

Stepping into Practice:

MAKING THE TRANSITION FROM GRADUATE SCHOOL TO A REAL JOB

LEARNING YOUR TRADE
PLANNING YOUR CAREER
PREPARING FOR THE JOB MARKET
JOB-HUNTING
INTERVIEWING



**ANTHROPOLOGY
CAREER READINESS
NETWORK**

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Tulane University, March 1, 2024

Learning Your Trade

ACRN Tools
that may be
of interest:

Understanding
How an
Organizational
Culture Works

Introduction
to
Conducting
Focus Groups

Show Our Impact:
Communicating
about
Anthropology to
Employers

WHAT YOU SHOULD FOCUS ON IN GRADUATE TRAINING

- ▶ Methods → *These are what you use in your work.*
- ▶ Theory → *This is what helps you decide which methods to use.*
- ▶ Work Experience → *This helps you understand how your skills get used.*
- ▶ Networking → *This creates a professional group for support and advice.*



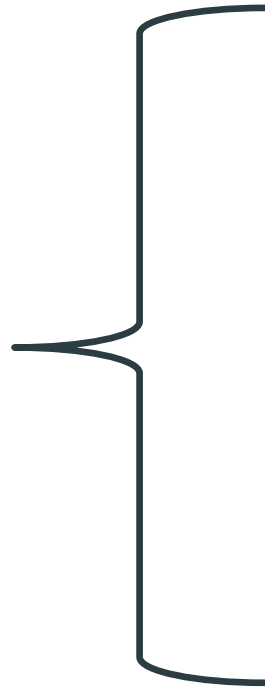
CORE VALUES OF PRACTITIONERS

- ☐ It isn't just what you know, it's what you can do with what you know.
- ☐ Commitment to, and acceptance of, social science as a mechanism for change and improvement.
- ☐ Orientation toward client problems and opportunities.
- ☐ Willingness and ability to work with diverse others toward solutions.

APPLYING TRAINING TO PRACTICE

Graduate School

- Finding Out
- Analyzing, Learning
- Communicating
- Planning, Designing
- Managing
- Judging



Workplace

- Solving problems
- Producing results
- Getting along with people
- Helping them get along with each other
- Generating and using resources efficiently
- Finding new and better ways to do things



Planning Your Career

ACRN Tools
that may be
of interest:

