Career Paths

Exploring Domains of Practice

March 19th 2025

AAN | EASA APPLIED ANTHROPOLOGY NETWORK

ANTHROPOLOGY CAREER READINESS NETWORK

UPCOMING WEBINARS

April 23rd

Setting Up and Conducting Informational Interviews

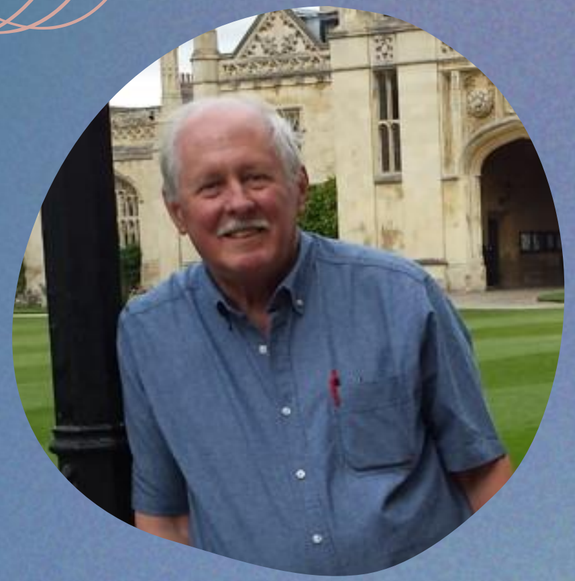
May 21st

Turning Your CV into a Resume

June 18th

Explaining Anthropology to People in Your Life

FACILITATOR



Riall Nolan

PhD Social Anthropology
University of Sussex

Co-Founder & Co-Chair
Anthropology Career Readiness Network

Professor Emeritus
Purdue University

Anthropology Career Readiness Network (ACRN)

Our Mission

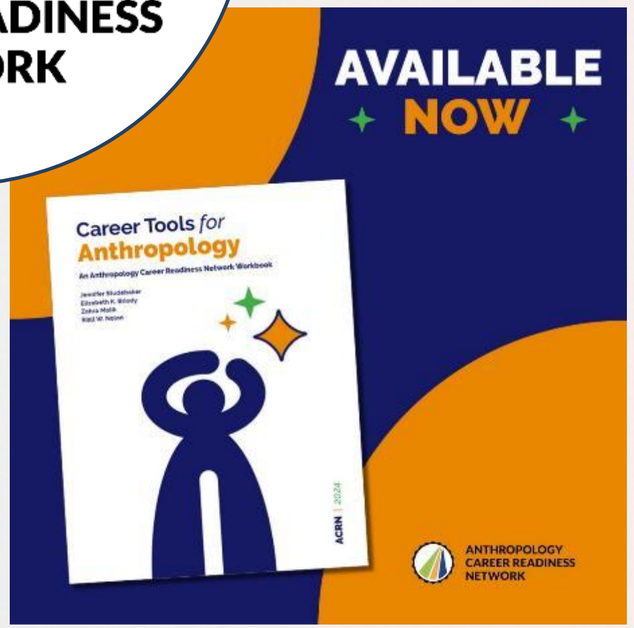
Helping to prepare the next generation of anthropologists to meet tomorrow's challenges and opportunities.

Our Resources

- **"How-to" Tools for Job Seekers and Instructors including our 2024 Workbook: *Career Tools for Anthropology***
- **Speaker's Bureau**
- **World of Work Blog**
- **Client-based Class Projects**
- **Departmental Advisory Initiative**

and more!

ANTHROPOLOGY CAREER READINESS NETWORK



anthrocareerready.net

AGENDA

01 What are anthropological domains of practice?

02 Developing job scenarios

03 How can domain analysis help with my job search?

04 Some examples from daily life

05 Using the technique to explore job opportunities

06 Next steps

07 Questions

Domains of Practice in Anthropology

Domains of practice are areas of professional activity.

