEDED TO BE SUCCESSFUL IN THIS ROLE?

Curiosity. In this role, there are many problems to solve. Often, these problems require a deep understanding of process, combined with a thorough investigation of all available data, to develop a hypothesis and solution. The hypothesis is then put to test through process simulations, followed by rounds of data analysis to refine the results.

SHARE YOUR ADVICE WITH STUDENTS WHO ARE KEEN TO PURSUE A CAREER IN YOUR FIELD.

Approach this industry with an open mind as there are numerous learning opportunities available. Be prepared to explore various aspects of the field and embrace new experiences. Each challenge you encounter can provide valuable insights and help you grow professionally.

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



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.

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.

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

HOSPITALITY, TOURISM AND MICE

Singapore's tourism sector showed a robust performance in 2023, signalling a strong post-pandemic recovery that is in line with increasing global flight connectivity and capacity, and growth in international travel demand.

Singapore, with its high degree of internationalisation, well-developed infrastructure, world-class facilities and business-friendly environment, is a solid choice for organisers of MICE events. The Singapore Tourism Board's global campaign to position Singapore as the "World's Best MICE City" further cements the city as a destination of choice for event organisers.

The hospitality, tourism and MICE industry is showing a robust recovery post-pandemic. 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, tourism 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, tourism 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 COMMUNICATION 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

A CAREER IN ICT



ROHAN ROY THARAKAN
Computer Engineering with Minor in Business Studies (2022)

Product Analyst, Tamara

SOME SKILLS AND TRAITS NEEDED FOR THIS ROLE

- + Adaptability
- + Communication
- + Data manipulation and analysis
- + Data storytelling
- + Data visualisation
- + Growth mindset
- + Python and SQL
- + Stakeholder management
- + Strong product intuition

TELL US ABOUT YOUR ROLE AND MAIN RESPONSIBILITIES.

I currently serve as a Product Analyst at Tamara, a leading FinTech firm in the Gulf Cooperation Council (GCC) region. My primary responsibility is to leverage data-driven insights to support strategic decision-making within the business and product teams. Specifically, I focus on optimising the checkout process to enhance customer conversion rates by reducing friction throughout the user journey.

My role involves designing key metrics, developing dashboards, conducting in-depth analyses, and collaborating closely with engineering teams to ensure accurate data tracking. A significant part of my work also involves communicating analytical findings and presenting actionable insights to non-technical stakeholders.

WHAT MADE YOU PURSUE A CAREER IN THIS SECTOR?

As a computer engineering graduate, I had a wide range of career paths to consider, from software engineering and robotics to roles in data science and analytics. Among these options, the role of a data analyst stood out to me. It offers me the opportunity to collaborate closely with business teams while engaging in hands-on technical work. I am motivated by the tangible impact of solving business challenges and find great satisfaction in tackling technical tasks.

Through multiple internships across various industries, I discovered that data analytics perfectly aligns with my skills and interests. It was a journey of exploration through trial and error, and experience that guided me to confidently pursue this career path.

WHAT DO YOU ENJOY MOST ABOUT THIS ROLE?

As an outgoing person, one of the most fulfilling aspects of my role is the opportunity to build strong connections with stakeholders and collaborate closely with my team. I enjoy sharing the significance of metrics and fostering a sense of ownership of our projects and initiatives. Working together to achieve common goals and witnessing the collective impact of our efforts is incredibly rewarding to me.

WHAT WERE SOME WORK CHALLENGES YOU FACED AND HOW DID YOU OVERCOME THEM?

As a relatively inexperienced data analyst, I faced the challenge of producing meaningful insights and developing metrics that met the expectations of non-technical stakeholders. The pressure to deliver

actionable results quickly was daunting, especially knowing that these insights would influence strategic decisions. Seeking guidance from mentors and collaborating closely with experienced analysts proved invaluable. Their support and expertise helped me gain confidence in interpreting data and presenting findings effectively to stakeholders. Over time, I learned to leverage these experiences to enhance my analytical skills and navigate challenges with greater assurance and competence.

WHAT IS NEEDED TO BE SUCCESSFUL IN THIS ROLE?