How Proficient
Are You? Take
the Quiz

Can Do,
Can't Do,
Can't Do
Without! Your
Ideal Work
Environment

STARTING POINTS: YOUR CAREER VISION

Your Values

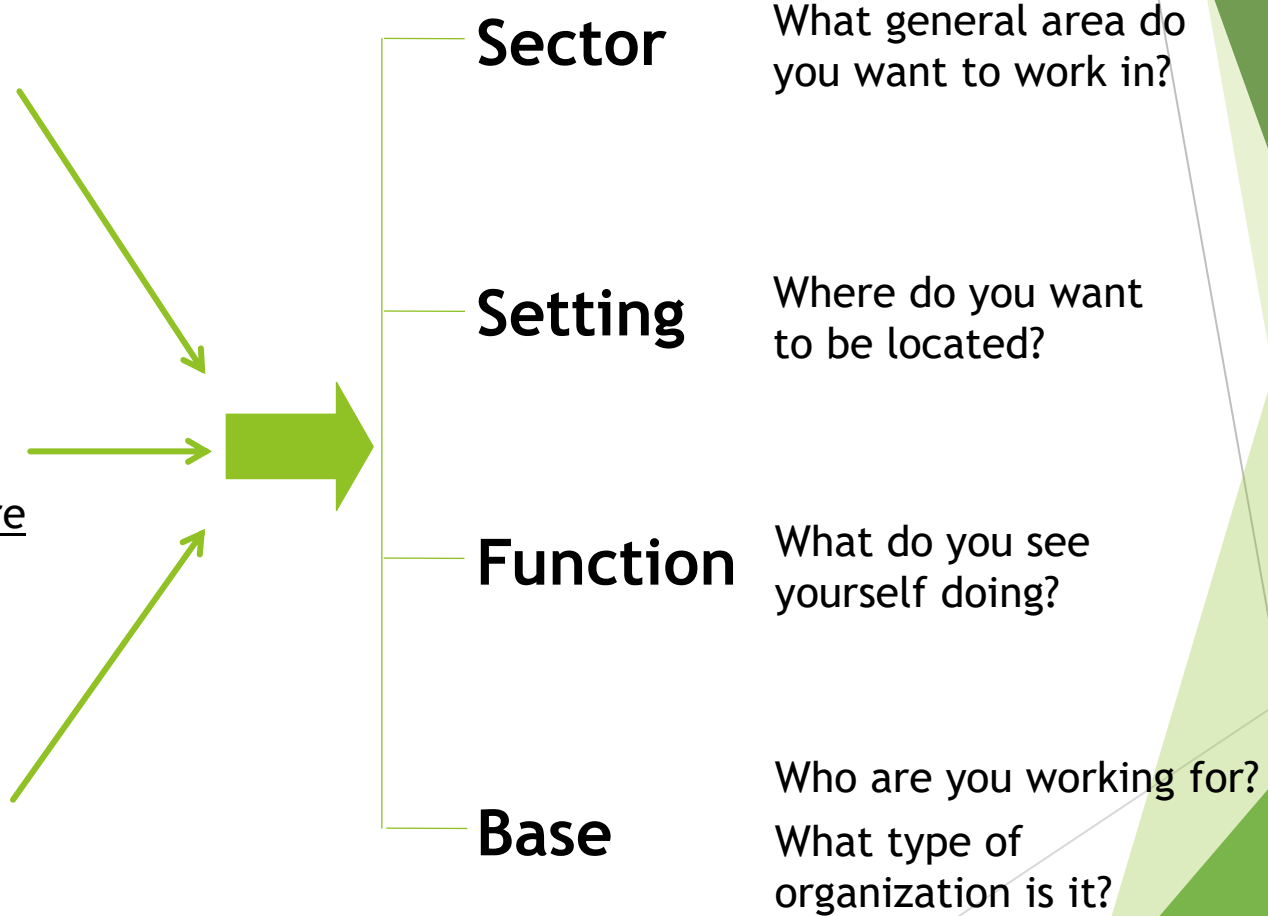
- What things do you feel strongly about?
- How do you strive to live?
- What do you respect in others?

