



CAREER

THE MAGAZINE OF QATAR CAREER FAIR



» PLAN YOUR JOURNEY

Action points
for job satisfaction

» FIND YOUR CAREER

How to unlock
your potential

QATAR CAREER FAIR
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مستقبلك بين يديك
YOUR FUTURE IN YOUR HANDS

عضوة مؤسسة قطر
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YOUR FUTURE IN YOUR HANDS
عضو في مؤسسة قطر
Member of Qatar Foundation

Abdulla Al Mansoori,
**DIRECTOR,
QATAR CAREER FAIR**



Six years ago, three key organizations in education and industry – Qatar Foundation, Qatar Petroleum and Qatar University – created the first Qatar Career Fair to help young people who were considering how to begin their working lives explore the many and growing career options around them. Since then, Qatar Career Fair has grown into an important annual event, attracting tens of thousands of visitors each year. It offers a unique opportunity to meet the companies and organizations that can give them not just a job today but also the ability to unlock their own human potential in the years to come.

This idea of continuing achievement is what makes a career. Making the right choices today will lead to new possibilities in the future, bringing with them a profound sense of personal satisfaction that lifts our working days out of the ordinary. It is the difference between having a ‘career’ and merely having a ‘job’.

Our career choices also play a significant role in Qatar’s future. Oil and gas have transformed our country into the wealthiest per-capita state in the world, and we have good reason to believe they will continue to drive our growth for many years. They will not, however, last forever, and scattered across the world are examples of societies whose natural wealth gave them golden moments of prosperity, only to be followed by economic ruin when their natural resources were either exhausted or lost their value in a changing

market. Indeed, we have experienced this in Qatar with the collapse of our pearl industry.

One thing that does not lose value, however, is an educated, skilled, experienced and ambitious workforce. A society built on this human resource finds new opportunities as old ones fade. It creates new enterprises, engages in commerce and trade, builds industries, innovates and grows. Your ambitions are the resource that will build Qatar’s future, not just for yourselves or the next generation, but for many generations to come.

Qatar Career Fair is here to help you find your ambitions and make them happen. To achieve this, we are now moving beyond the annual career fair event to offer a range of other activities, including workshops, lectures, volunteer experiences and professional training for career advisors. This magazine and the Job Seekers’ Guide included with it are part of that support.

Here you will find advice and ideas that will help you begin your career journey. These pages cannot tell you what you should do with your life, but they will help you start thinking about your options, and give you practical advice on choosing the right career for you and pursuing it.

The goals you set, and the journey you take, will not only define your own future but also that of your country.

CONTENTS

- 3 I WANT TO BE...**
What do Qatari students think is the most important thing in choosing a career?
- 12 BIG COMPANIES, BIG OPPORTUNITIES**
Combine security and benefits with the challenge of private enterprise.
- 14 BUILDING THE NATIONAL VISION**
Working with Qatar Foundation puts you at the heart of the nation's future.
- 18 CREATING A START-UP NATION**
A new generation of entrepreneurs is looking beyond hydrocarbons.
- 20 QCF: GROWING EVERY YEAR**
Qatar Career Fair's journey since 2007.
- 24 VITAL STATISTICS**
Each year, Qatar Career Fair helps thousands of people find jobs and courses.
- 27 THE RIGHT GUIDANCE**
Bringing world-class career advice to Qatar and the GCC.
- 30 QCF: DOING MORE**
QCF is expanding its services to help build a 'career culture'.
- 32 GUIDANCE AND FURTHER EDUCATION**
Useful links to the next step on your career journey.

PLAN YOUR JOURNEY

A step-by-step guide to creating your future.

4

THE CHOICES PEOPLE MAKE

Why do most Qataris want to work for the government?

8

The future of science

16

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I WANT TO BE...

WHAT SHOULD YOU THINK ABOUT WHEN CHOOSING A CAREER? HERE ARE THE THOUGHTS OF A SELECTION OF QATARI STUDENTS, BUT YOUR FUTURE IS FOR YOU TO DECIDE. TURN THE PAGE TO BEGIN YOUR JOURNEY.

Omar, Academic wants to be a sports journalist

“You have to think about what you want to do in the future. You have to look at your school work and figure out what you’re good at – and what you enjoy.”

