Team Profile

Career Plans

Compare and contrast the career plans, including ideal jobs, for each person in the group. This may have changed due to feedback from Assignments 1 and 2. What common elements are there, if any? What differentiates each position from the others, if anything? How similar or different are your career plans across the group? *This is new for this assignment.*

*Feedback received from Assignment 2: You have included some relevant information about your team, some of your test results, and discussed some relevant aspects of the differences between your ideal jobs.*

Aaron’s ideal career in the IT environment would be a business analyst. General set of skills required for Aaron’s job are Problem Solving highly demanded by employers, Analytical and Management Skills. Maintaining stakeholder relationships and Financial Industry knowledge also required. IT- Specific set of skills required for Aaron’s job are Scrum and Agile software experience.

Andrew found that being a Senior Systems Administrator is an appealing job opportunity to him, because we would love to manage an IT Department in the future. General set of skills required for Andrew’s job are Problem Solving, TeamWork, Troubleshooting and Organisational skills highly demanded by employers. Research, Analytical Skills and Multitasking in moderate demand from employers. Excellent verbal and written communication skills have been ranked very highly in terms of demand from employers. Strong technical documentation knowledge also required. IT- Specific set of skills required for Andrew’s job are Microsoft Windows knowledge highly demanded by employers and Software Engineering, Microsoft Office experience. Server hardware knowledge and operation of Windows Server Operating System would be expected.

Carla’s ideal career is to continue her progression in the banking and financial services industry as a Paraplanner. General set of skills required for Carla’s job are Organisation, Planning, Writing and Attention to detail highly demanded by employers. Research, Analytic Skills and Time Management in moderate demand and Interpersonal Skill would be expected to see. Excellent communication skills have been ranked very highly in terms of demand from employers. IT- Specific set of skills such asMicrosoft suite and Xplan/XTools are required for Carla’s future job.

Lachlan decided that being a mid level . NET Developer perfectly combines his interest and existing skills with those he’s looking to further invest in. General set of skills required for Lachlan’s job are Communication and Problem Solving highly demanded by employers, Analytical and Management Skills also required. Good adaptability to constant changes would be preferred. IT- Specific set of skills required for Lachlan’s job are knowledge of JavaScript/JAVA and SQL highly demanded by employers and coding skills such asof C#, Moq, Unit, N Unit, CI/CD, Design Pattern and Net core, Css NodeJS, Azure/AWS, React/Angular/Vue.js, React-Native/ Xamarin, Umbraco would be expected to see by employers in the IT industry.

Sean would like to move into a new industry and work as a Business System Manager, using his knowledge and technical skills to simplify and improve the efficiency of business systems and processes. General set of skills required for Sean’s job are Communication, Teamwork and Problem Solving highly demanded by employers, but also Quality Assurance, Control, Leadership Skills and Building effective relationships with stakeholders would be demanded from employers. IT- Specific set of skills required for Sean’s job are Business Analytical and Management skills highly demanded by employers and Microsoft Office knowledge.

Adrianna’s ideal job selection in the financial industry would be a Business Rescue and Insolvency Strategist, as the concept of finding the best financial strategies for businesses would be meaningful and rewarding to her. General set of skills required for Adrianna’s job are Organisation, Planning, Teamwork, Problem Solving and Attention to detail highly demanded by employers. Time Management, Financial Industry knowledge and Customer Service Skills also preferred by employers. Excellent communication skills have been ranked very highly in terms of demand from employers. IT- Specific set of skills are Microsoft suite and Xplan/XTools required for Adrianna’s job.

After having completed the comparison of the teams’ required skill set to the current job market and their ideal jobs, their opinion in relation to their chosen career plans had not changed after receiving the feedback from Assignment 1 and 2. The following are their respective responses:

Aaron B:

After reviewing the feedback from Assignment 1 and 2 for the position, Business Analyst, the position is still appealing to Aaron for future employment. He has great interpersonal skills and his strong communication skills are highly ranked by future employers. Following up in more detail to the received data during Assignment 2, the IT specific skills are listed are working with scrum projects. While it’s in very little demand from employers, further skills that Aaron requires are; problem solving, analytical skills and management skills. Based on this data, Aaron will continue his career choice.

Andrew B:

Upon reviewing the feedback from Assignment 2 for the position, the Senior Systems Administrator is still a more than appealing job for future employment, given pre-existing experience, training and education in key parts being Microsoft Windows, Microsoft Office, Linux and Server is comforting to know that it aligns with requirements of that career role. Despite specific server knowledge not necessarily being in rather high demand, given the knowledge needed for Windows Server and similar server knowledge for Systems Administration will be quite useful and Andrew feels he is on the right path towards achieving his ideal goal and for the large part, received data during Assignment 2 seems to mostly align with the ideal job requirements and he is still quite enthused at the idea of being a Senior Systems Administrator.