Your Interests

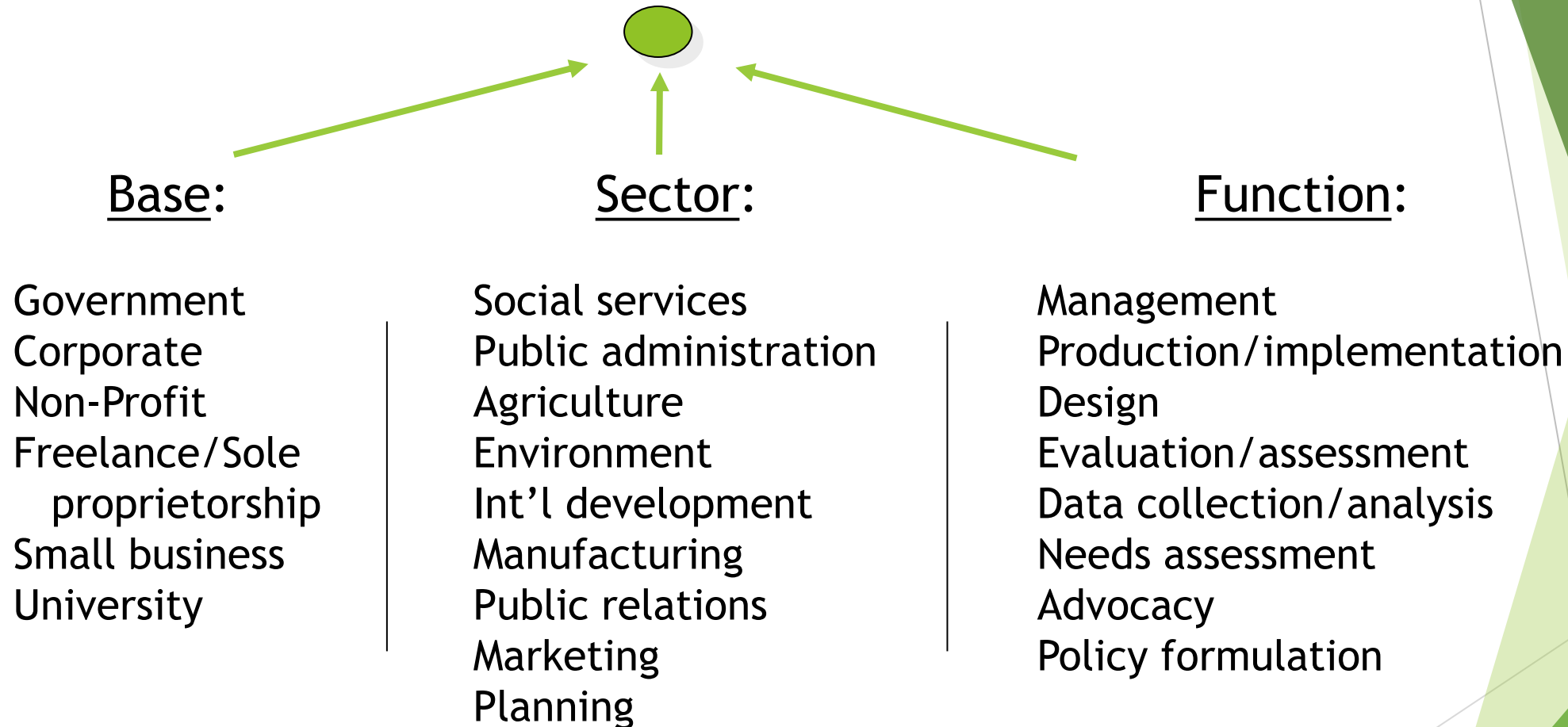
- What do you like to do?
- What do you already know a lot about?
- What would you like to know more about?

Your Skills

- What can you do that is useful in several different areas?
- What things do you think you're particularly good at doing?



COMPONENTS OF A TYPICAL PRACTICE JOB



Preparing for the Job Market

ACRN Tools
that may be
of interest:

Networking
Basics and
Informational
Interviews

If You've Got It,
Flaunt It!
Translating
Anthropology for
the Workplace

Resumes, CVs,
Bios, and
Portfolios, Oh
My!

NETWORKING: HOW AND WHO

Peers

Begin with your friends, classmates, other contacts.

Professors

Include all your teachers, visiting lecturers, etc.

Domain Leaders

Any field of application or practice will have a small number of people at the top. Contact as many of them as you can.

Conference-Goers

Connect with as many people as possible at meetings, conferences and other gatherings.

Authors

Scan the newsletters, blogs, listservs, chatrooms and journals. Get in touch with the authors.

For each contact: Practice and adapt your networking script; make a solid connection; ask for referrals; and follow up.



WHAT IS A RESUME?

- ▶ A resume is not a CV
- ▶ It is a brief account of your skills and accomplishments
- ▶ It has only one purpose: to get you an interview
- ▶ It is not about you: it is about you in relation to someone else and their needs



CREATING A RESUME

- The best predictor of future performance is past performance
- Therefore, stress what you have accomplished, not just what you know
- Of particular value:
 - ▶ Presentation and communication skills
 - ▶ Project and team management experience
 - ▶ Creative leadership and problem-solving
 - ▶ A range of research skills
 - ▶ The ability to “get things done”



