

SolBridge Career Navigator 1.0[®]

- Where your story will take you?

*SolBridge Career Development Center
Developed & edited
by Professor Joon-Ki Han*

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Dean's Message

Dear Students,

I am pleased to introduce the first edition of the "SolBridge Career Navigator" and hope that you will find it easy to use and helpful.

We know that making career choices and searching for a job, in a globalized and highly diverse economy, can be challenging. We also know that the pandemic has compounded the challenges for new graduates all over the world.

To support you in the development of a professional strategy and in job search, we have defined five career tracks in the new Bachelor in Business Administration and aligned our career preparation and advising to the new tracks.

As its name suggests, The SolBridge Career Navigator will help you to think about your future professional life and create your customized career roadmap.

My thanks go to Professor Han, the Director of the Career Development Center, and his team for producing a concise and very well organized Navigator.

I hope that the Navigator will make your professional journey less stressful and more enjoyable. Please give us feedback on the Navigator and help us to improve it.

Best of luck in your future endeavors.

Hamid Bouchikhi



Message from the Head of Admission & CDC

발간을 축하드립니다.

솔브릿지 국제경영대학이 2007년 출발해서 올해로 14년이 흘렀습니다. 많은 재학생과 선배들이 이곳에서 공부를 하고 졸업 후, 세계 각국에서 훌륭하게 활동을 하고 있습니다. 특히, 솔브릿지 4년 동안의 전문적인 학업과 협동하는 인성을 바탕으로 좋은 직장에 취업해서 국가와 사회에 기여하고 있습니다.

통계를 보면, 솔브릿지에서 세계 각국의 인재들이 그동안 BBA 1,262명, MBA 213명, 총 1,475명이 졸업했습니다.

이제 세계는 더욱 글로벌화되고 있고, IT기반의 사회가 되고 있습니다. 4차 산업혁명사회에서는 좋은 판단을 하는 인재의 존재가 더욱 중요해지고 있습니다. 우리 학생들이 솔브릿지에서 글로벌 마인드와 남을 돕고 배려하는 인성, 그리고 경영 기반의 전문가적 실력을 갖춘다면 분명히 사회가 필요로 하는 인재가 될 것입니다.

솔브릿지는 여러분이 꿈을 실현할 수 있도록 다양하고 수준 높은 프로그램을 운영하고 있습니다. 적극적으로 참여하여 꼭 여러분들이 국가와 사회를 위해 크게 기여하는 인재가 되기를 기원드립니다. 여러분의 걸어갈 미래를 축복합니다.

이 자료를 만들기 위해 수고해 주신 한준기 교수님께 진심으로 감사드립니다.

이용상 단장 올림

Congratulations on the first edition of the SolBridge Career Navigator.

It's already been 14 years since SolBridge was established in 2007. Many students have studied here and are doing great activities around the world after graduation. In particular, they contribute to their countries and societies based on their professional studies and cooperative personality that they have learned in SolBridge for four years.

Statistics show that 1,475 people graduated from SolBridge, with 1,262 BBA and 213 MBA talents from around the world.

Now the world is becoming more globalized and an ICT-based society. We cannot highlight the importance of the presence of talents enough who can make a good decision in the era of the 4th Industrial Revolution society. I believe that if our students can develop global mind-set, a personality that helps and cares about others, and a professional management-based capability at SolBridge, they will definitely be the talents that society need.

SolBridge runs a variety of high-quality programs to help you realize your dreams and will continue to do this important work.

I hope your proactive participation in the programs and you will become great contributors to the nations and communities belong to. Bless your challenges ahead of you.

I sincerely thank Professor Han Joon-Ki for his hard work in developing this material.

Sincerely,

YS Lee

SolBridge Career Navigator 1.0

“All the way together with you in a close alignment”-

You can understand the SolBridge career development ways and how does it match with your options.

- SolBridge 5 Career Tracks
- SolBridge Career Development Steps

“Practical tips and how-to”-

You can have the practical tips and ‘how-to’ for your short-term and long-term career endeavors preparation.

- How to approach to discover yourself better?
- How to understand the job market?
- How to link your strengths with the market needs?
- Competencies dictionary overviews (Appendix)
- Your possible career routes and path management guidelines



“Your resources available for successful job placement and competencies development”-

You can find useful resources and information helping you to step forward.

- SolBridge Career Development Programs Matrix
- How to develop your competencies and prepare career endeavors with ‘the 5 Steps Process’?
- Useful and practical job-related information (Appendix)
- Your career advisors at SolBridge (Appendix)

(Editor's Note)

- SolBridge Career Navigator is developed to help your career advancement. In a close alignment with our career development strategy, it is composed of mainly 3 stages where you can discover your career aspirations, understand today's market landscapes, based on them, and then create your career options connecting the dots between yourself and the market.
- However you can visit any pages as per your needs, and fully utilize all information in the booklet.

SolBridge's 5 Career Tracks

Overseas Job Placement

Korea Job Placement:

Dual Degree: 2+2

Global Master Programs

Entrepreneurship

(Source) SolBridge BBA 2.0

(Note)

1. Overseas Job Placement is about job placement abroad outside of Korea or onboarding in multinational corporations in Korea and abroad
2. Other career tracks not mentioned above can also be designed by each student's career aspirations and defined competencies.