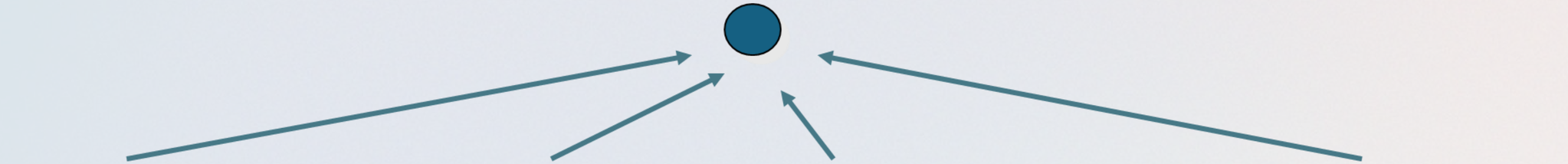
Each domain – or sector – is somewhat different. Different domains of practice have different structures, components, activities, and procedures. They also have different requirements for entry.

Job-seekers therefore need to learn about specific domains, in order to increase their chances of finding work there.

Domain analysis is a simple and effective way of doing this.

It begins with a visioning exercise – your personal **job scenario**.

HERE IS HOW PRACTITIONER JOBS ARE ORGANIZED



Base:

- Government
- Corporate
- Non-Profit
- Freelance/Sole proprietorship
- Small business
- University

Domain:

- Social services
- Public admin
- Agriculture
- Environment
- Int'l development
- Manufacturing
- Public relations
- Marketing
- Planning

Function:

- Management
- Production/implementation
- Design
- Training
- Evaluation/assessment
- Data collection/analysis
- Needs/Asset assessment
- Advocacy
- Policy formulation

Setting:

- Local
- National
- International
- Varied

Developing your job scenario

Job-hunting begins with a **vision** of what sort of job you'd like.

Developing this vision – a **job scenario** – will bring together your values, your interests, and your skills.

Take care to avoid letting your skills alone dictate your job vision.

You should be guided mainly by your values and interests, because if your job does not align with those, you will be unhappy.

And you can always learn new skills.

Creating a job scenario begins the process of finding a job.

PUTTING TOGETHER YOUR JOB SCENARIO

Your Values

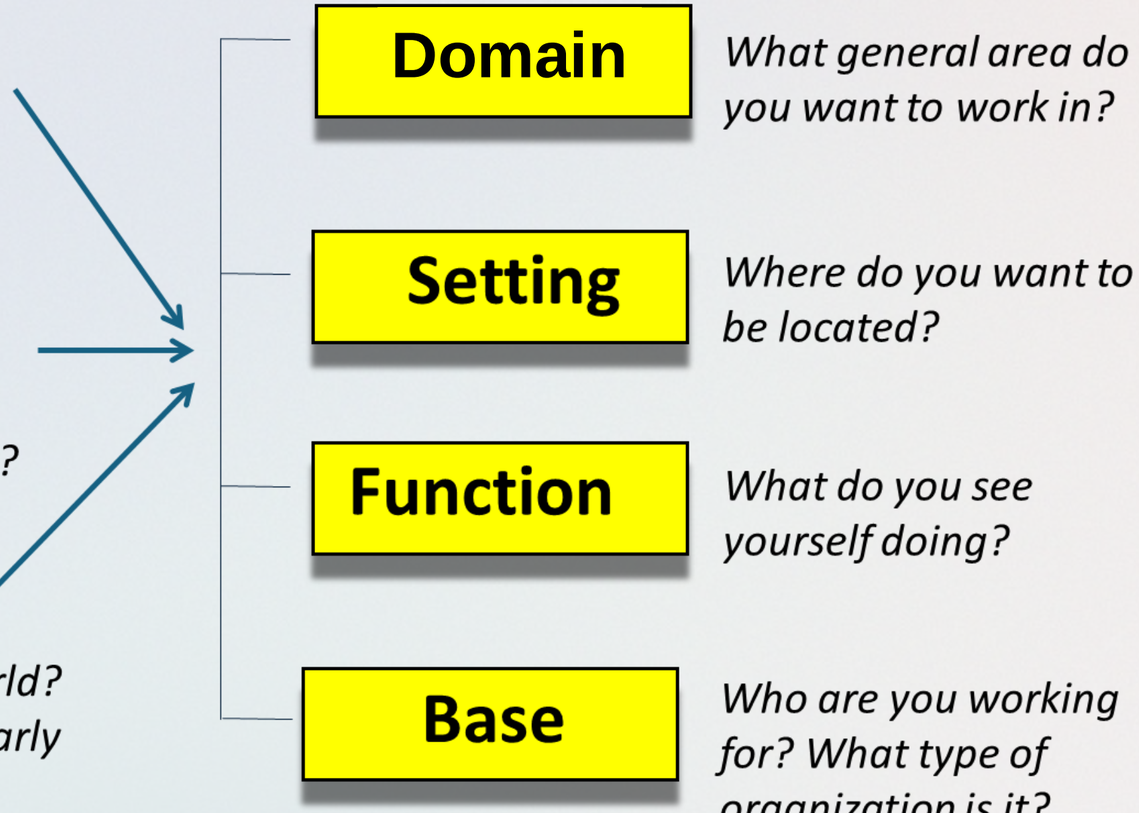
- *What things do you feel strongly about?*
- *How do you strive to live?*
- *What do you respect in others?*