Job Hunting

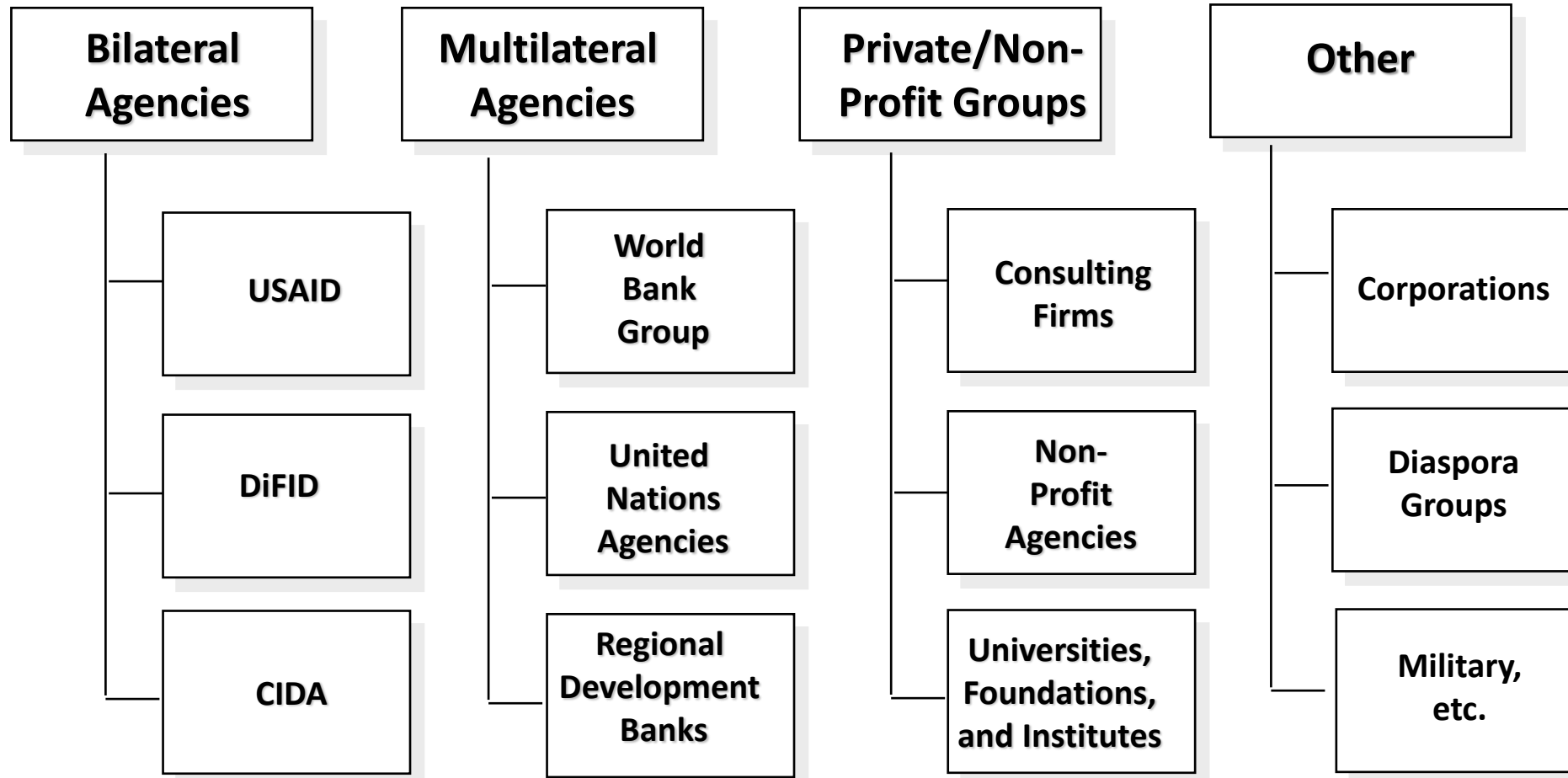
ACRN Tools
that may be
of interest:

What's in a
Name? Job
Titles to
Explore

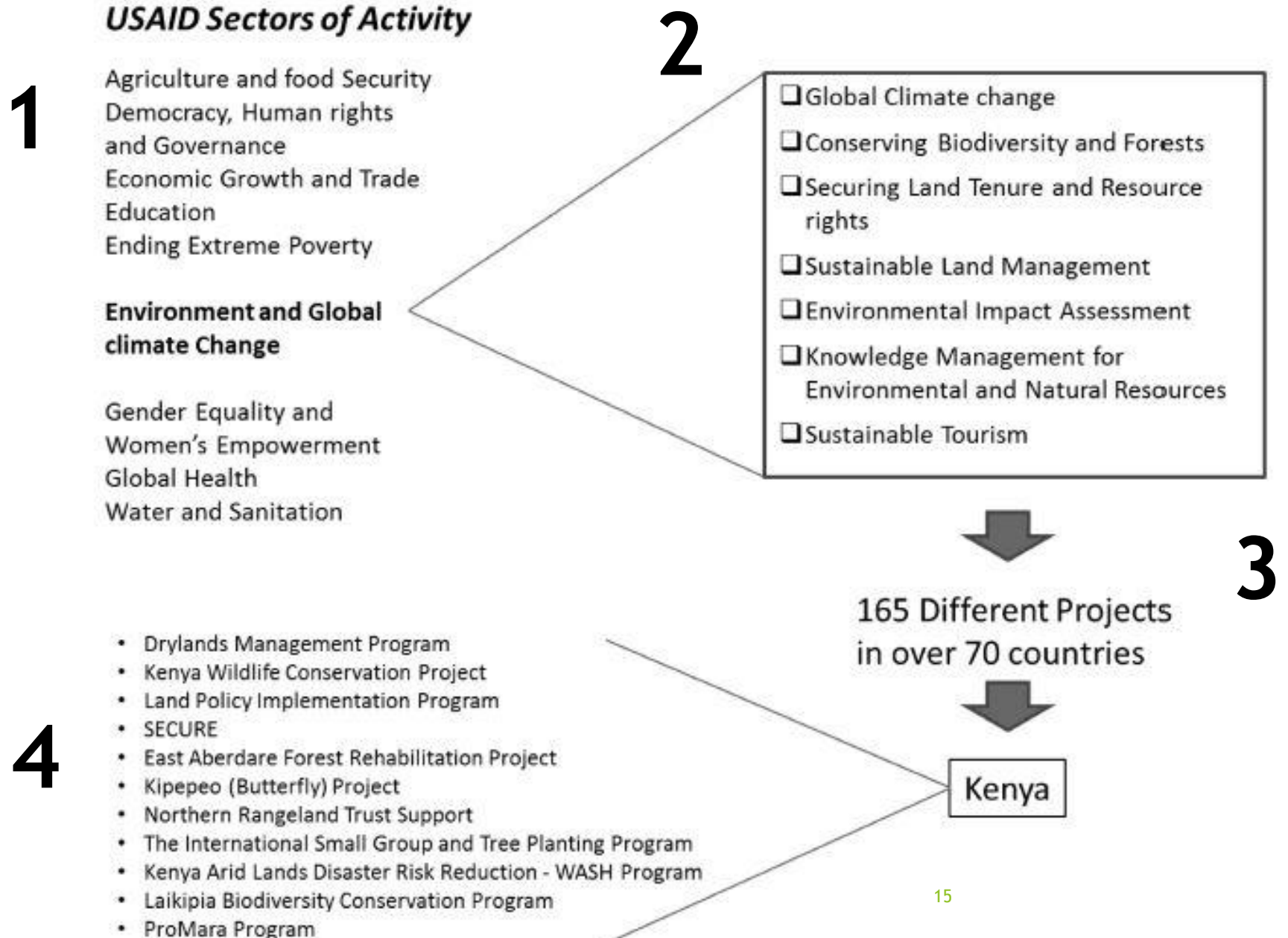
LinkedIn
Profile
Checklist

7 LinkedIn
Features to
Land a New
Career

STRUCTURES OF DEVELOPMENT



FIGURING OUT WHERE THE JOBS ARE





USAID | KENYA
FROM THE AMERICAN PEOPLE

5

Higher Education for Development Drylands Management Program



A University of Nairobi student on a field trip to the Mpala Research Center.