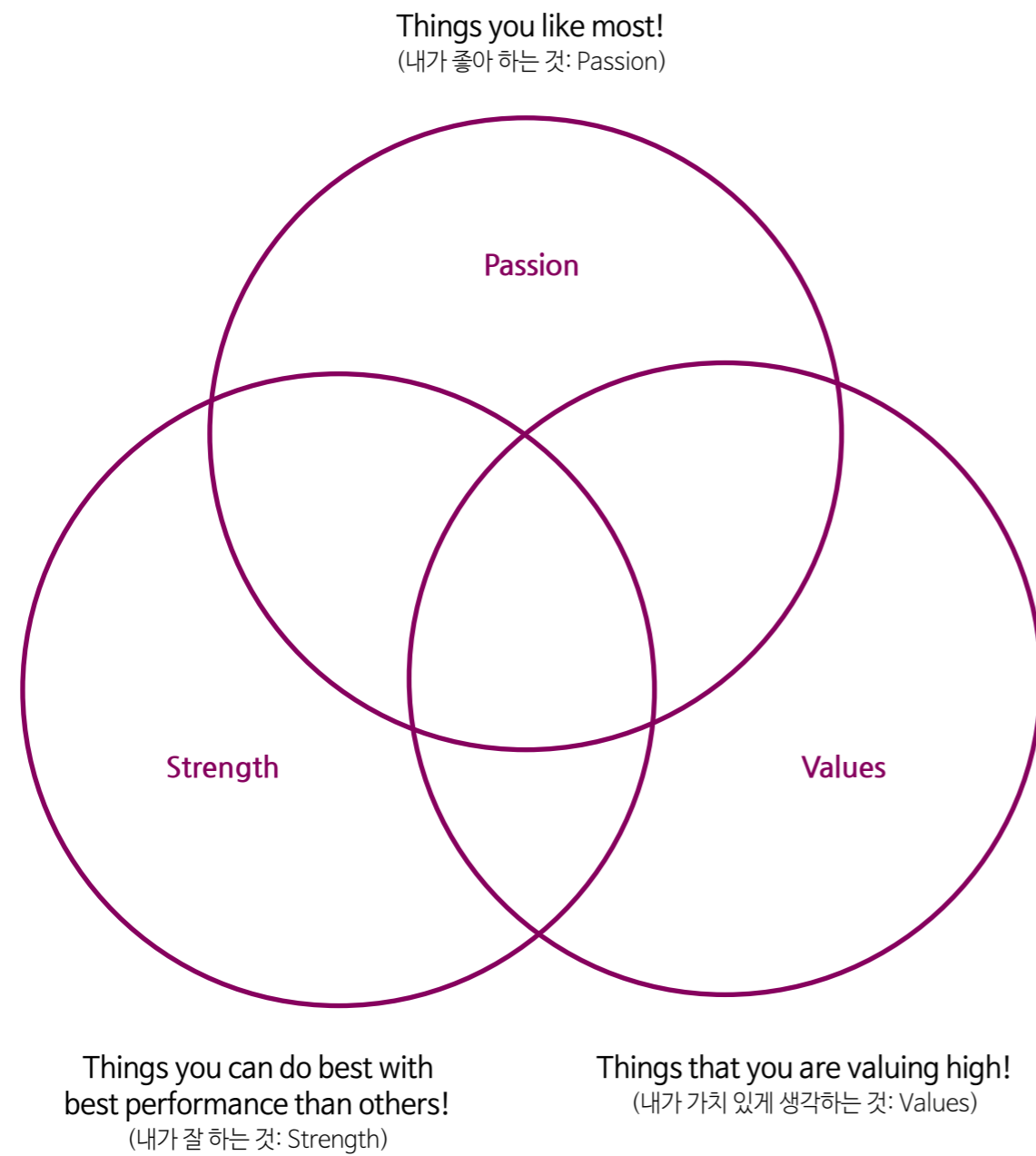
SolBridge Career Development Steps for each grade

Discovering yourself

Target audience	Theme for the Career Development track	Desired key end results at each Career Track
First - year Student (Freshman)	Understanding yourself (Discovering yourself)	<ul style="list-style-type: none"> • Individual strengths/core competencies • Individual career road map • Individual competencies development plan based on "AS-IS vs. TO-BE analysis (preliminary version) • Individual job documents to get a job (preliminary version)
Second-year Student (Sophomore)	Understanding our customers (Discovering the job market and potential employers' unmet needs)	<ul style="list-style-type: none"> • Good understanding of job market and changing career landscape • Good understanding of types of corporation • Good understanding of types of business function and job analysis • Setting the target corporations and jobs
Third-year Student (Junior)	Linking your strengths with the market needs (1) Basic level	<ul style="list-style-type: none"> • Clearly set career aspirations (goals) • Upgraded individual competencies development plan and job documents • High level of readiness to challenge individual career goals • Relevant subjects/certificates acquired
Forth-year Student (Senior)	Linking your strengths with the market needs (2) Advanced level	<ul style="list-style-type: none"> • 'Real match rehearsal (close to actual/hands-on experiences) with firms' recruiters • Tailor-made 'Survival tool kit' • Relevant subjects/certificates acquired • My storytelling skills • Full readiness

How to discover Yourself and draw the big picture?

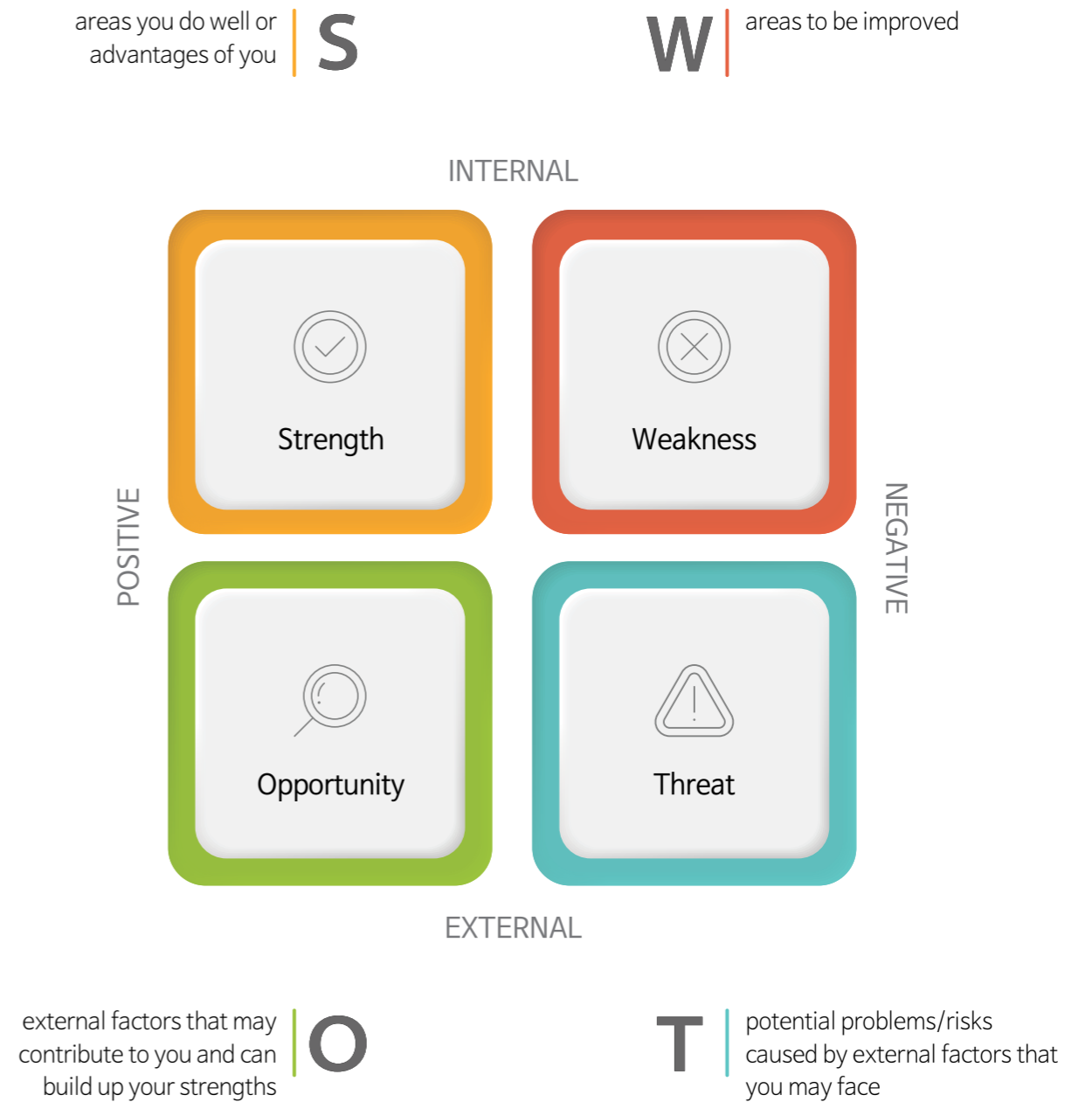
Find out and start from your 3 circles(method 1)



Source: "Good to Great", Jim Collins(2011)

Discovering Yourself: with SWOT Analysis

(method 2)



How to discover yourself better?

