

# Personal Positioning for Engineers

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People|Solutions|Directions

# Topics

- ▼ Employment Options
  - Direct
  - Contract
  - Consulting
  - Self-employment
- ▼ Career Options
  - Management vs Technical
  - Large Company vs Small Company

# How Do You Decide?

- ▼ Where am I in my career?
  - Is this where I want to be?
- ▼ Where am I going?
  - Is that where I want to be, and if not, how do I change direction?
- ▼ Do I have the skills I need?
  - To stay current with my present employer, or remain in the same industry
  - To pursue a new direction

# Employment Options

- ▼ Direct
  - Employment Stability
  - Benefits provided
  - Training programs
- ▼ Contract
  - Employment is project based
  - Benefits and training are typically the individual's responsibility

# Questions to Ask Yourself

- ▼ Direct vs Contract
  - Do you prefer a sense of stability? I.e. a regular paycheck.
  - Company provided benefits?
  - Being part of an organization?

# Questions to Ask Yourself

- ▼ Contract vs Direct
  - Means to learn about a company
  - Are you flexible?
  - Quick learner?
  - Comfortable not being “part” of an organization?
  - Willing to spend time and money to update your skills?

# Employment Options

- ▼ Consulting - Offering fee-based expertise directly to companies, or the public
- ▼ Typically requires licensing or registration
- ▼ Can be done solo, or as part of a practice
  - Alliances
  - Virtual Companies

# Questions to Ask Yourself

- ▼ Do I have skills that are needed and companies are willing to pay for?
- ▼ Do I have the contacts to get business?
- ▼ Do I have/am I willing to develop the marketing skills required to sell myself?
- ▼ Am I self-motivating?
- ▼ Willing to spend time and money to update my skills?

# Employment Options

- ▼ Self-Employment - start your own company, join a co-op, or buy an existing company
  - Do you have a product or service that you believe there is a market for?
  - Have you identified your financing options?
  - Do you have partners, employees, & corporate partners?

# Starting Your Own Business

- ▼ Today opportunities for businesses in aerospace have been growing
- ▼ Partner with large firms e.g. The Insitu Group (UAV called Scan Eagle) partners w/Boeing
- ▼ Funding – SBIRs, Venture Capital, funding from corporate partners, credit cards/home mortgages

# Questions to Ask Yourself

- ▼ Do you have a clearly defined product or service?
- ▼ Have you investigated the market for your product or service?
- ▼ Is it a feature, a product or a company?
- ▼ Do you have the resources(financial) to support the business and yourself?

# Career Options

- ▼ Management Track vs Technical Track
  - Even with the restructuring and outsourcing by companies, management opportunities will continue to exist
  - If remaining technical, skills need to be maintained and a focus selected: generalist or specialist

# Questions to Ask Yourself

- ▼ Management vs Technical
  - Enjoy working with people and helping them to learn and grow in their careers?
  - Interested in the business side of the industry?
- ▼ Technical vs Management
  - Like solving technical problems
  - Working with the latest technologies?
  - People issues don't interest you?

# Career Options

- ▼ Large vs Small Company
- ▼ Large
  - Provides greater options in terms of projects, technologies, and management positions. Tend to be bureaucratic
- ▼ Small
  - Opportunity to learn how all groups within company function. May have limited exposure to new technologies and projects.

# Career Options cont

- ▼ Government Agencies
  - Civil service levels
  - Stability
  - Early retirement
- ▼ Academe
  - Advanced degree
  - Teaching or Research Tracks
  - Research Area/Focus
  - Funding
    - ◆ Finding sponsor(s) for research

# Questions to Ask Yourself

- ▼ Do you prefer small intimate organizations, with maximum exposure to product development process?
- ▼ Prefer a larger set of options for projects and technologies?
- ▼ Looking for a management career path?

# Career Options

- ▼ Start-up vs Established
  - Risk with potential for high return versus stable environment

# Questions to Ask Yourself

## ▼ Start-up

- Can you handle risk?
- Prepared to make financial sacrifices?
- Do without, or provide own benefits?

## ▼ Established

- Are you more comfortable in a structured environment?
- Looking for traditional career paths?
- Need benefit packages?

# Additional Questions

- ▼ What have I learned about myself?
- ▼ Am I a risk taker?
- ▼ Am I conservative?
- ▼ What are my present responsibilities?
- ▼ How open to change am I?
- ▼ How would I react to a sudden change?
- ▼ Do I know the current market conditions?
- ▼ Do I have the skills I need?
- ▼ Do I have a network in place?

# Recommendations

- ▼ Take time to consider what it is you want out of your career
- ▼ Consider how the options we have discussed might work for you
- ▼ But remember, nothing is permanent in today's evolving workplace



# Thank You !



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