Carla J:

When comparing the data received during Assignment 2 to the skills required for the position of Graduate Paraplanner, it can be seen that the general and interpersonal skills are well aligned with the skills that are in greatest demand according to the data. The I.T. skills listed: XPlan, and XTools however, are not in high demand in relation to the I.T. industry. This is due to the fact that the role of a ‘Graduate Paraplanner’ is not an I.T. specific role and therefore the I.T. skills and software required for this role are designed for the Banking, and Finance industry. Although, Carla’s ideal job is not listed within the top three highest in-demand jobs for the I.T. industry, this has not been a deterrent for Carla as she understands there are different demands within different industries. It is collectively for this reason Carla, has not changed her opinion of her chosen ideal job of Graduate Paraplanner as her primary interest and goals are to pursue a career within the Financial Planning area, and she still views Paraplanner roles to be a viable and promising career choice.

Lachlan S:

After reviewing the data received during Assignment 2 with the position description for a Mid Level .Net Developer, Lachlan is reasonably happy with his choice of ideal position. The major skills relating to his ideal job are all high or moderately in demand, and while the other required skills are listed as low demand, most of these are minor skills within the scope of the job and support the major skills. Based on this Lachlan will continue toward his chosen ideal job and feels his initial assessment of the role was strong.

Sean M:

After comparing the data received during Assignment 2 with the Business Systems Manager skill set, the data shows that this is a highly technical role that requires a strong communicator. The ability to recognise opportunities for improvement, communicate the ideas to a variety of people involved with the projects in a way they understand and having the technical know how to implement the solutions. The communication, teamwork and business analysis are highly sought after according to Burning Glass. After taking all of this in Sean feels his initial understanding of the role is accurate and is happy to keep with the same ideal job.

Adrianna M:

Received data during Assignment 2 is an important source of information and will be considered by Adrianna to she will be mindful about IT employment trends. Provided analysis from Assignment 2 will also help Adrianna in preparation during her education process to develop valued qualities appreciated by her potential employers. It has not changed her option about her ideal job selection, as an Insolvency Strategist is classified as an occupation in Financial Industry. However, it is worth to have a broader knowledge of employment requirements in the IT Industry, as it is a very dynamic and strongly growing environment, having a significant impact on many other industries as Finance, Business or Economic related sectors.

As a team we have outlined the similarities and differences of career plans across the group.

Aaron’s Business Analyst ideal job and Sean’s Business Systems Manager career plan are relevant and have a lot of similar elements. Both career job opportunities require Financial Industry qualifications, strong management skills and previous work experience in managerial position, and additionally ability to build and maintain stakeholder relationships. Another similar aspect between Aaron’s and Sean’s job is possession of problem- solving and strong communication skills. However, Aaron would have more direct customer contact, where Sean would work on leadership position in a team environment. What also differentiates both team members are necessity of having technical skills in the IT industry. Aaron is required to have previous Agile/ Scrum software experience. Sean does not necessarily need to possess coding skills, but ability to use of business software as Zendesk, IP Scape or SalesForce would be highly demanded in the Financial Industry. Additionally, possession of strong analytical skills is required for all group members to get the ideal jobs.

Similarly, Adrianna’s and Carla’s career plans require Banking and Financial Industry qualifications, time management and excellent communication skills within team environment but more importantly with the clients. However, Adrianna would have a frequent customer contact, where Carla might have a client contact on moderate level. Both ladies are not required to have the coding skills, but experience in usage of Microsoft suite and Xplan or XTools is demanded by employers, as their job roles are designed for the Banking, and Finance industry. Adrianna is required to have finance related customer service and accounting experience. Carla’s Paraplanner job position requires skills such as planning, research, problem-solving skills and high attention to detail, which are much more valued and demanded than for Adrianna’s ideal job as a Business, Rescue and Insolvency Strategist.

Lachlan’s Mid- Level .Net Developer and Andrew’s Senior Systems Administrator ideal jobs in IT industry have many common elements. Their advanced critical thinking, problem-solving, coding and language skills are highly demanded by employers. Both team members are required to possess great communication and effective collaborative team skills. However, Lachlan’s job position put a focus on project management experience, where Andrew’s job requires more troubleshooting, server hardware and software technology knowledge and strong technical documentation skills. What differentiates Andrew and Lachlan from the other members of this group is that they are not required to have a Financial Industry experience, as their career plans are designed for the IT industry.