(other methods)

- Aptitude test (with verified tool; e.g., MBTI, DISK, etc.) – the easiest way, but... Do not too much depend on it. You need to find a right balance.
- Seeking others' feedback (with simple but critical questions; e.g. the 3 circles...) and you can find something consistently repeated.
- Following your heart: Finding your voice in silence and a quiet place
- Just Do It: 'Execution with uncertainty' sometimes will enable you go further overcoming trails and errors.

• ASK yourself with these fundamental questions

- What is MY IDENTITY as a professional for tomorrow(My brand)?
- Where I've been?
- Where I am TODAY?
- Where I am heading for?
- How to navigate best the road ahead of ME?
- What is MY STORY want to share with my customers?



identity

Understanding the market with the company analysis & job descriptions

How to understand the target company?

(company analysis template and key questions)

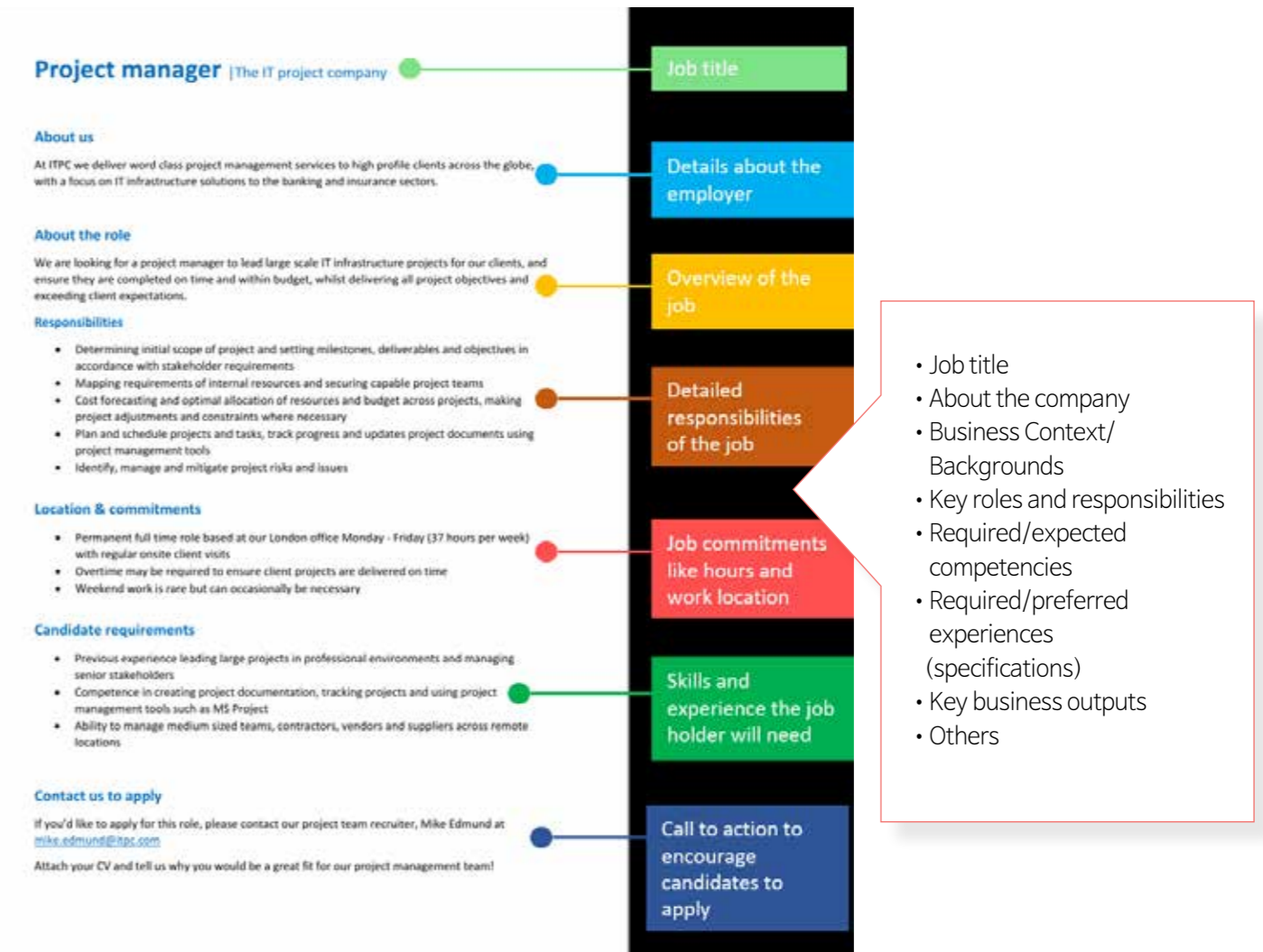
Basic checkpoints	Descriptions (example- Your Answers)
Company Name	KaKao Group
Industry/Product/Brand	IT
Business Model/Portfolio	-
CEO, Established (Since 19XX)	SooYong Jo, MinSoo Yeo /Since 1995. Feb. 16 th
Company location	Jeju Island, South Korea
Size of the Company	Conglomerate
Number of Employee	2,837
Vision, Mission, Core Value: Corporate culture	Willing To Venture, Back to Basic, Trust to Trust, Act for Yourself, Tech for Good
Sales Revenue (as of last FY)	4조 1,568억 1,612만
Profit	239,874M
Hot Issues/Key Topics today	Labor issues: employee relationship issue
Key Business Challenges	-
How to approach to get a job in the company?	-
Others	Kakao's subsidiaries: Kakao games, kakao entertainment, Kakao Pay, Kakao investment, etc.

Key actions required to have a good understanding of the company:

- Gather the company news for the last 1-2 years and analyze them
- Check their market reputation through the employees/ex-employees
- Check the real voice of the employees on blind apps on internet (SNS)
- Fully review business report: Annual report./ financial report
- Check the stock market (if applicable)
- New business opportunities
- Potential business risks
- Others

How to read the job information?

◆ Go deeper into the JD and re-translate.