Buthaina, studying mass communication

“I’m really into photography and film-making. I’m still not sure about the options available, but I’m really hoping to do something creative in my work.”

Dana, studying engineering

“I can see that our country needs the engineering sector because we have the oil and gas industries.”

Mohammed, studying business administration

“In my case, it was to pick the thing I am most interested in doing for the rest of my life. I don’t want to find myself in a career that’s not interesting and that I can’t progress in.”

Fatma, studying engineering

“I loved mathematics and physics at school. I think that was the biggest reason for my career choice.”

Seham, studying medicine

“Being a doctor was a childhood dream and medicine is important for the future. In Qatar, we are still improving the standard of the health care we provide.”

Noora, studying graphic design

“For your life, it’s really important that you focus on what you are good at and what you enjoy, not something that you studied but were not successful in, or that you found boring.”

Abdullah, plans to study journalism

“Personal interest is the most important thing to consider in choosing a career.”

Khawla, studying engineering

“Engineering has a better future than many of the other careers available.”

Muneera, studying mass communication

“I would love to give a voice to people who can’t really reach out, and achieve something positive so that people will pay attention. There are new institutions and companies here that are really creative and fun to work with.”

Hassan, studying business administration

“An important thing to me is the working environment. I want to work in a place where I feel comfortable.”

Moza, studying medicine

“I want to help people and help society, and there is a need for Qatari doctors here in Doha.”

PLAN YOUR JOURNEY

SUCCESS IN YOUR CAREER WILL DEPEND ON PLANNING AND OPPORTUNITY, BUT IF YOU GET THE PLANNING RIGHT, THE OPPORTUNITIES WILL FOLLOW.

Your job and your career are not the same thing, although the two are, of course, closely related.

Your job is what you do right now, but your career is the path you take through your working life. It is made up of a series of jobs, and the achievements within each job, that carry you from the time you leave school to the time you retire. It is a journey, and like any journey, you need to map your path before you set out, although you may find interesting new roads to explore along the way.

If you are reading this magazine you will be at the beginning of your journey, trying to choose a destination to aim for

and to decide which road you need to follow to get there. Unless you are one of the lucky few who have a passion for a particular profession and the ability to pursue that dream, the options can seem impossible to untangle. Fortunately, there are certain steps that will help you make the best decision.

The key to planning a career is to understand yourself and understand the options available to you, and then match the two together to define the path you want to take. Your ultimate goal is not the next job you apply for, but rather the jobs that will flow from that in the future. Achieving long-term ambitions will depend on education and experience, so think ahead,

imagine your destination, and plan how you might get there from where you are now.

Your first step is to get to know yourself: your strengths, values, interests, and ambitions. Then research your chosen job. Make sure you know as much as you can about what the job is really like and if it really is the right one for you. Finally, get some advice from a professional, and Qatar Career Fair can help with this. There might be other options or training schemes available that you do not know about, or have not considered. It also helps to have someone impartial as a sounding board to check if you are doing the right thing.

To get you started, we have developed a series of 'action points' designed to help you assess yourself and the job market. By following these points, you will maximize your chances of getting where you want to go.

1. STRENGTHS AND WEAKNESSES

Think of all the things you believe you are good at, and write them down as quickly as you can. Then repeat this exercise for anything you think you are not good at.

Your list should include subjects at school, such as mathematics or particular fields of science, that are a strong basis for careers such as engineering, while good grades in a field such as biology may indicate that a career in the health professions might suit you. Mathematics without science may lead to a successful career in the finance industry. On the other hand, if your mathematics and sciences are not as strong as your humanities-based subjects, you may want to aim for careers where an ability to think about issues, react to information, and explain important points are key features. This is the case with many careers, offering a path to senior management levels, in both the public and private sectors. You should also think about your strengths outside the classroom. For example, if you are good with children, teaching is an option, while if you are sociable and enjoy talking to people, a job with a high level of personal interaction may be satisfying. On the other hand, if you are shy, you may excel in a job where you can concentrate on your work without spending a great deal of time talking to others.

2. THINGS YOU ENJOY

This is similar to the 'Strengths and Weaknesses' exercise, but this time it is a list of things you like doing.