Presidential Initiative:
Feed the Future

Funding Level:
\$1.67 million

Duration:
March 2011 – November 2014

Activity Goals:
- Ensure the sustainability and productivity of Kenya's dryland ecosystems

ACTIVITY OVERVIEW

The Higher Education for Development Drylands Management Program is a USAID-funded partnership between the University of Nairobi and Colorado State University. It is designed to ensure the sustainability and productivity of Kenya's dryland ecosystems and promote the development of its pastoral communities through increased rates of higher education. The Centre for Sustainable Dryland Ecosystems and Societies graduate degree program in Sustainable Drylands Resource Management opened to students in academic year 2011-2012.

ACTIVITY AREAS

The University of Nairobi and Colorado State University partnership offers a regional Ph.D. program at the Department of Land Resources Management and Agricultural Technology, including courses that address the development and environmental challenges of dryland ecosystems and communities. The activity recruits students from traditionally disadvantaged populations, including pastoralists and women.

Higher Education for Development Drylands Management Program works to build human capacity.

- The Drylands Leadership Learning Program builds

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**ANTHROPOLOGY
CAREER READINESS
NETWORK**

THE GOALS OF INFORMATIONAL INTERVIEWING

- ▶ What does this organization do and how does it do it?
- ▶ What are working conditions like here?
- ▶ What qualifications do you need to work here?
- ▶ How do they make hiring decisions?



Interviewing

ACRN Tools
that may be
of interest:

Mastering the
Elevator Pitch

Job Interview
Strategies:
Steps for
Success

Tell a Story of
Anthropology
with the STAR
Method

Observe and
Reflect: An
Interview
Checklist

INTERVIEWS: WHAT THEY WILL ASK

Why are you here?

Why did you come to us specifically? What are you seeking from us? What do you already know about us?

What do you bring?

What makes you stand out? What are your key strengths, and how do these relate to what we do and what we need?

What are you like?

What's it going to be like to work with you? How will you fit in with who's already here? Is there anything about you we need to know?

What will it cost us?

Apart from the money, what else will we need to provide, or change, if we bring you on board? Do you have particular needs or preferences?



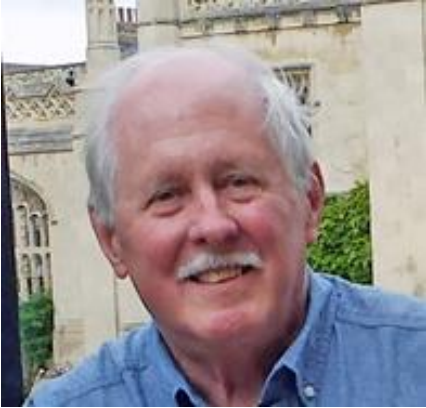
INTERVIEWS AS STORYTELLING

- ▶ Pick 3-6 of your best accomplishments. Include difficult or “challenging” situations.
- ▶ For each:
 - ▶ Outline the problem, tasks, issues or opportunities
 - ▶ Describe your strategy or approach
 - ▶ Explain the skills and abilities you used
 - ▶ Describe the outcomes you achieved
- ▶ Your actions are central to the story, but make sure you acknowledge the work of others.
- ▶ Connect your story to your listeners’ needs.

WHAT DO ANTHROPOLOGISTS CONTRIBUTE?

- ▶ Social knowledge - We put culture into the picture
- ▶ Contextualization and integration - We work inductively and holistically, making broader and deeper connections
- ▶ Synergy - We work well with other disciplines (e.g., engineering, medicine)
- ▶ Versatility - We don't just do "research;" we plan, design, and manage
- ▶ Innovation - We often find things that others miss
- ▶ Sociality - We are very good at working with people

WANT MORE INFORMATION?



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*“Helping to prepare the next generation of
anthropologists to meet tomorrow’s challenges
and opportunities”*

Check out our website at: <https://anthrocareerready.net>