

## **Take Charge of Your Career Journey** *by Kodie Wong*

Job hunting could be a nightmare to many students, particularly in times of uncertainty and adversity. While career success cannot be achieved overnight, we ought to plan our journey ahead so we can secure our dream job offers at the end of the university life. Below are my personal experiences and thoughts on how we could better prepare ourselves in different stages:

### Junior Years

#### *Equip Yourself with Stronger Intellectual Foundation*

In the increasingly interrelated world, cross-functional knowledge is becoming essential, as it allows you to develop a comprehensive view of a topic. This is particularly important in the business world given that the job tasks nowadays are grouped in a project-based format more often, and people are expected to grow in a horizontal way instead of a vertical way. Through taking the foundational courses in the first two years, we can gear ourselves up with better understanding of different business functions before we dig deep into discipline-specific expertise. A stronger academic foundation will enhance our ability to analyze issues in multiple viewpoints, and therefore help us to be better immersed in the actual business environment when we are given job opportunities. Other than studying, joining different case competitions is also a good way for us to try applying our knowledge to practice before committing to jobs (you may refer to [Jeremy's sharing](#) for more details!).

#### *Take a Tangible Step to Explore Your Career Interest*

We may have done several personality analysis and career quizzes to figure out where our talents and passions converge (if you have not, check the career resources in both CLC - [Career and Leadership Centre](#) and BCD - [Business Career Development](#)). However, to see which career areas we would be truly best suited to, there is no better way than working in the actual workplace. It would be nice if you could get an internship offer for the industry you prefer, but you may have noticed that there are more internship openings for students in penultimate year or with more working

experience, then how could we grasp the chances in early years? My suggestion is: join their early career programs (or called cadet programs)! More than a few top-notch firms and well-known brands have been hosting school programs, offering freshmen and sophomores with training sessions, company visits, and hackathons that closely resemble actual workplace practice. Besides having a deeper understanding of industrial environment, the participants will also have greater chances to land an internship or graduate job offer. Hence, if you would like to explore more on your interested field, go search for their offerings!

### Build Your Network

On top of the above, developing your professional network is another opportunity for you to expand your career horizons. There are diverse mentoring programs across different levels in CityU. At the institute level, there is a program called [Executive Mentoring Program](#) offered by CLC, which connects year 1 to 3 students with experienced executives from a wide range of industries, there are also training workshops and assessments for students to better prepare themselves for their career journey. When you have become the penultimate or final year students, you may also join the [Career Mentoring Program](#) that is hosted by our department, it brings you to our alumni network so you can have their personal advice and support on your career path. Of course, while the mentors are not only our career advisors, but also our friends whom we ought to develop bilateral relationships with, we should appreciate their effort, be proactive, and reciprocate so we can sustain our relationships and make the best of them.

#### EXECUTIVE MENTORING PROGRAMME (EMP)



EMP aims to help students:

- Connect with mentors who are seasoned executives from a wide range of industries
- Gain understanding of different professional fields
- Get prepared for school-to-work transition

Target Participants

Year 1-3 undergraduate students

Programme Activities

- 1 mentor will be matched with 1-2 CityU students
- Training for identifying professional traps and business opportunity
- Psychometric Test to measure students' personality type and determine their chosen major career
- Networking Events such as luncheon or a seminar
- Mentorship activities organized by mentors and mentees such as career talks, performance start-up events, social events, job shadowing and casual dining



The mentorship experience did positively benefit my employability as well as career and future study planning.