In part, your list will consider school subjects. You might be good at mathematics, but not enjoy it. In this case, a job that involves your academic

THE KEY TO PLANNING A CAREER IS TO UNDERSTAND YOURSELF AND UNDERSTAND THE OPTIONS AVAILABLE TO YOU, AND THEN MATCH THE TWO TOGETHER TO DEFINE THE PATH YOU WANT TO TAKE.

talent may be suitable, but not if the work is too heavily dependent on mathematics. If you concentrate your efforts on careers that include not only things you are good at, but also things that you enjoy, you are more likely to find a career you enjoy and are enthusiastic about. Enthusiasm is an important factor in professional success. Things we do outside school are a particularly important part of this exercise. While most people cannot turn their hobbies into careers, it is always worth looking at options where these can intersect. For example, if you enjoy marine sports, you might consider applying to join the navy or maritime police.

3. POSSIBLE PROFESSIONS

List all the jobs, careers, professions, and companies you can think of that you believe you would enjoy.

The first part of this is a brainstorming exercise, listing all the options you might already have in your mind. The second part is actively to seek out new ideas by researching the internet. Look at the lists of things you are good at and enjoy, and combine these with the words 'job' and 'career' in an internet search engine. Looking through the results, you will find employment websites from around the world that advertise jobs relevant to the criteria you have listed. Look through

these websites to identify jobs you think you would enjoy and find satisfying, and save the results on your computer so you can refer to them later. As well as your own list, you can consult professional guidance counselors about possible options. Qatar Career Fair can help with this.

4. IS IT IN QATAR?

List all the employers you can find in the local market that might need the professions you have identified.

We will assume you want to pursue a career in Qatar, so it is important to make sure your career options are realistic in the local market. For this, you will need to do your own research. Look at which organizations, either in the government or private sector, offer the careers you have identified. While Qatar is developing rapidly, there are still some industries, such as oil and gas, that are significant employers in the country. If you are interested in engineering, specializing in a field that is related to these industries will offer great potential and well-defined paths for entry. If you are a Qatari national, certain areas, particularly in the government sector and large corporations in key industries, will offer opportunities and benefits that cannot be offered by much of the private sector. For foreign residents in Qatar, there are many opportunities afforded by Qatar's growth, that will offer skills and experience which can help you start a career in Qatar, and perhaps transfer your experience to other countries if you wish in the future.

You will probably know the names of some potential employers already, so write them down. Also note down the names of others you see mentioned on signs, in advertising, or in the media, and ask friends, parents and acquaintances about their employers.

CAREER PLANNING

Once again, the internet is a crucial tool in this. Combine the professions or industries that interest you with the name 'Qatar' on internet search engines. This will bring you a range of results, including employment websites, articles from the media, and the websites of companies themselves. Save any relevant search results, and follow this up by searching for the names of any specific companies or organizations you identify. Read any information you find, and note down contact details. Finally, you can contact relevant organizations to discuss the career opportunities they provide. Most human resources departments will have a good knowledge of their current and future needs, and will offer useful advice if asked. They will also be able to tell you of any specific entry requirements, such as minimum education levels, and you should also ask about this and take note.

5.

YOUR SHORTLIST

Reduce your initial list of professions to a more selective list of careers that fulfill all your criteria.

For this you will need to look at the results of all your previous exercises. Take into account all the information you have gathered, including the subjects you receive good grades in at school, things you enjoy doing, and the need for certain professions or industries in Qatar. Choose those that are most likely to offer you satisfaction in your work, as well as opportunities for a successful career. Make a list.

Exactly how long your list should be is up to you. If this process has given you a very clear idea of your ambitions, you may have a list of only two or three professions. Perhaps only one career has jumped out at you as ideal. If this profession is particularly ambitious, however, it is wise to keep yourself open to other options in case you do not get

the required grades. Alternatively, you might still be uncertain about your goals, and need to keep a larger number of active options. You will, however, have a clearer understanding of the direction you need to take, even if you do not yet have a specific goal.

6.

MEET THE REQUIREMENTS

Identify the entry requirements for the professions you have listed and what you need to do to meet those requirements.