What should you draw out from the JD?

(what kinds of information, insight, & implications)

- Who they are? (including their values and norms and way of doing business)
- What's the important business context and backgrounds of the position?
- What's the key roles and responsibilities of the position?
- What's the biggest challenge they are facing?
- What's the key success criteria (i.e. skill-set, leadership, behaviors, experiences, etc.) of the incumbent?
- What are their working styles? (How can you sure that you have the best fit with • them?)
- What's the their possible biggest expectation to the new incumbent?
- How would you like to convert the entire JD into one killer sentence? (e.g. they are looking for a best-in-class brand management specialist with proven track records)

Linking your strengths with the market needs:

with your contents re-creation and competencies development plan (GAME)

JD(Role Profile) sample: HR Specialist

Title 직무	HR Specialist	Business/Region/Department	Key Market/ Korea/ HR
Reports to 보고라인	HR team mgr.	Location	Korea
Level	6	Date/Month/Year	1/7/2002
Role and context	Need to do	Role Capabilities	Personal Capabilities
<p>Purpose Working with HR/Admin manager Contributing on Enlarging work efficiency and Improving Employee satisfaction with - changing, analyzing, planning of company policy in line with Global Policy & Company strategy - Analyzing, improving and communicating company benefit system for encouraging employee's morale - drawing up & retaining Employee personal records</p> <p>Context In recent strong competition in market, motivating and driving people to contribute to the company is essential to success in Diageo Korea</p> <p>Dimensions 직무를 수행함에 있어 통제 가능한 예산 및 조직을 기술하십시오.</p> <p>Benefit Budget (based on FY05) : About 0.4 billion</p> <p>Relationships 직무를 수행함에 있어 관계를 맺어야 하는 중요 직무 및 거래처를 열거하십시오. • HR/Admin manager • Internal employees • Peer group company • Government (Ministry of Labor, Workmen's welfare foundation) • External HR consulting firms (Mercer, Wyatt) • Agencies (Marsh Korea, Insurance com.)</p>	<p>Key Outputs 직무의 목적을 충족시키기 위해 수행 하는 주요 직무와 그에 따라 기대되어 지는 output을 열거하십시오.</p> <ul style="list-style-type: none"> • Suggesting improvement point on Adverse trend with analysis of internal equity and external competitiveness of employee's compensation & benefit with Market research • Researching on various plans for encouraging employees' morale (Benefits, reward & recognition, etc.), deriving improvement plan • Providing suggestion for revising and managing company policy which reflected Company target and strategy direction • Communication of Policy and Benefits • Communication and check up of Code of Conduct compliance • Accurate and regular basis drawing up and retaining of HR related personal data • Fostering right use and understanding of annual leave and Reporting the statistics of use • Analyzing and improving Employees OH&S Issue & executing Regular Health check-up for all employees • Executing Employees satisfaction survey related to C&B and report • Supporting Employee related event • HR CARM, CMP Update • Supporting Benefit program (Fitness expense support, Group- term insurance, Club activities, etc.) 	<p>Qualifications 직무를 수행하기 위해 필요한 자격요건을 기술하십시오. (학력 (전공), 언어, IT 기술 등)</p> <p>University graduate Good English communication skill both written & verbal Skillful in M/S Office (Excel, Word, PPT) Effective communication skill Strong sense of mission</p> <p>Experience 직무를 수행하기 위해 필요한 경력 연수 및 경력 사항에 대해 기술하십시오.</p> <p>Min. 3 yrs. experience in HR field Min. 1 yrs. experience in C&B</p> <p>Functional Diageo Capability Matrix 를 참조하여, 직무 해당 정도를 기입하여 주십시오</p> <p>Strategic HR : Baseline Organization Development and Change : Baseline Talent Recruitment, Development and Retention : Baseline Performance and Reward : Developing Employee Proposition : Baseline</p>	<p>Leadership Diageo Capability Matrix 를 참조하여, 직무 해당 정도를 기입하여 주십시오.</p> <p>Ideas : Baseline Emotional Energy : Developing People Performance : Baseline Edge : Baseline Living the Values : Developing</p>

How to link your strengths with the market needs?

(i.e., your storytelling preparation for job documents development and interview process)



(Note)
KBB stands for "Key Brand Benefits" and simply speaking it means your selling points and key skill – set you can appeal.

Actual Planning sheet to pick up your KSA:

Re-write your story and present it using the end user's language.

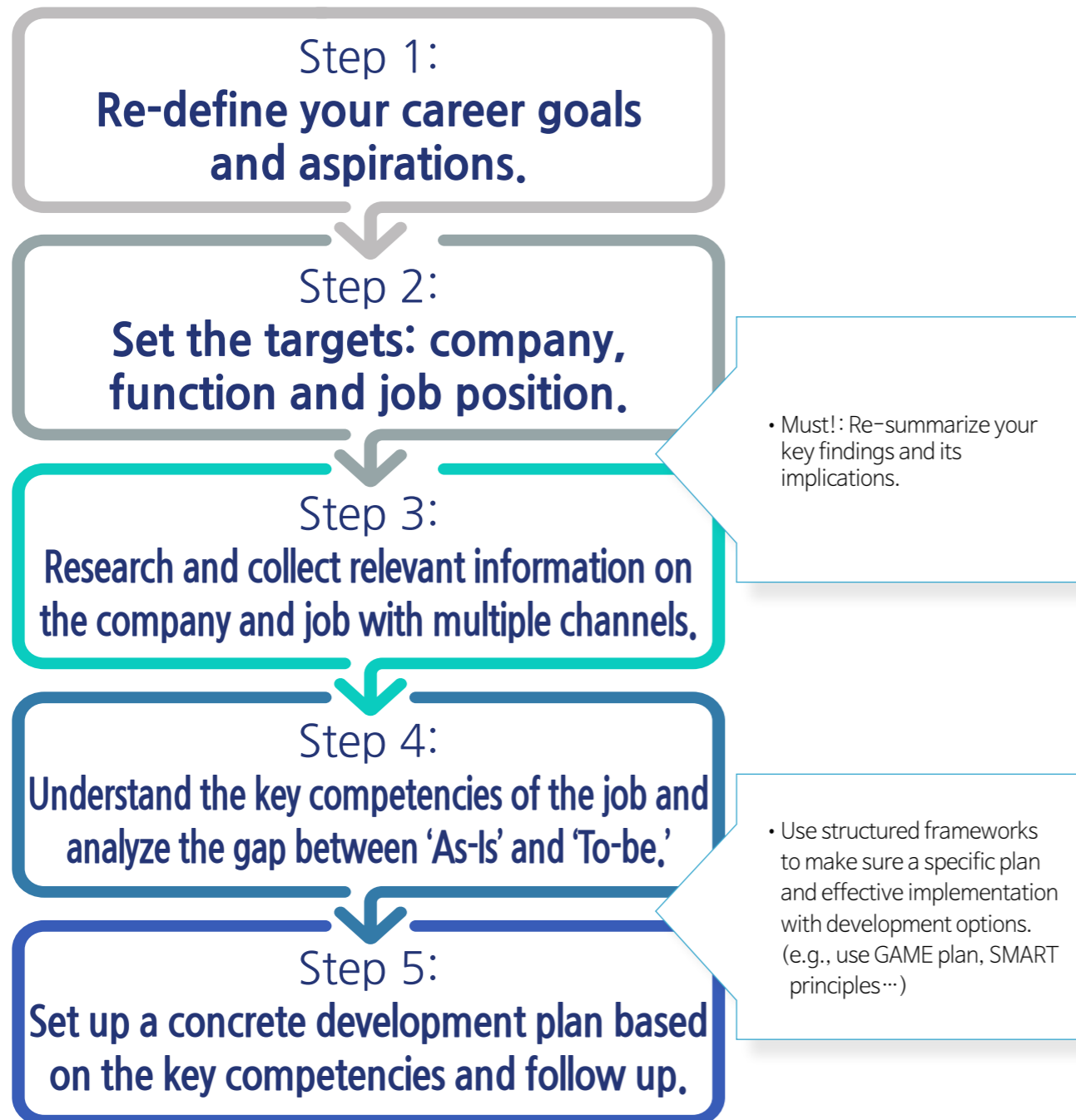
Converting your activities into key competencies/values