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 the world?*
- *What things do you think you're particularly good at doing?*



WRITING OUT YOUR JOB SCENARIO

"In three to five years after graduation, I see myself as working in international development, involved in community-level environmental education projects overseas, preferably in Latin America or Africa. I'd really like to be working at the grass-roots level for the first part of my career, doing research on environmental problems with local people, and helping to turn these into successful education projects. Later on, I'd like to get into upper-level policymaking, once I have the skills and experience to do so. I think I would be happiest working for a bilateral or multilateral agency, but I might want to move around a bit, both in terms of where I work and who I work for."

AN EXERCISE TO DO NOW

Using the diagram on the previous slide, carry out a visioning exercise.

Relax, let your imagination roam, and think about what kind of work would make you happy and fulfilled.

Take no more than FIVE MINUTES to do this.

Don’t focus on the details, but tell us what SECTOR or DOMAIN you’d like to work in.

Put the name of the DOMAIN in the Chat.

After five minutes, we will discuss the domains you all have identified.

Next step: domain analysis

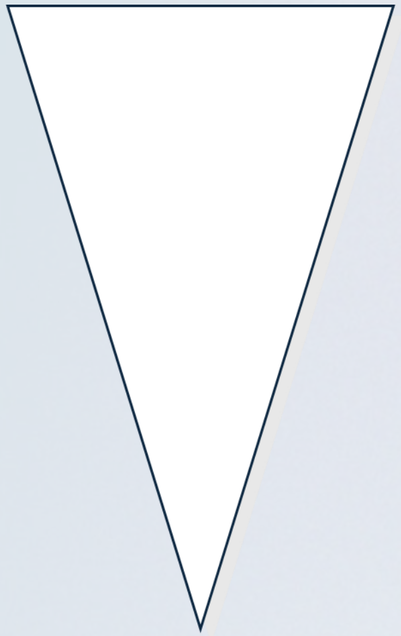
Now we can do a **domain analysis** of likely possibilities. This is simple, quick, and based on a well-known anthropological technique.

It will involve your use of several investigative tools, including online searches, social media, face-to-face networking, and AI programs such as ChatGPT.

For your chosen scenario, a domain analysis will show you what the organizational “terrain” looks like, how it is structured, and how the parts connect.

And this in turn will help you understand where the jobs are and what they are like.

Steps in domain analysis



Selecting a Domain

You did this when you constructed your job scenario.

Observing, Questioning and Researching

Networking and online research will help you here.

Identifying Important Sub-Domains

This will give you a map of the territory.

Focusing On One of These

Now you can choose one part to investigate further.