To excel as a data analyst, a combination of technical skills and interpersonal qualities is essential. Proficiency in data manipulation and querying using tools like Python and SQL are fundamental. Equally important are soft skills such as stakeholder management, developing a strong product intuition, effective communication, and the ability to craft compelling narratives from data.

A growth mindset is crucial for continuous learning and adaptation in a dynamic field where new challenges arise daily. I found it particularly beneficial to regularly engage with peers to understand diverse approaches to solving business problems. This practice expands perspectives and enriches problem-solving strategies.

SHARE YOUR ADVICE WITH STUDENTS WHO ARE KEEN TO PURSUE A CAREER IN YOUR FIELD.

My advice to students aspiring to enter the field of data analytics is to focus on building a solid foundation in both technical skills and soft skills. Start by mastering programming languages like Python and SQL for data manipulation and analysis. Additionally, develop proficiency in data visualisation and dashboarding tools such as Apache Superset, Tableau, and PowerBI.

Interning at various companies is one of the best ways to acquire practical skills that will be relevant for an early career. Equally important are soft skills such as effective communication, stakeholder management, and the ability to translate technical insights into actionable business recommendations.

Lastly, I encourage students to stay curious and adaptable. The field of data analytics evolves rapidly, so maintaining a growth mindset and continuously updating your skills will help you stand out in this competitive industry.

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
- + Blend of technical skills and business acumen

WHAT RECRUITERS LOOK FOR

- + Strong academic record and honours degree may be required for admission to a graduate programme
- + Flexible, adaptive, and proactive
- + Able to work independently as well as collaboratively in a team

LOGISTICS AND TRANSPORTATION

A career in logistics and transportation offers exciting long-term 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 had 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.

TYPICAL ROLES FOR FRESH GRADUATES

- + 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

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.

RELEVANT QUALIFICATIONS/SKILLS

- + 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.

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

CAREER PROSPECTS AND OPPORTUNITIES

With over 140 international shipping groups and 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 lots of 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.

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

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 the 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 organisations 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.

TYPICAL ROLES FOR FRESH GRADUATES

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

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.

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

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.

Like 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, AI, 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, AI, e-commerce, social media marketing and content marketing have become 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
- + Product Manager

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
- + 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
- + 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



LEE YI QIAN
Chinese Studies (2022)
Audio Content Producer,
Lianhe Zaobao

SOME SKILLS AND TRAITS NEEDED FOR THIS ROLE

- + Adaptability
- + Agility
- + Attention to detail

TELL US ABOUT YOUR ROLE AND MAIN RESPONSIBILITIES.

I am an Audio Content Producer at *Lianhe Zaobao* (Singapore's Chinese news daily). My job involves managing the pre-to post-production of *Lianhe Zaobao's* weekly podcasts with my team members. This includes everything from researching and planning podcast content to sound design, liaising with guests and hosts, recording podcast content, and editing both audio and video content.

WHAT MADE YOU PURSUE A CAREER IN THIS SECTOR?

As a child, I always looked forward to tuning in to radio shows before and after school. There was something magical about radio voices that made me want to play radio DJ myself. I would often act as a radio DJ and put on shows for my family, who acted as my listeners. Fast forward to my final year in university, I took a module that required us to create our own podcast. From writing the script and recording my voice to finding suitable background music and piecing them together, I enjoyed the whole process of producing my own podcast from scratch. It really solidified my decision to dive into a career in audio production.

WHAT DO YOU ENJOY MOST ABOUT THIS ROLE?

I really enjoy hearing from our guests and their personal stories. One of the most memorable episodes was when we invited the former principal private secretaries of Singapore's founding father, Mr. Lee Kuan Yew, on our Hard Truths podcast 《还是硬道理吗?》. They shared their first impressions of Mr. Lee and what it was like to work with him.

Another aspect I enjoy is post-production. This is where we piece everything together through audio and video editing after recording the podcast. I find great joy in the sound design of each episode. For example, I had the opportunity to be the sound designer for an episode of the Hsien Loong 20 podcast 《显龙20》. As I was putting the episode together, incorporating National Day rally speeches, his singing with background music and various sound effects, I truly felt like I was experiencing Senior Minister Lee Hsien Loong's 20-year journey in politics.