(Source: two SolBridge students' CVs)

Topic of Key activities/ special Subjects experience	Activities as usual/unique experiences	Competencies/core values you experienced and achieved	Alternative terms (synonym)
Negotiation Club	Analyzed negotiation styles	Analysis skills, good observation, Attentive listening, Detail oriented	
	Negotiated on several business cases	Communication effectiveness, Negotiation skills	Interpersonal skills, Presentation skills
	Successfully completed 4 times international negotiation workshop	Development oriented, Perseverance, Consistency	Growth mind-set, Hold myself accountable
	Won a silver medal in an Asian negotiation ompetition	Enjoy competition, Challenge spirit, Focus, Performance management	Deliver results, Make things happen
Serving Part-time job in a restaurant	Increased customer satisfaction level up to 12% through a Spring season promotion program	Customer centricity, Performance Management, Promotion, Deliver results, Understand others	Customer focus, Customer satisfaction, Service oriented mind-set
	Simplified and solved customers issues to choose proper dietary	Problem solving, Issue identification, Customer centricity, Decision making	Make things better
	Highly supported the team to effectively improve the overall service levels provided to customers	Team play, Teamwork effectiveness	Team together as well as work independantly
Research Assistant at Study Center	Assisted assigned superviso for academic researches	Operation excellence,	Service Orientation
	Handled adminstrative tasks	Operation excellence, Service oriented,	Quick response
	Emailed students and arranged examinations	Organazing skills, Service oriented	

How to set up your development plan?

(e.g., competencies development for successful job placements)



(Note)

1. GAME stands for Goal, Activities, Measurement, and Evaluation and is a well verified business planning and execution tool.
2. SMART stands for Specific, Measurable, Achievable, Realistic, and Time-bounded and is well known a performance goal setting and management tool.

Your actual development plan with 'GAME'

Initiative: Getting a job and onboarding in Google Korea in marketing department as a marketing researcher by end 2022

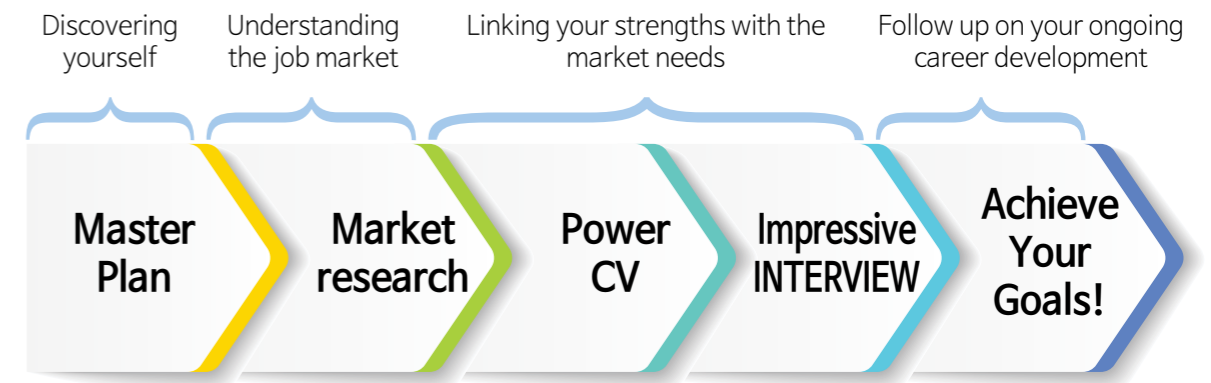
GOAL	ACTIVITY	MEASUREMENT	EVALUATION
Definition: a specific, measurable, desired change in the target audiences behaviours and attitudes	Definition :the specific, tangible executions which will effectively deliver the desired changes in behaviour & attitudes	Definition: the specific KPI's and targets which will demonstrate whether we have achieved our goals and measure the contribution of each activity towards achieving them.	Definition: the method by which the KPI's and targets will be measured
2021 2 nd Half			
Improve marketing operation capability with higher marketing understanding level.	<ul style="list-style-type: none"> • Read 3 marketing best seller books • Attend a marketing specialist course in the ABD marketing education institute. • Meet and build personal network with 1-2 marketing specialists of high-tech MNCs. 	<ul style="list-style-type: none"> • Read the 3 books and summarize the author's key points and my key lesson learned. • Complete the marketing specialist class without absence. • Build personal network with 2 marketing specialist and have a regular monthly meeting and summarize the meeting minutes. 	<ul style="list-style-type: none"> • (e.g.) Successfully done; Did not meet the KPI; Missed the activities, etc.
2022 1 st Half			
Develop market research capability to design and conduct market survey independently.	<ul style="list-style-type: none"> • Attend market research class in a specialized education institute. • Study and acquire Survey Analyst certificate. • Study and acquire ADP certificate • Experience a market research project as an assistant 	<ul style="list-style-type: none"> • Complete the market research course • Acquire the Survey Analyst certificate • Acquire the ADP certificate • Successfully completed a market research project as a project member 	Service Orientation