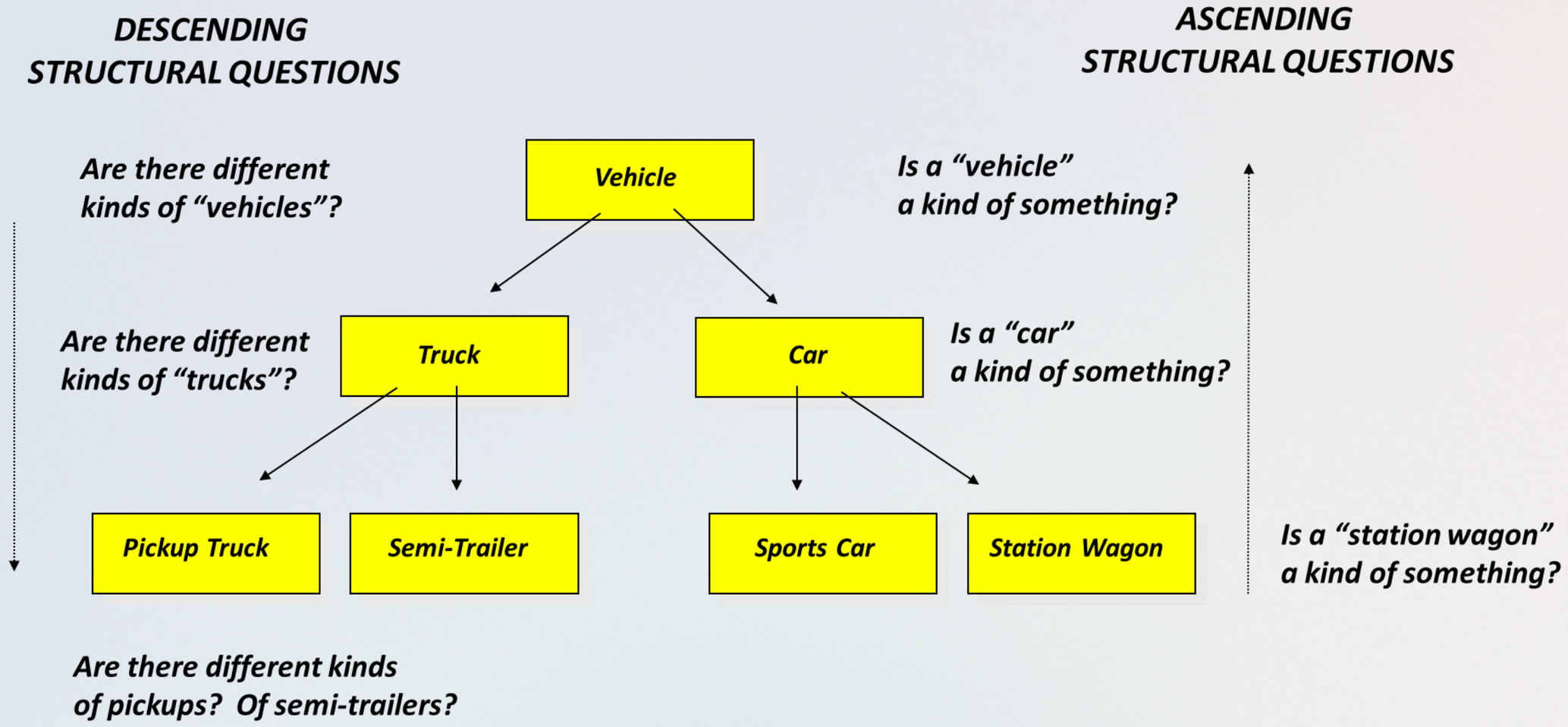
Discovering Its Main Components

This tells you what is happening in this particular area.