WHAT WERE SOME WORK CHALLENGES YOU FACED AND HOW DID YOU OVERCOME THEM?

One of the challenges I face is the tight turnaround time. We have fixed publishing schedules and production cycles for our regular podcasts, but sometimes the actual production time gets cut short due to unforeseen circumstances such as breaking news or guests' availability.

Another challenge I encounter is dealing with technical issues during recording and editing. These

glitches can lead to longer production times, which we always try to avoid. To tackle these challenges, I learned to stay calm and seek help when necessary. Keeping a cool head is crucial because it helps me stay focused and make better decisions. In addition, effective communication with stakeholders is essential as this ensures that everyone understands each other's needs so that we can set realistic and achievable goals.

WHAT IS NEEDED TO BE SUCCESSFUL IN THIS ROLE?

Since a big part of my job revolves around podcast production, the three essential skills for success in this role are attention to detail, agility, and a good editing sense.

Attention to detail is crucial in this role because we need to make sure that all content is factually accurate before publishing anything. Being detail-oriented helps reduce the risk of errors, prevents assumptions, and allows me to better understand the needs of our stakeholders.

To thrive in this role, another essential skill is agility. The newsroom is a fast-paced environment where things are constantly changing. A fresh piece of news can quickly become "old" news within hours or even minutes. Being agile helps me to be more adaptable and identify potential challenges before they even arise.

Lastly, having a good editing sense is key. This refers to the podcast's sound design and how you transition between different visuals, etc. With a good editing sense, you will be able to create impactful content that attracts more audience to your podcasts and videos.

SHARE YOUR ADVICE WITH STUDENTS WHO ARE KEEN TO PURSUE A CAREER IN YOUR FIELD.

For those who are interested in becoming a producer or venture into the media industry, start building up your skills and portfolio.

1. Gain relevant experience. Go on internships while you are a student. Internships are one of the best ways to figure out if this industry and role aligns with your future career goals. Another option is to take on publicity and publication roles in school to have a taste of what it is like to design, produce and shoot content.

2. Network. Attend career fairs and networking events to learn what it is like working at specific companies, the types of candidates the industry is looking for, and the key skills needed to thrive in the media industry/role.

3. Stay abreast of industry trends. Media trends are constantly evolving, so it is important to stay up to date with the latest trends and innovations.

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 long-term 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



LUM KAI WEN CALVIN (left)
Mechanical Engineering (2022)
Senior Engineer, Defence
Science and Technology
Agency (DSTA)

LU QI YUAN (right)
Computer Science (2020)
Senior Cybersecurity
Engineer, DSTA

SOME SKILLS AND TRAITS NEEDED FOR THESE ROLES

Calvin

- + Adaptability
- + Communication skills
- + Critical thinking
- + Integrity
- + Leadership

- + Managing people
- + Teamwork
- + Technical writing
- + Tenacity
- + Willingness to learn

Qi Yuan

- + Analytical thinking
- + Attention to detail
- + Communication skills
- + Network security
- + Operating systems
- + Perseverance

- + Problem-solving skills
- + Programming (Python, C, C++)
- + Threat modelling
- + Vulnerability assessment
- + Web application security

TELL US ABOUT YOUR ROLE AND MAIN RESPONSIBILITIES.

Calvin: As a Senior Engineer in the Land Systems Programme Centre at DSTA, I work on Army platforms such as the Leopard 2 Main Battle Tanks and Artillery systems. My team and I continuously explore next-generation technologies to enhance the Singapore Army's capabilities.

Qi Yuan: Being a Senior Cybersecurity Engineer at DSTA, I identify weak points in systems that could be exploited by hackers. I test these systems to find flaws so that we can fix them before hackers can exploit these vulnerabilities. I also continually explore emerging technologies to stay current with changes in the tech landscape, ensuring the systems we develop are updated and secure.

WHAT MADE YOU PURSUE A CAREER IN THIS SECTOR?