SolBridge career development programs matrix

	First-year students	Second-year students	Third-year students	Fourth-year students
Career Development Goals for each grade	Discovering yourself (진로탐색 및 커리어 로드맵 그리기)	Discovering the job market and potential employers' unmet needs (시장 이해 및 진로 목표 설정)	Linking your strengths with the market needs (I): 취업준비(I)	Linking your strengths with the market needs (II) Advanced level & Achieve the goals: 취업준비(II) 및 진로목표달성
Core courses	ADAPT	Setting your career tracks with market understanding		
Common Elective courses				Internship experiences Capstone
Courses/ activities by the career track	Global job placement		Intensive Job Search Series: Multinational corporations	
	Korea job placement		Korea Job Search, Intensive Job Search Series: Public service & Govt-owned corporations	
	Dual Degree			
	Global Mater programs			
	Entrepreneurship		Understanding StartUps Business, Understanding StartUps Business, Planning and Launching StartUps Business, Bizthon for StartUps Business(I), Bizthon for StartUps Business(II), Workshop for StartUps Business	
Extra-curricular programs/ others	Career Development Clubs (e.g., SolBridge Career Honors club, Global master program, Govt-owned corporation jobs)			
	SolBridge 'LAB' (Learning, Action, and Building) program			
	Useful Certificates and Subjects matter			
			CDC Career info-week, Digital Career Brand Building workshop	
			Storytelling seminar, NCS workshop, StartUps job placement workshop, Resume clinic, Job interview seminar	Job Fair, Mock Interview Contest

(Note)
More programs will come upon the market needs and student' request.

How to prepare your career endeavors with 'the 5 Steps Process'?



Key points	Setting the Big picture and knowing your Target Audience	In-depth understanding in your career context and the markets	Creating powerful and "only one" CV in the world	Presenting you impressively with your story telling	Getting the job you like: Growth mind-set
Key activities	Discovering yourself and market research	Offline/online based networking behaviors	Connecting the dots between you and the customers	Prove yourself as the employer was expected	Smooth on-boarding: Self-reflection note and learning from the trial and errors: Thank you note
Key end results desired	Your plan: your target company: your development plan	Acquiring different level of information	Getting the interview opportunity	Verify you are the right person for the open positions : Moving forward: Self-reflection note	Developed competencies and strengthened confidence

Your possible career routes: Reaching for the next level-basic

	Career Route Options	Remarks
1	Onboarding as a full time regular employee directly	A quite challenging but apparently feasible and the best career option from job seekers' viewpoints.
2	Onboarding as a full time regular employee followed by a successful internship experience	Hiring-linked internship (채용연계형 인턴)
3	Onboarding as a full time regular employee followed by a successful contractor/temporary (dispatched) employee experience	Converting from a contractor/ temporary employment to a regular full time employment status (계약직, 파견직 근무 경험 후에 동일한 조직에서 정규직으로 전환이 되는 경우)
4	Onboarding as a full time regular employee followed by a couple of times non-regular employment experiences	Converting from a few times non regular-employment to a full time regular employment status triggered by previous organization's (한 두개 조직에서의 계약직, 파견직 근무 경험, 경력을 인정 받아 다른 회사의 정규직으로 입사하게 되는 경우)
5	Onboarding at a small StartUps, and moves to major StartUps, to local conglomerates and finally moves to multinational corporations	Moving from a small StartUps to a conglomerate, to a multinational company leveraging previous experience (작은 스타트업기업에서 시작해서 메이저급 스타트업을 거쳐 대기업과 다국적기업까지 가는 경우)

Your possible career routes: Reaching for the next level- MNC's* case

	Career Route Options	Remarks
1	Onboarding in MNCs in Korea	
2	Onboarding in MNCs outside of Korea	
3	Onboarding in MNCs in Korea and relocating to global headquarter/other countries	A quite challenging but feasible and one of the best career options we can take as a foreigner (non-global headquarter origin citizenship)
4	Onboarding in MNCs outside of Korea and relocating to Korea/global headquarter/other countries	

The type of employment contract

- Local contract
- Local plus contract
- Expatriate contract

(Note)

1. The career options above can be applied to any type s of business firms (Korea conglomerates, Multinational corporations, StartUps, etc.)
2. The first career track option will be the best. But Given that the drastically changing market situation since COVID-19, it's a very natural for you to get a permeant job after going through the other career track options.; You need to be open to every possible career route option described above.

(Note)

MNC's Multinational Corporations

Your possible career routes: Reaching for the next level for the whole life career



Appendix: Your another career accelerators

- Hot job portal sites
- Useful Certificates and Subjects matter that accelerate your career advancement
- 20 Must-Read Humanities for colleges students
- Core competencies dictionary overview (sample)
- Your required job documents be prepared
- Your career advisors' contact points at SolBridge

Hot Job portal sites you need to visit

Job-search portal Sites				
Name	Website Link	Functions	Type	Remarks
LinkedIn	https://www.linkedin.com/	Recruiting Platform, Career Exploration, Networking	International website	
GlassDoor	https://www.glassdoor.com/index.htm	Information for MNCs' career opportunities		
Craigslist	https://www.craigslist.org/about/sites	Overall advertisements website including job section, community section, etc.		
Monster.com	https://www.monster.com/	A representative job-search site in the U.S.		
Upwork	https://www.upwork.com/	A Freelancer platform site, Connection with Freelancers		
Indeed	https://www.indeed.jobs/	Two websites; both Korean and English, Mobile Application; easier to use than website	International & Korean website	Mobile application & Website
PeopleNJob	https://www.peoplenjob.com/	Information for MNCs' career opportunities, Connection with Headhunters	Korean Website	
SuperRookie	https://www.superrookie.com/	Information for MNCs' career opportunities, Information for Korean Companies		
Saramin	https://www.saramin.co.kr/	A representative job-search site in Korea, Connection with Headhunters, Easy to look for a job opening		
Job Korea	https://www.jobkorea.co.kr/			
Wanted	https://www.wanted.co.kr/newintro	Information for Korean Companies' career opportunities		
Jobplanet	https://www.jobplanet.co.kr/contents	Information for Korean Companies' career opportunities, Easy searching for each company's reputation		
BreakJob (취업포개기)	https://cafe.naver.com/breakjobnaver	Naver Cafe, Interaction with various job seekers, Overall information about employment		Mobile application (Naver Cafe)
SpecUp (스펙업)	https://cafe.naver.com/specup			
JasoSeol (자소설닷컴)	https://jasoseol.com/	Information for Korean Companies' career opportunities (Based on Korean major companies, Public company, Start-up)	International website	Only Website
Flex Jobs	https://www.flexjobs.com/	Access to career coaching, Resume reviews		
Highered.global	https://highered.global/	Global talent platform to connect students, schools and companies worldwide		

Certificates & Subjects accelerate career advancement

Subject Areas	Certificate	Extra-curricular "Subjects/Programs"	Remarks
ICT(1)	MOS (Microsoft Office Specialist), ITQ (Information Technology Qualification), SQLD, SQLP	Other Computer Software Skills	CFor Office Administration works
ICT(2)	Engineer Information Security (정보보안기사)	Cloud Computing, AWS, Python, Programming (e.g., C Programming, C++ Programming), Data Structure, Window, Network, NET Advanced course, Server, Data Base, Big Data Analysis	
Statistics; Research Methods	Engineer Information Processing (정보처리기사), Survey Analyst (사회조사분석사), ADsP, ADP (데이터분석전문가)	SAS based, SAS advanced, Market Research, Research Methods in general	
Financial Industry; Business Management	Financial Planner (자산관리사), Actuary (보험계리사), AFPK (Associate Financial Planner Korea), CFP (Certificate Financial Planner, Certified Public Labor Attorney (공인노무사), CPL (Certified Professional Logistician; 물류관리사), CCB (Certified Customs Broker; 관세사)	Project Management skills (course, experiences, certificates), Business proposal development	
Languages and Others	TOEIC, OPIC, TOEIC Speaking, TOPIK (for int'l students)	Translators & Interpreters, Storytelling, Essay Writing, Presentation skills, Humanities	Practical English Proficiency is much important for MNCs.