All careers, and the individual jobs that will make up your career, will have specific entry requirements. Sometimes these will include a minimum level of job experience, in which case you need to identify more junior jobs that will provide a path to your ultimate goal. In most cases, however, there will also be education and training requirements, and you need to make these your immediate goal after you finish school. There are many options, including diplomas and special vocational training, but the most valuable will be a university degree.

Return to the job advertisements you saved from your earlier search, and study those that match professions on your final shortlist. These should list any relevant qualifications and experience required for the role, including criteria that are defined as 'essential' and those that are 'desirable'. Pay particular attention to educational requirements, and to the requirements of entry-level positions, as these will be the elements you will need on your CV to get your first role. In some advertisements, there will be a particular university degree listed as a qualification, in which case this will guide you toward specific courses you should apply for. Others may simply say the job requires a university graduate, in which case the employer is using a degree as a more



general benchmark of intelligence and capability, rather than for the specific professional skills it provides. This will give you more flexibility in degree choice, but it is always worth keeping employability in mind, as well as how much you will enjoy university. Employers will be looking for particular qualities, such as the ability to analyze information and express ideas, so you should take this into account when choosing a major.

7.

APPLY FOR JOBS

Once you have defined your chosen path and ensured you meet the entry criteria, it is time to start applying for jobs.

Job applications take time and thought. You need to write a compelling CV and cover letter, identify vacant positions and put yourself forward for them, master the art of the job interview, and know how to stay in the interviewer's mind while they make a decision about who to hire. This is such an important process that we have included a separate Job Seekers' Guide with this magazine, offering detailed advice on how to land your next job, and take the next step on your career journey. ■



THINKING BY SECTOR

SOME INDUSTRIES OFFER LARGE NUMBERS OF JOBS WITH GOOD CAREER PROSPECTS IN A WIDE RANGE OF PROFESSIONS. HERE ARE A FEW TO THINK ABOUT.

GOVERNMENT

Government bodies are the biggest employer of Qatari nationals. While moving Qataris into other parts of the economy is a national priority, the government will always need to recruit large numbers of staff.

ENERGY

Oil, gas and related industries are the giants of Qatar's economy, with employment prospects to match. In addition to directly related careers such as engineering, there are also operational roles common to any large company.

BUSINESS

Employing more Qataris in the private sector is a national priority, and the obvious choice would be to pursue a job in a large corporation rather than a government entity. You could also start your own business.

HEALTH

Careers in the health sector are ideal for those who want to help others, and positions are not limited to those of doctor and nurse.

EDUCATION

You can help shape the nation's future in education, sharing knowledge with the next generation. Professionals in a number of disciplines are needed to take on training roles.

SPORT

This is another national priority, creating demand in coaching, health sciences, administration and event management. Maybe you could even win a gold medal for your country.

THE CHOICES PEOPLE MAKE

JOB SECURITY
OR JOB CHALLENGE?



WHY IS A JOB WITH THE GOVERNMENT THE FIRST CHOICE FOR MOST YOUNG QATARI NATIONALS?



ZAMILA BUNGLAWALA is a policy researcher and advisor on areas including employment, social inclusion, poverty and civil conflict, whose work has helped guide governments and international agencies. In 2011 she conducted research for the Brookings Doha Center on diversifying employment for young nationals in Qatar and the UAE. Her report, titled 'Young, Educated and Dependent on the Public Sector', particularly focused on young nationals' preference for government jobs over working in the private sector.

Q: What did your research find young nationals are looking for when they choose a career?

A: Young people have been encouraged and supported to increase their education levels, and are very keen to progress. Young Qataris, like many young educated people, are ambitious, motivated, and aspire to well-paid and senior roles. They are aware that currently in Qatar, the public sector offers them stable, secure and well-paid positions, and employment in the public sector is regarded as prestigious. These are factors that young people and their parents are aware of when choosing a job. Almost 90 percent of the Qatari workforce is in the public and mixed sectors, including in the energy industry. This is a booming sector, and it offers many cutting-edge jobs, so who wouldn't want to work there?

Q: There are prestigious careers in the private sector, too, so why is the preference for government work so overwhelming?