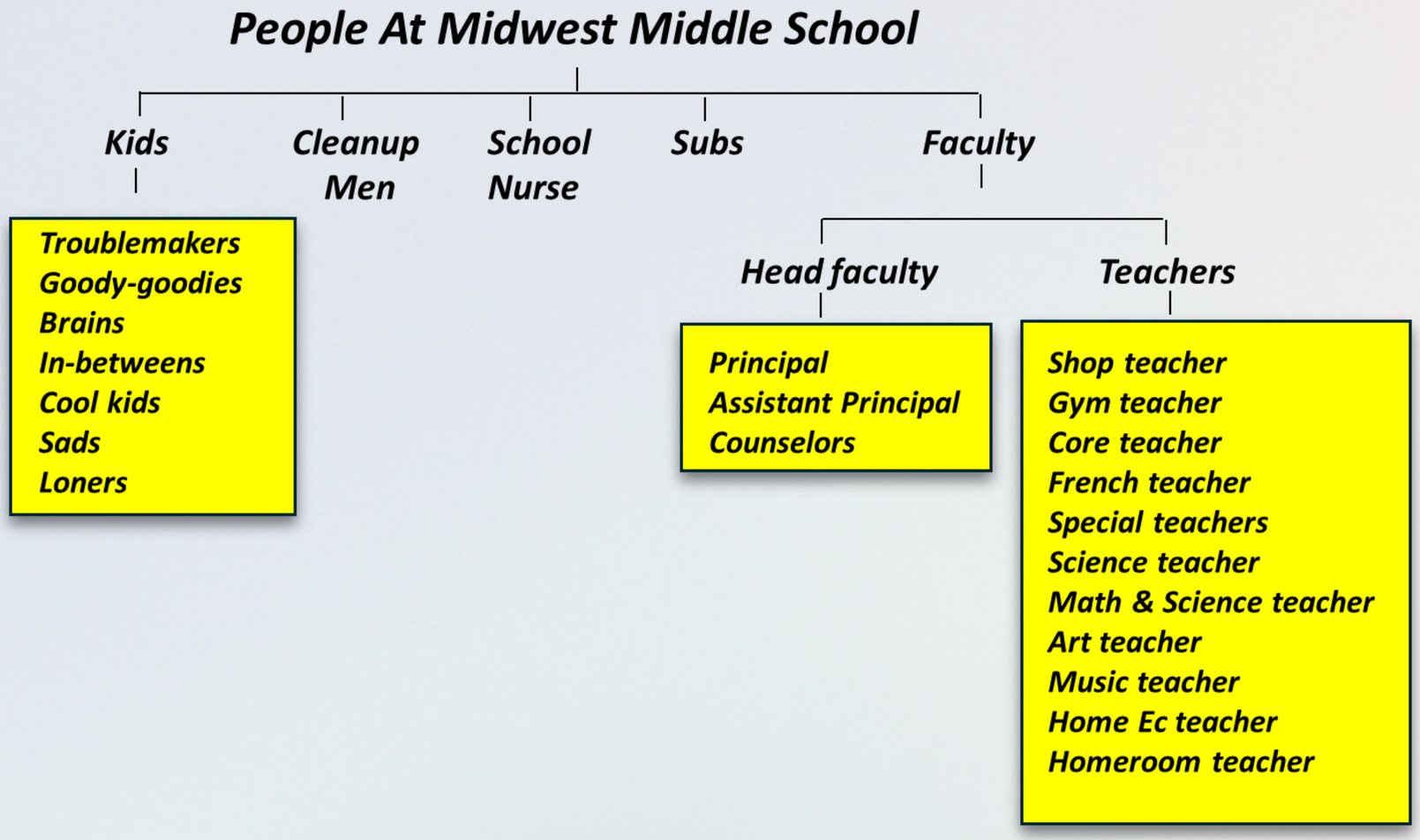
Discovering How They Are Arranged

This tells you how the area is organized.

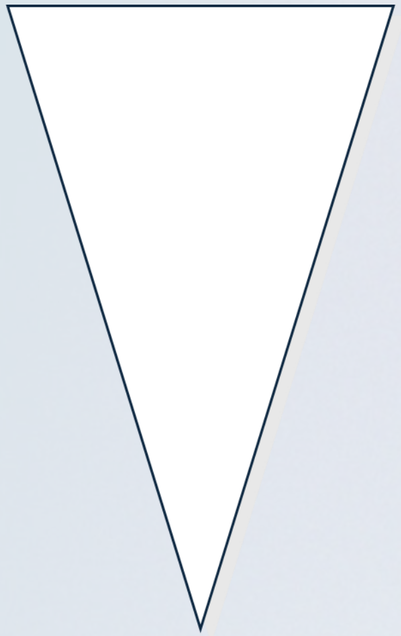
EXAMPLE 1: TYPES OF VEHICLES



Example 2: How Kids See their Middle School



Steps in domain analysis



Selecting a Domain

You did this when you constructed your job scenario.

Observing, Questioning and Researching

Networking and online research will help you here.

Identifying Important Sub-Domains

This will give you a map of the territory.

Focusing On One of These

Now you can choose one part to investigate further.

Discovering Its Main Components

This tells you what is happening in this particular area.

Discovering How They Are Arranged

This tells you how the area is organized.

Applying these steps to our example

International Development

Networking, online research, AI searches

Identifying Sub-Domains

***What** activities go on here?*

***Who** carries out those activities?*

Focusing on one organization

Looking at what it does

*Picking **one** activity*

"What do development organizations do?"