(Note)
Acquiring & studying the above-mentioned certificates and specialized fields can have a synergy effect only when there is a deep understanding of companies and their jobs. Getting a certificates itself may not be a success criteria for a job placement.

20 Must-Read Humanities for colleges students

1. “미움 받을 용기“, 기시미 이치로 (인플루엔셜)
2. “시민의 교양“, 채사장 (웨일북)
3. “편의점 인간“, 무라타 사카야 (살림출판사)
4. “인문학 공부법“, 안상현 (북포스)
5. “책은 도끼다“, 박응현 (북하우스)
6. “인문학이 경영안으로 들어왔다“, 윤동한 (프리이코노믹스)
7. “불안“, 알랭 드 보통 (은행나무)
8. “죽음의 수용소에서“, 빅터 프랭클 (청아출판사)
9. “여덟 단어“, 박응현 (북하우스)
10. “단숨에 정리되는 그리스 철학이야기“, 이한규 (좋은날들)

11. “조화로운 삶“, 헬렌 니어링 (보리)
12. “동양고전이 뭐길래“, 신정근 (동아시아)
13. “마흔, 논어를 읽어야 할 시간“, 신정근 (21세기북스)
14. “심연“, 배철현 (21세기북스)
15. “심리학으로 읽는 그리스 신화“, 김상준 (보아스)
16. “동물농장“, 조지 오웰 (민음사)
17. “사피엔스“, 유발 하라리 (김영사)
18. “1984“, 조지 오웰 (민음사)
19. “담론“, 신영복 (돌베개)
20. “혼자 있는 시간의 힘“, 사이토 다카시 (위즈덤하우스)

The Core Competencies Overview

(sample)

Students	Priority Target corporations	General competencies	Firm-specific competencies & values	Preferred selection criteria	Remarks
Korean/ Int'l students	MNCs	<ul style="list-style-type: none"> • Level of fit with the corporate values • Interactive communication • Principle-centered behaviors • Ownership • Expertise/ Professionalism • Challenge spirit • Principle & trust • Global sense • Teamwork 	Passion; Self-critical; Interpersonal skills; Conflict management; Show-up; Resilience; High performance; Agility; Problem solving; Customer-centricity; Accountability; Diversity & Inclusion	Practical job specific skills/ experiences; Esp. Person-environment fit (P-O/P-J fit); High level of Integrity & Compliance; Market reputation	Understanding enterprise by type; Understanding business function and competencies; Your career strategy for landing in MNC; Creating an attractive resume; Competencies (Value)-based structured job interview; Job English; Cultural understanding; Job English; Interview Seminar (Practical rehearsal workshop); Personal career brand build; Business communication; Understanding job (Job analysis); Digital transformation in job seeking and placement; Business communications
Int'l students	Korean Int'l corporation abroad (at your home countries)		4C (Critical thinking, Collaboration, Communication, Creativity); Challenge; Globalization; Passion; Excellence	Cultural understanding & bi-lingual; Sense of belonging;	Understanding enterprise by type; Inter-cultural training; Creating (re-writing) an attractive resume; Bio (self-introduction note); Story telling; Discovering yourself; Marketing yourself; Diverse type of job interview; Interview seminar (workshop)

MNC culture & competencies, at a glance...

(e.g. The People of Microsoft)

Mission : To enable people and businesses throughout the world to realize their full potential

Integrity & Honesty

- Communicates in a direct and truthful manner.
- Consistently earns the trust of others.
- Acts in accordance with core values.
- Readily admits mistakes.
- Does what they say they will do.
- Speaks the truth, even if not popular
- Maintains confidentiality of information.
- Sees how personal actions impact performance, effectiveness of workgroup.
- Does not withhold information that may be valuable to others.
- Shares credit for achievement with those involved
- Values the honor of Microsoft over short-term business or personal gain.

Open & Respectful

- Fosters candid discussions.
- Shares information appropriately and quickly.
- Is easy to approach and talk to.
- Encourages others to express their viewpoints, even if contrary to own
- Listens without interrupting to understand.
- Integrates diverse perspectives when making decisions.
- Communicates critical feedback with respect.
- Considers the experience and knowledge of others.
- Does not disparage others.
- Assumes the best motives in others.
- Asks difficult questions to discover answer, never demean.
- Never act in a manner that could be perceived as threatening, intolerant, or discriminatory.
- Are more interested in finding the best answer than in being right.
- Maintains objectivity when conflict arises and doesn't personalize.

Passion for customers, partners, and technology.

- Builds and maintains long-term relationships with customers.
- Gains the trust and respect of customers.
- Does what it takes to understand customer needs.
- Places the needs of customers ahead of individual goals.
- Are not satisfied until the customer is.
- Champions the belief that information technology can improve the quality of people's lives.
- Strives to invent new and innovative processes, technologies, and applications to meet customer needs.
- Willing to share ideas and technical solutions with others for greater good.
- Keeps customers and partners informed on product development, changes, progress.
- Strives for win-win situation with partners
- Are energized but not overbearing.

Accountable for commitments, results & quality to customers, shareholders, partners, and employees.

- Takes responsibility for results achieved by themselves, their team, and group.
- Does what they say they will do.
- Creates goals that benefit all stakeholders.
- Exceeds the expectations of internal and external customers.
- Develops practices and procedures to get things done the best, most efficient way.
- Plans accordingly, based on anticipated problems and roadblocks.
- Ensures that Microsoft responds quickly to changes in the marketplace.
- Does not confuse activity with results.
- Delegates when necessary and holds others responsible for their commitments.
- Owns up to missteps and responds proactively to find a solution

Willing to take on Big Challenges and see them through.

- Takes smart risks and accepts the consequences that go with them.
- Focuses intensely on the important tasks at hand.
- Looks beyond the obvious to uncover critical issues.
- Uses strategic and creative thinking to solve difficult, persistent problems.
- Puts in hours necessary to get the job done right.
- Motivates self and others during times of resistance or setbacks.
- Focuses on critical projects with high returns.
- Does not falter when difficulties arise.
- Looks for demanding projects that stretch abilities.
- Inspires others with a sense of what's possible.
- Sees obstacles that lie in path to success and navigates around them.
- Courageous but not reckless.
- Persistent but not inflexible.
- Visionary but not impractical.