A: Choices are partly informed by what people see advertised and the information they already have. They already know a lot about the public sector, partly because many have parents who worked there, and partly because of strong recruitment campaigns. With the private sector, there is not yet enough publically accessible information about the types of careers available. Salary expectations are also important, and the public sector offers 120 to 400 percent higher pay. While some careers in the

private sector offer lucrative starting salaries and progressive development paths, there are strong perceptions that private companies largely offer lower salaries and longer hours. Informing young people of the variety of private-sector opportunities and the salary and benefits packages is vital to diversification.

Q: Is the lack of information because young job seekers are not asking about alternatives, or is the information not there to find?

A: For the report, we asked young Qataris where and how they look for jobs. Most said they ask family and friends, as they value the opinions of their families and also recognize that connections are important. Many also searched the internet for vacancies and attended the Qatar Career Fair. However, several stated that when they did contact companies they rarely received a response, even when the companies were looking for new recruits. Few said they access a careers service or speak to a careers advisor. So where they access information, and the response they get, is quite limited.

Q: Are there particular issues for young females in choosing between the public and private sectors?

A: Females also value stability, prestige and security, and are aware that many other Qataris work in the public sector. There is no aversion to working alongside expats, and many females said they were keen to work in challenging

BROOKINGS DOHA CENTER REPORT

“The urgency and timeliness of economic diversification initiatives is all the greater given the current and projected strong growth... too often, however, efforts to address the problems of high public sector employment are conducted in isolation of the career aspirations and preferences of young people themselves.”

“If development is neglected for too long and the economy does not diversify, structural imbalances arising from a disproportionately high public sector workforce may only become apparent when oil revenues decrease.”

“After energy and government services, the main, and growing, employment areas are in financial services, real estate, business, and tourism.”

“The reasons most cited by students for their choice of employment in the public sector were... in order of preference, pay/salary, job security, prestige, and autonomy. The reasons for employment in the private sector were career progression, autonomy, challenge, and salary.”

environments where they could learn new skills and gain more experience. However, many want a workplace they know is respectful to Qatari culture and working practices. They know that's already the case in the public sector, whereas the private sector is unknown.

Q: In many countries, being successful in business is a common aspiration; is there an interest in entrepreneurship?

A: There is strong interest, motivation, and indeed actual successful activity by many young people. I found from our interviews that a lot of young Qataris have a full-time job in the public sector, but operate their own business on the side. If you work in the public sector you're generally working seven to eight hours a day, and many young people are successfully running a business out of office hours.

Q: Can you see entrepreneurship becoming the first career choice of many Qataris?

A: Starting a business is very expensive,

and also very bureaucratic in Qatar, which is a limitation for those without access to finance or support. There's also a big cultural issue in understanding and accepting the risk-taking nature of entrepreneurship, and that they may have to wait a long time before showing a profit. In Qatari culture, not making a profit is sometimes associated with being a failure. So, young people might want to be entrepreneurs, and many do start a business and invest considerable time and money. However, some may give up quite quickly, or not start at all, because they fear the perception of failure could reflect badly on them.

Q: Do you see signs that the ambitions of young nationals are changing?

A: Young Qataris are more educated than previous generations, and aspiration often flows from increased education. When you're going through a boom, it's quite common to see young people achieve more than ever before. Partly that's from a 'feel good' confidence factor, but it also increases aspiration and motivation to achieve progressive goals, as well as creating more opportunities. I'm sure we will see this in Qatar. Young people do want to achieve, and they see that their country is having a wider economic and political reach. They want to be part of that growth and progress. Aspiration is very much linked to growth, confidence, and pride, which Qatar is experiencing a wave of at the moment. ■

THE BIGGER PICTURE

Relying on the government to provide jobs for nationals has long-term implications. At present, high levels of government employment among Qatari nationals means they are consuming wealth created by natural resources, rather than generating new wealth through innovation. When oil and gas revenues decline, this reliance on the public sector as the employer of choice will become difficult to sustain. For future prosperity, the nation must diversify the economy, support entrepreneurs, and increase the number of employees in the private sector.

This is an important aspect of Zamila Bunglawala's report for the Brookings Doha Center. Key recommendations include:

- Reduce the size of the public sector and level the playing field for the salaries and benefits between the public and private sectors, and more readily meet the skills needs of the economy
- Encourage and support entrepreneurship
- Promote and support the economic integration of female graduates
- Work with universities and career advisors to broaden the employment horizons of students
- Information campaigns to improve understanding of the career opportunities in the private sector.