Calvin: Math and Science were subjects that I gravitated towards, leading me to pursue engineering. While serving National Service, I had positive experiences operating the radar as well as command and control systems as an Artillery officer, sparking my interest in defence technology. During my studies at NTU, I chanced upon DSTA at a career fair and that gave me the final push towards pursuing a career which I found exciting and meaningful.

Qi Yuan: My interest in cybersecurity began when I discovered a vulnerability in a card system I was using. The excitement I felt in the discovery process ignited my passion for breaking systems apart to see how they work. Joining DSTA allowed me to pursue that curiosity on a larger scale, where I could apply my skills to secure systems that impact real-world operations. The chance to make a meaningful contribution through my work is what ultimately drew me to this field.

WHAT DO YOU ENJOY MOST ABOUT THIS ROLE?

Calvin: I enjoy the thought-provoking discussions I have with people across the defence ecosystem — from experienced colleagues in DSTA to Army personnel and industry players. These stimulating conversations push me to think critically and expand my knowledge and learnings which I can apply to enhance my work experiences.

Qi Yuan: I enjoy the thrill of tackling complex challenges in cybersecurity. Each project presents an exciting opportunity to decipher intricate system vulnerabilities and devise innovative ways to secure them. The work at DSTA is dynamic, and I am constantly learning and adapting to new threats and technologies. Additionally, the collaborative culture enhances the fulfilment I get from my role, as it enables me to tap into the expertise of a diverse team.

WHAT WERE SOME WORK CHALLENGES YOU FACED AND HOW DID YOU OVERCOME THEM?

Calvin: One challenge I faced as a fresh engineer was understanding the complexities of systems integration. Extensive technical considerations are required when integrating next-generation systems with existing ones. I managed to overcome this by leveraging the expertise of experienced colleagues and engaging directly with system operators. Their hands-on experience, combined with my own initiative, helped me acquire deep systems engineering competencies.

Qi Yuan: Managing multiple projects with overlapping deadlines can be challenging. I learned that prioritising tasks and staying organised are essential, but what truly makes a difference is the strong support from my colleagues. Team members at DSTA are always ready to share insights or lend a hand. The continuous opportunities for learning and development here have also contributed to overcoming obstacles more effectively.

WHAT IS NEEDED TO BE SUCCESSFUL IN THIS ROLE?

Calvin: In addition to technical expertise, good soft skills and critical thinking are key. Being able to clearly articulate your ideas — whether verbally or in writing — is crucial for ensuring that decision-makers fully understand the key points you are presenting. Critical thinking is essential for problem-solving, as it helps you analyse situations and develop strategies to overcome challenges effectively.

Qi Yuan: To identify vulnerabilities, you need strong analytical skills and keen attention to detail — even the smallest inconsistency can indicate a potential system vulnerability. It is also important to stay current and adaptable in the ever-changing threat landscape. Lastly, effective communication skills are essential for conveying the potential impact of threats clearly to stakeholders.

SHARE YOUR ADVICE WITH STUDENTS WHO ARE KEEN TO PURSUE A CAREER IN YOUR FIELD.

Calvin: To students interested in Singapore's defence sector, don't be intimidated by the complexity of the work that we do. Supervisors and mentors at DSTA are always willing to go the extra mile to guide and share their knowledge. It's a deeply rewarding industry where we get to work on innovative technologies that contribute to Singapore.

Qi Yuan: My best advice for anyone pursuing a career in cybersecurity is to never stop learning. This field evolves rapidly — new threats and technologies are always emerging. At DSTA, we are constantly adapting to these shifts. Joining the defence tech industry provides exciting opportunities to work on complex, impactful projects, where staying curious and embracing change will help you thrive.

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.

TYPICAL ROLES FOR FRESH GRADUATES

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

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.

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 problem-solving skills
- + Ability to work independently as well as within a team



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Steady and resilient, you play a critical role in ensuring the reliability and operational readiness of smart equipment.

IT

On trend and up-to-date, you are relentless in your pursuit for innovative solutions.

Corporate

Decisive and reliable, you are a steadfast facilitator and business enabler.

Management Associate

Strategic, driven and equipped with a global mindset, you're a natural leader who engages with flair.



Scan to find out about available opportunities!