Self-critical, questioning & committed to personal excellence and self improvement.

- Asks for and constructively uses feedback about strengths and weaknesses.
- Seeks opportunities for personal and professional growth.
- Views each experience as an opportunity for learning.
- Seeks out feedback and critical reviews of projects and ideas
- Sets measurable and challenging goals.
- Provides direct, thoughtful feedback on strengths and weaknesses.
- Develops and mentors others.
- Willingly shares information, ideas, and experience to strengthen the performance and growth of others.

Your required documents

(when you apply for)

SolBridge career tracks	Global Job Placement	Korea Job Placement	Dual Degree (2+2)	Global Master Program	Entrepreneurship
Essential	CV (Resume)	<ul style="list-style-type: none"> • 이력서(지원서) • 자기소개서 : Korean style CV and Bio(self-introduction letter)	<ul style="list-style-type: none"> • Application (Essay) • Academic records certificate • Graduation certificate • Study and Research plan 	<ul style="list-style-type: none"> • Application • Essay • Academic records certificate • Graduation certificate • Cover letter with CV • Research plan 	<ul style="list-style-type: none"> • Business Development Plan • Market reference record
Optional	<ul style="list-style-type: none"> • Cover letter • 이력서, 자기소개서 (국문) • Business Portfolio 		Study and Research Plan	<ul style="list-style-type: none"> • Study and Research Plan • Writing sample or Portfolio 	이력서(프로필)
Int'l students	Korean Int'l corporation abroad (at your home countries)	Same as left (左同)		Recommendation letter	Recommendation letter

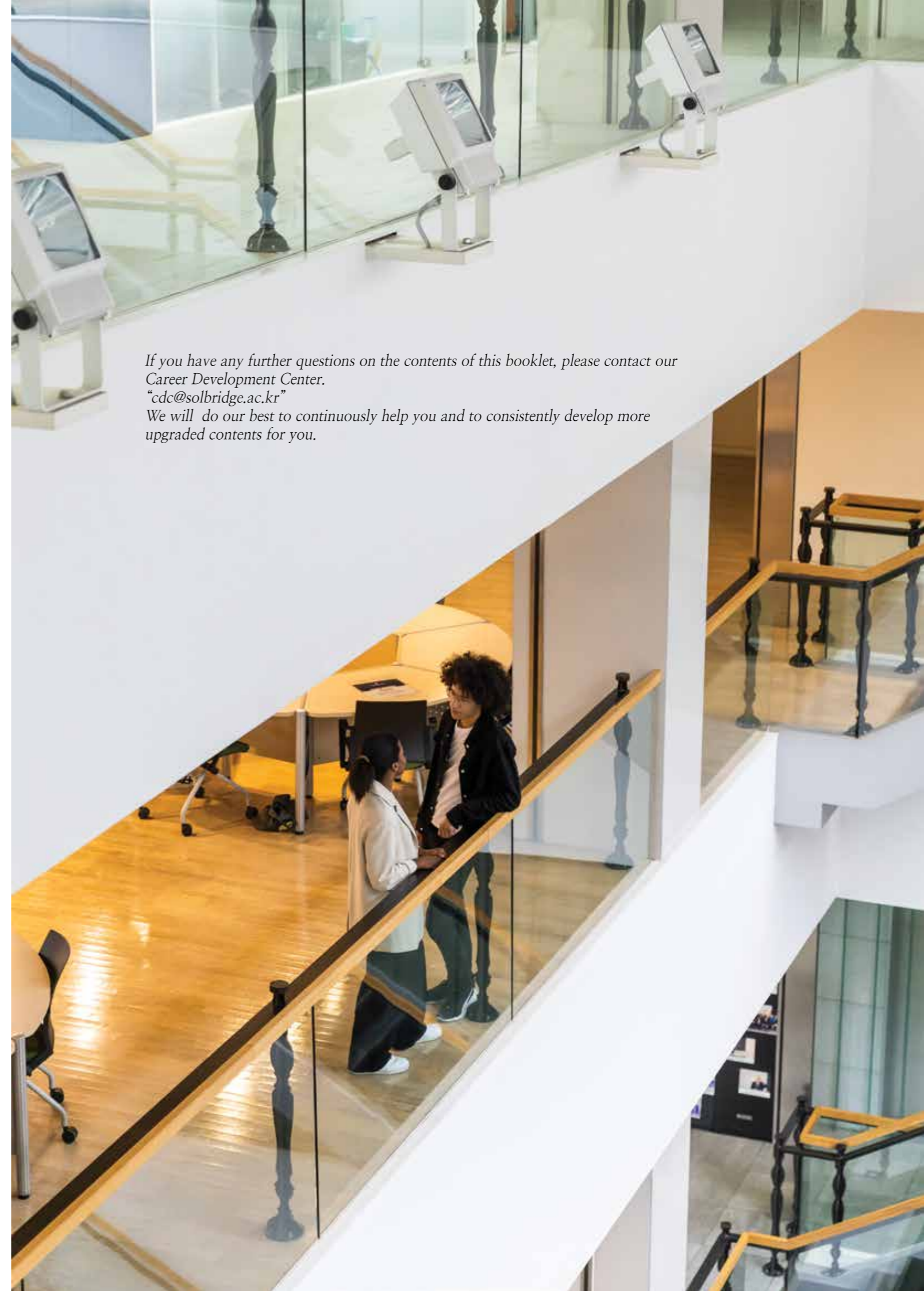
(Note)

All the career tracks require you to have a series of interview to achieve the career goals.

Your Career Advisors' contact points at SolBridge

Career Advisors	Expertise	Contact points
Professor Joon-Ki Han	Career Development Strategy, Overseas Job Placement, Job documents and Interview coaching	jkhan@solbridge.ac.kr
Professor Chang Joon Choi	Korea Job Placement, Internship opportunities development	cjchoi07@solbridge.ac.kr
Professor Yong Sang Lee	Korea Job Placement (Public service & Government-owned corporations job placement)	yongsang@wsu.ac.kr
Professor Gleb Gadelshin	Dual Degree	gleb.gadelshin@solbridge.ac.kr
Professor Dongcheol Kim	Global Master Program	kimdc@solbridge.ac.kr
Professor Byungkik Jung	Global Master Program	bijung@solbridge.ac.kr
Professor Sung Hyuk Park	Entrepreneurship, StartUps job placement	sh.park@solbridge.ac.kr

If you have any further questions on the contents of this booklet, please contact our Career Development Center. "cdc@solbridge.ac.kr" We will do our best to continuously help you and to consistently develop more upgraded contents for you.





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