NATIONALS IN WORKFORCE

63%
MALE

37%
FEMALE

Think.

Few things possess more Power than
a Thought.

Because a Thought has the potential
to become something significant.
To solve something meaningful.
And to inspire us to achieve great things.

What makes a Thought so powerful
is that it can be created by anybody.
At anytime.
From anywhere.

That's why Thinking should be encouraged
and nurtured in all its forms.
No matter how small.
Or how impossibly grand.

Because wherever Thinking happens,
Big Ideas follow.
Minds become enlightened.
Knowledge grows.
And people discover new ways to unlock their
Potential.

So start Thinking.



Unlocking human potential.

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BIG COMPANIES, BIG OPPORTUNITIES

WHILE YOUNG QATARIS OFTEN BELIEVE A GOVERNMENT JOB WILL SUIT THEM BEST, THERE ARE PARTS OF THE PRIVATE SECTOR THAT OFFER SECURITY, BENEFITS, AND ALSO THE CHALLENGE OF ENTERPRISE.

Some of the best opportunities for Qatari nationals are with the nation's largest companies, in sectors such as petroleum and banking. These employers offer training, support, and a clear career path, and can combine benefits matching those offered in government with the challenges of the private sector. They also offer careers in all parts of their operations, not just in their core business.

Mohamad Al Jammal joined Qatar Petroleum (QP) as a graduate 10 years ago. He was given a personally tailored career plan suited to his individual talents and ambitions, designed to offer career progression over several years as he gained experience. Working in the company's corporate training department, today he is head of its overseas academic program. He is just one example of the range of opportunities his employer can offer to young Qataris.

"Mainly we offer engineering, but we also have business administration, finance, economics, human resources, and computer science and engineering," Al Jammal explains. "In science, there is a high demand for geologists, as well as environmental science, safety, and marine studies."

With such a broad range of careers available, QP is able to draw graduates with a variety of academic backgrounds. "If I see a student's transcript, and they are strong in science, math, and English, we can guide them toward engineering or science, while for someone with arts, language studies, or Islamic studies, there are opportunities on the business-management side."



SUPPORT YOUR STUDIES

Opportunities are not only available for university graduates. QP also identifies potential among high-school leavers. If students graduate from high school with an average of 80 percent or more, and have university acceptance, the company will take them direct from school and send them to university. That may be in Qatar - at Qatar University or one of the universities at Qatar Foundation - or overseas.

"We believe the benefits we offer are unique in Qatar, and you will not find the same in other sectors," Al Jammal says.

When you graduate from university, you join QP's development program

with a Personal Career Plan, or what the company calls a PCP. This will take between three to five years, and is targeted toward a specific position. Undergraduates supported by QP also benefit from work experience programs.

"All our sponsored students, whether they are studying locally or overseas, have a compulsory summer internship once during their university years to familiarize themselves with their future department," Al Jammal says. "We have a plan for every Qatari employee here in QP, supporting their career development over at least 10 years.

"For employees who join QP at a junior level, who serve the company for a number of years and their manager sees they have the potential to go further, we will send them abroad for further study. Then when they come back, it will be to a higher-level position."

NOT JUST FOR 'HIGH ACHIEVERS'

As well as offering places for graduates, QP also provides technical training programs in four majors - mechanical, chemical, electrical, and instrumentation - run in conjunction with the College of the North Atlantic Qatar, and available to boys who don't achieve higher grades at school. This is a two-year program of study, plus six months' workplace learning, leading to a certificate saying you are technically and academically ready to work in one of QP's plants. The company also has professional preparation programs for fire, safety, and security employees. For girls, QP provides a one-year course in office administration studies, covering areas such as writing, typing, and computer skills.

These non-degree programs are not 'dead end' jobs, and offer

genuine potential for advancement within the company.

"For technicians who show potential and ability, and that they are competent in their work and they receive excellent annual appraisals, managers can recommend them for further study in their area," Al Jammal says. "For example, a skilled technician might be sent to study mechanical engineering, and once completing his bachelors' degree will be promoted to a senior engineer. Girls who receive high grades in their office administration course are also eligible for further study toward a Bachelor of Business Administration degree in the UK. Even our firefighters can study toward diplomas and bachelor's degrees in fire-safety engineering. The door is always open for somebody who is ambitious." ■

REACHING OUT TO SCHOOL STUDENTS

Mohamad Al-Jammal explains how QP gives school students experience in a real workplace.

