

Top Tips for Strategic Career Management



**FREE
webinar**
20th May
3pm-4.30pm

What next? - The Future Employment Outlook for Aviation & Aerospace Professionals
Join the RAeS Careers Team and our expert panelists for a FREE webinar focusing on **Career Reinvention**

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- **Reflect & Take Stock of Your Situation** - Treat your job search like a project you would oversee at work. This means creating a detailed action plan.
- **Translate past experience into new opportunities** - Transferable skills include financial acumen, business development expertise, international experience, focus on key achievements, analytical capabilities & technical savvy.
- **Create a Compelling Career Narrative:** You are now in sales mode & the product is you. Think of developing a toolkit of stories, highlighting various competencies you have developed in your previous roles. That said you should be yourself during the recruitment process. Do not feel you need to resort to sales style self-promotion where it doesn't feel right for you or the role.
- **Network:** Establish solid online presence to position yourself as a thought leader. Post value-add content and actively engage with others to demonstrate your expertise.
- **Share your Story and Position Yourself for Success:**
 - *Optimise your LinkedIn Profile*
 - *Talk to recruiters*
 - *Actively build your professional network*
- **Get smart:** If you are considering an industry shift, get educated on your new sector. There are lots of free webinars and learning platforms currently available during the crisis. Stay current on the dynamics of your target sector and speak its language.

- **Stay engaged:** If you have been made redundant or are between roles, make sure you stay active and connected. Volunteer, consider an interim opportunity, seek out freelance or contract work, voluntary work does not have to be in the aero/aviation sector, it could be Covid-19 related, for example.
- **Mentoring:** this could be a good time to find a mentor to support you in your career goals. You can have more than one mentor helping you with different aspects of your career. You could also become a mentor to someone in their early career who may also be lost - a great chance to give back, boost each other's confidence and you might even be able to pick up on new skills such as social media engagement ('reverse' mentoring).
- **Your CV:** you may find it hard to incorporate all your achievements and experience on to two pages, but generally you should still keep it succinct. Do not be afraid to focus on your expertise and achievements on the first page, reinforced by your experience in the following sections, but really highlighting the transferable nature of what you can offer.
- **Your confidence:** you may have lost self-confidence if your career has been impacted and this is normal. Make time for things you enjoy or have always wanted to try. It is a difficult time and important to ensure you look after yourself. Many decisions feel personal when they were made very much through an impersonal, 'headcount', approach so while it is not easy, try to stay positive and proud of everything you have achieved so far, and will achieve in future.

Executive Search vs Recruitment Companies

Not all firms are the same: Contingency recruitment agencies are hired by the company and tend to work in junior to mid-level roles. Retained executive search firms focus on senior executive and board director roles. Search firms work to fill specific mandates and are client driven. i.e. they are driven by the company's requirements.

How executive search firms help clients and candidates: companies use executive search firms to recruit senior leaders who will have a long-term impact on the organisation, while minimizing the risk of making the wrong hiring decision. Candidates work with these firms to help find their next leadership role. Assignments are generally for positions where the best candidate is harder to find and harder to persuade to make a move.

Contingent recruiters focus on candidates actively looking for a new role, and positions that are of lower potential impact within the client organisation.

Further support and advice

- Contact the careers team if you would like a 1-2-1 virtual appointment. Our service is free and open to members and non-members alike.
- Visit the Resources section of the [Careers in Aerospace](#) website with all-age advice including CVs and interviews.
- The RAeS also runs the free Alta mentoring scheme for women in aerospace and aviation – more details at aerosociety.com/alta and create your profile at <https://alta.onpld.com>

Any questions please contact the RAeS Careers Team at careers@aerosociety.com, you can also connect with Arpad Szakal via [LinkedIn](#).