- ❑ Economic Development and Poverty Alleviation
- ❑ Education and Capacity Building
- ❑ Global Health and Well-Being
- ❑ Human Rights, Governance and Peacebuilding
- ❑ Humanitarian Aid and Disaster Relief
- ❑ ***Environmental Sustainability and Climate Resilience***
- ❑ Water, Sanitation and Hygiene (WASH)
- ❑ Gender Equality and Social Inclusion
- ❑ Infrastructure and Urban Development

Focus: Promoting sustainable development and building climate resilience

Types of work: Climate adaptation, reforestation, renewable energy, conservation

Organizations:

Multilateral: Green Climate Find, UN (UNEP)

Bilateral: USAID,CIDA

NGOs: Oxfam, Friends of the Earth

Private: renewable energy, carbon offset companies

To get started, I asked ChatGPT to tell me about development. This is what it said.

"What activities go under 'the environment'?"

- ❑ Environmental Conservation and Ecology
- ❑ Climate Change and Sustainability
- ❑ Environmental Justice and Advocacy
- ❑ Pollution Control and Waste Management
- ❑ ***Agriculture, Food Systems and Land Use***
- ❑ Marine and Freshwater Conservation
- ❑ Environmental Policy, Law and Governance
- ❑ Renewable Energy and Clean Technology

Focus: Promoting sustainable agriculture, regenerative practices, and efficient land use

Types of work: Organic farming, soil health initiatives, agroforestry, food policy

Organizations:

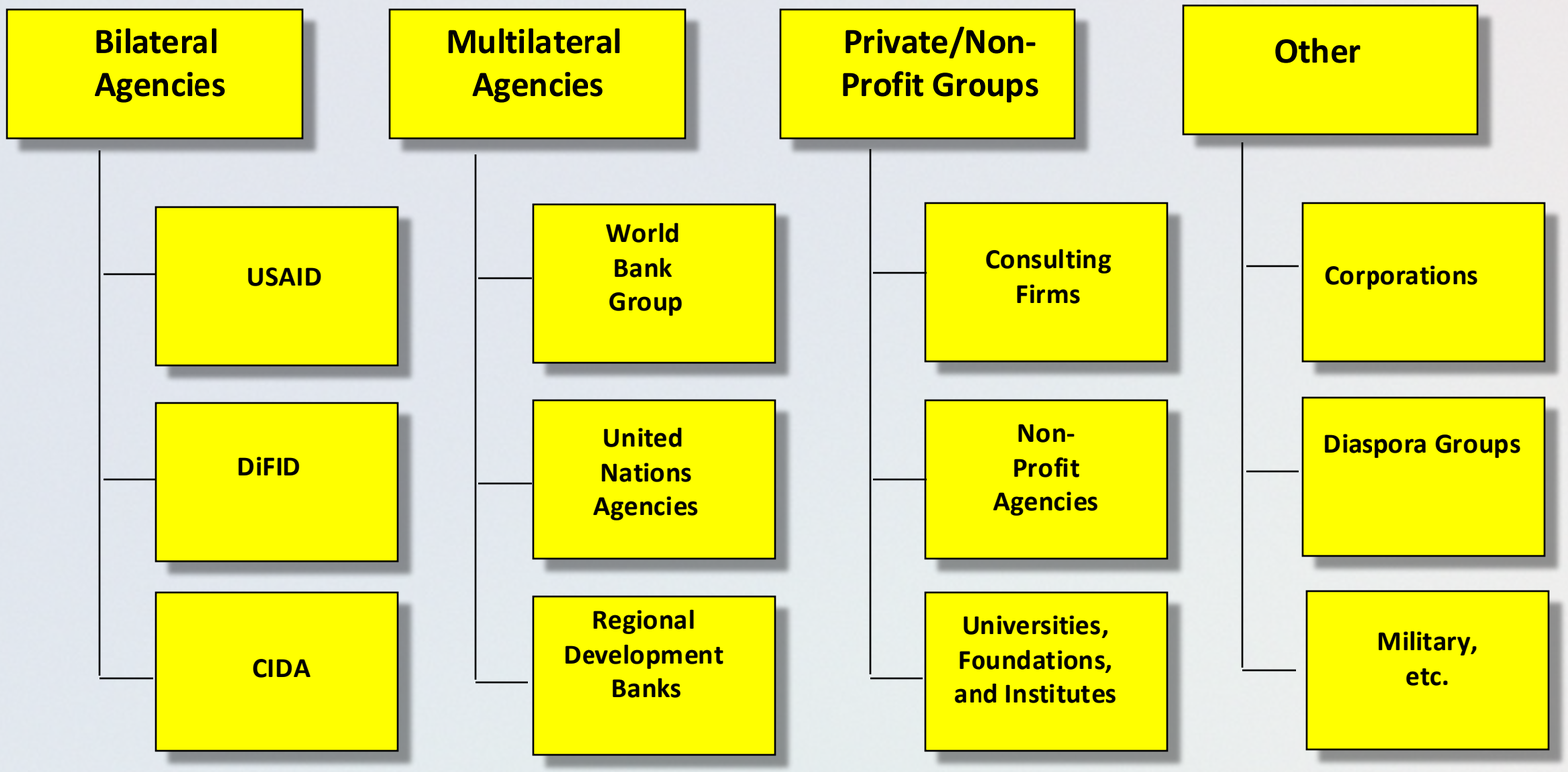
Government: Food and Agriculture Organization (UN), USDA, USAID, Bureau of Land Management