"We have a summer internship for students from grades 10 to 12, where we give them experience of different QP departments and locations. The boys usually go to one of our industrial locations, such as Mesaieed, Ras Laffan, or Dhukan, where they gain a first-hand understanding of what we do. Girls are dispatched to QP departments in Doha; for example, human resources, materials, contracts, and public relations. Students can repeat the internship every year of high school, and the experience they get is valuable even if they decide not to join QP in the end."



BUILDING THE NATIONAL VISION

FOR THOSE WITH AMBITIONS TO PLAY A REAL PART IN BUILDING QATAR'S FUTURE, QATAR FOUNDATION OFFERS UNPARALLELED CAREER OPPORTUNITIES FOR YOUNG NATIONALS.

Few organizations, if any, can match Qatar Foundation's (QF) role in turning the Qatar National Vision 2030 into a reality. Its three pillars of education, science and research, and community development are at the heart of creating a knowledge economy, and, says Hassan Al Hammadi, Executive Director of QF's Human Resources Directorate, finding the right people is the key to achieving its goals.

"We are determined to build a qualified workforce by recruiting new talent, and we encourage both recent graduates and more skilled job seekers to consider the many career opportunities that are on offer at Qatar Foundation," he says. While many of those opportunities are directly related to QF's core pillars and focus on nurturing the educators

and scientists of tomorrow, there are also many other paths on offer. To be successful, QF relies on a large and growing workforce drawn from a wide array of professional disciplines. In terms of capacity building, it is committed not only to finding the right recruits, but also to giving them the training and support they need.

Al Hammadi adds: "We invest heavily in our human capital by providing Qataris with professional training programs to help them progress in their chosen fields, and contribute substantially to their country's expanding knowledge economy."

MAKING A CONTRIBUTION

This opportunity to 'contribute' is something unique about working at QF. That can mean carrying out

important scientific research, but it can also encompass many jobs needed in the day-to-day operations of any large organization.

Hissa Al Kubaisi, Head of National Development, lists fields such as capital projects, facilities management, law, business administration, and IT among the many professions that support QF's mission. Wherever there is a need, she says, QF offers carefully structured careers.

"We receive trainees and provide them with a career development plan that lasts from six months to two years, and each trainee is assigned a coach and a manager. The role of the coach is to mentor the trainees, providing them with guidance and also supervising their progression and performance during the training program."



This high level of personal guidance helps all new recruits achieve their potential, identifying areas where they may need additional support or education. This includes training specific to their role, as well as developing general workplace skills, such as language abilities.

“It depends on their weakness,” says Hissa. “Some of the coaches recommend English courses for their trainees after identifying that they have great potential and skills, except for the language.

“In some departments we also provide rotation programs for the trainees to work within different sections of the same department, which helps the coaches assess their potential when assigning them to certain teams.”

CAREERS FOR ALL LEVELS

While some trainees join QF after graduating from university, many others are recruited directly after they finish school and are sponsored for study either within Qatar or overseas.

“We receive applications and check to see if they meet QF’s criteria, which are very high compared with other organizations, and then we study the business needs of the departments,” says Hissa. “If departments need more people with particular qualifications, we send the recruits to universities either locally or overseas. During their studies, we follow their academic progress and

provide academic awards for those whose Grade Point Average is very high. Then, when they graduate, they come and join their departments. Even while they study, they are sponsored by departments within QF according to their major.”

Some benefits of working for QF include being able to see a target position, a competitive salary package – including for sponsored students – and training and education opportunities.

The most sought-after positions are for roles needing graduate or postgraduate-level qualifications. There

are, however, also places for Qataris who may not want to pursue university studies. Even for these recruits, there is still the potential to move into higher education for those who show ambition and potential as their careers develop.