Wong Ka Yin, BBA in Management

#### Executive Mentoring Program

From CLC Pamphlet - Dec 2020:  
[https://www.cityu.edu.hk/caio/cityu/CLC%20pamphlet\\_Dec%202020.pdf](https://www.cityu.edu.hk/caio/cityu/CLC%20pamphlet_Dec%202020.pdf)

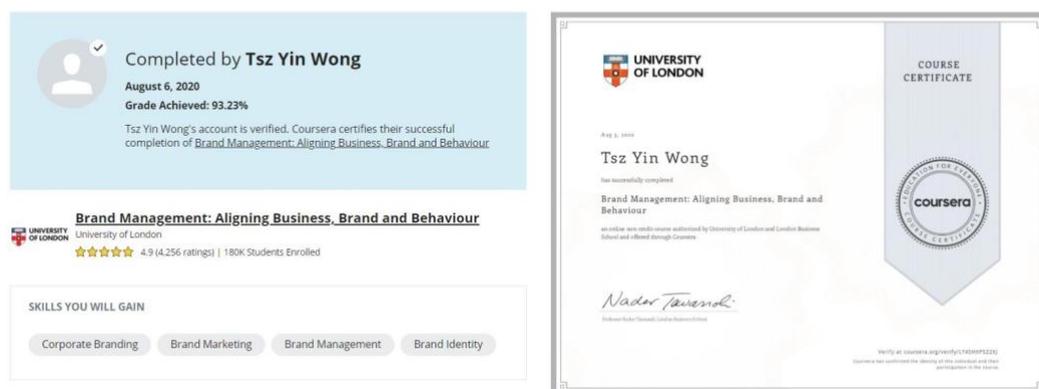
## Senior Years

### *Gain additional certificates and qualification*

As we have declared our stream in senior years, we are clearer about our career direction. Once we have realized which industry to focus on in a career, we can start exploring what skills and knowledge the potential employers require, and we can acquire them accordingly before we graduate. Taking the career in Human Resources as an example, while data analytical skills and the development of employer brand are becoming more significant, I have polished my Excel skills through LinkedIn Learning and took a brand management course in [Coursera](#). There are plenty of courses for you to enroll, and as undergraduates, you may access to these platforms for free! For other industries, certificates that are administered by professional organizations, such as project management, may also be preferred, and you may consider taking those qualification exams to enhance your employability prior to job search.

Accomplishments > Course Certificate

Brand Management: Aligning Business, Brand and Behaviour



### *Balance Your Study and Work*

While there are more job opportunities in senior years, some students will opt for summer internship or part-time internship, whereas some will choose to take a placement or full-time internship. No matter which one you go for, you will need to balance and plan ahead for your study. There are more major-specific courses after you have declared your stream, and most of them will only be offered in particular semester with few timeslots to choose from, which means that if you missed the chances of taking those courses, you probably need to defer your graduation. As such, before committing

to any job, you may access to DegreeWorks to check what courses you have not studied yet, and reach out to the program leader to discuss on the matter if you need any guidance or course substitution.

### *Connect with Employers and Develop Your Interview Skills*

The selection exercises for graduate jobs are rigorous. You will need a deep understanding of both the job market and your competitiveness in order to outperform your peers and land a dream job offer. Instead of hunting jobs alone, there are again different services available in CityU to offer you a helping hand. For Career and Leadership Centre, there is a [Elite100 Programme](#) for penultimate and final year students to polish their job seeking skills and enhance their employability through intensive training sessions and mock practices. You can also receive personalized career coaching and attend the grooming workshops to build your professional image. As for Business Career Development, they have been organizing the [Business Career Fair](#) for students from the College of Business. Each year, students can directly connect with employers from diverse fields through recruitment talks, live chat opportunities and one-stop job application in the one-day event, and this is a great chance for you to engage with the recruiters and leave a good impression. Similarly, you can reach out to professional advisors to map out your career direction, build an impressive resume, and develop your interview skills in order to outperform your counterparts in selection exercises.

### Make Your Plan Work!

At the end of the day, the above is solely my career trajectory in the past four years. While career development is a lifelong journey, it is about navigating through continuous learning and working. The opinions and advice may facilitate your job seeking process, but it relies on your effort to find jobs that align with your personal goals, unleash your potential and fulfill your dreams. So now roll your sleeves up and take charge of your career journey!

*Name: Wong Tsz Yin (Kodie)*

*Programme: BBA Management – Human Resources Management Stream*

*Date: June 2021*



*Internship at Human Resources Department, Airport Authority in my year 2 summer.*



*Internship at People Advisory Services, Ernst & Young in my year 3 summer.*