NGOs: Food and Water Watch, Rodale Institute

Corporations: sustainable agriculture divisions (e.g., Patagonia Provisions)

Then I asked it to tell me about development activities relating to the environment.

FOCUSING IN ON ORGANIZATIONS



Next, I used online research and my own networking contacts to identify some of the major organizations that do development work.

USAID Sectors of activity

Agriculture and food security
Democracy, human rights and governance
Economic growth and trade
Education
Ending extreme poverty
Environment and global climate change
Gender equality and women's empowerment
Global health
Water and sanitation

- Global climate change
- Conserving biodiversity and forests
- Securing land tenure and resource rights
- Sustainable land management
- Environmental impact assessment
- Knowledge management for environmental and natural resources
- Sustainable tourism

- *Drylands Management Program*
- *Kenya Wildlife Conservation Project*
- *Land Policy Implementation Program*
- *SECURE*
- *East Aberdare Forest Rehabilitation Project*
- *Kipepeo (Butterfly) Project*
- *Northern Rangeland Trust Support*
- *The International Small Group and Tree Planning Program*
- *Kenya Arid Lands Disaster Risk Reduction – WASH Program*
- *Laikipia Biodiversity Conservation Program*
- *Promara Program*

165 Different Projects in over 70 Countries

KENYA

Then I picked one agency – USAID – and, using its own website, broke it down into its parts.

USAID | KENYA
FROM THE AMERICAN PEOPLE

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 PhD 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.

USAID Contacts:
--- --- Activity Manager
USAID/Kenya
Agriculture, Business and Energy Office
Tel: --
Email: --

Higher Education for Development Drylands Management Program Contact:
Dr. -- --, Program Coordinator
Centre for Sustainable Dryland Ecosystems and Societies, University of Nairobi
Tel: --
Email: --

Dr. -- -- Coordinator/Director
Center for Sustainable Dryland Ecosystems and Societies, Colorado State University
Tel: - -
Email: --

Website:
http:// --

Finally, I identified one specific project I was interested in.

A FINAL EXERCISE FOR YOU

A domain analysis will lead you to where the jobs are, but only if you have a specific destination in mind.

Your vision scenario will give you that destination, and the domain analysis will help you explore it.

In particular, the domain analysis will allow you to identify places where you can conduct informational interviews.

So for your final exercise, take FIVE MINUTES, and -

Write down one, two or three questions you would like to ask someone working in this domain;

And put these questions into the Chat.

After five minutes, we will discuss them.

QUESTIONS?

Raise hand, ask in chat, or use Q&A feature.

SAVE THE DATE!

Career Paths

Setting Up and Conducting Informational Interviews

April 23rd 2025
6 PM CET

FEEDBACK

Share your thoughts!

Update

Submit a topic:

www.padlet.com/careerpaths/aan

Watch the recordings:

www.tinyurl.com/AANCPYT

AAN | EASA APPLIED ANTHROPOLOGY NETWORK

www.applied-anthropology.com

EASA Applied Anthropology Network

world_needs_anthro

Career Paths

Anthropology Beyond Academia

An event series by the

AAN | EASA APPLIED ANTHROPOLOGY NETWORK