“It’s a really great opportunity, which is why we see many applicants competing to get in,” Hissa says, “but in the end we select the most qualified. Comparing myself to these trainees, we didn’t always have the opportunities provided by internships or traineeships, and I feel that what we are able to offer today is wonderful.” ■

TRAINING FOR THE FUTURE

FROM LEAVING HIGH SCHOOL THROUGH TO ADVANCED SCIENTIFIC RESEARCH AND SENIOR MANAGEMENT, QATAR FOUNDATION OFFERS STRUCTURED TRAINING PROGRAMS FOR ALL LEVELS.

TRAINEE

Has completed high school or a recognized two-year diploma and is being developed toward gaining an initial target position with a career development plan (CDP).

SPONSORED TRAINEE

High-school graduate who is being sponsored for further studies at an approved university, either locally or overseas.

INTERNSHIP

This is a temporary placement, typically of up to two months, giving university students real-world experience in a professional environment.

GRADUATE TRAINEE

Has completed an undergraduate degree or recognized three-year diploma, and is being developed toward an initial target position with a CDP.

SPONSORED GRADUATE TRAINEE

University graduate who is being sponsored for postgraduate studies at an approved university, either locally or overseas.

QSLP RESEARCH SCIENTIST TRACK

Science graduate sponsored for postgraduate studies overseas at an approved university, through the Qatar Science Leadership Program.

QSLP RESEARCH MANAGEMENT TRACK

Science graduate undertaking a two-year program of hands-on experience in research administration through the Qatar Science Leadership Program.

HIGH-FLYER LEADERSHIP PROGRAM

Develops graduate trainees into leaders to ensure Qatar enjoys a future full of innovation and achievement.

A close-up photograph of a scientist wearing a blue lab coat and blue nitrile gloves. The scientist is looking through the eyepiece of a microscope. The background is a bright blue wall with a faint, glowing molecular structure. The overall tone is scientific and futuristic.

QATAR FOUNDATION

THE FUTURE OF SCIENCE

FOR SOME OF QATAR'S HIGHEST ACHIEVERS, QATAR FOUNDATION IS SUPPORTING CAREERS AT THE VERY FOREFRONT OF SCIENTIFIC RESEARCH.

Among all of Qatar Foundation's (QF) ambitions, the goal of transforming Qatar into a center of scientific research and development is arguably the most ambitious project for social and economic development in the nation today. While, as with any industry, investment in infrastructure and facilities is part of the formula, scientific research also demands an intensive investment in human capital far beyond that required for any commercial enterprise.

To match this ambition, QF has developed a uniquely demanding program of targeted traineeships aimed at academic high-achievers. The Qatar Science Leadership Program (QSLP) provides real experience in cutting-edge scientific research projects, preparing young Qataris to work in research and development in QF institutes, local universities, and, ultimately, private-sector research.

"We offer a full spectrum of opportunities, including undergraduate and postgraduate research, postdoctoral studies, and research management," says Dr Ayman Bassil, Head of Research Training and Development within QF. "There is no doubt that the QSLP will give trainees the strong foundation they need for success in their future jobs in Qatar."

The program is divided into four tracks: research undergraduate, research management, research scientist, and research postdoctoral.

The research management track is a two-year program providing hands-on experience in research administration. Trainees spend up to six months in a series of rotation placements, assigned to research and development projects within QF or with partner organizations. During this time, they gain experience including evaluating research proposals, monitoring and reporting, and science funding and promotion.

Research scientist and post-doctoral tracks are tailored to individuals who are interested in a career in technical

research and its applications. This includes undergraduate studies in research fields, master's degree, PhD or equivalent research doctorate, and highly technical postdoctoral investigation. Trainees work at elite international universities, focusing on fields that correspond to Qatar's national needs and QF's future research plans. Priority areas include biomedicine, energy and environment, computing, and multidisciplinary research.

"By working alongside world-class, skilled scientists and researchers while in the program, they will receive the necessary training to become the nation's future leaders in their chosen fields," Dr Bassil says. ■



DR HALEMA ALFARSI CONDUCTED RESEARCH INTO THE USE OF STEM CELLS IN MEDICAL THERAPIES AS A QSLP TRAINEE:

“Currently, donated tissues and organs are often used to replace those that are diseased or destroyed. Stem cells offer a viable source of replacement cells to treat diseases and can potentially reduce the morbidity and mortality for those awaiting transplants for Parkinson's disease, spinal cord injury, severe burns, diabetes, and arthritis. In Qatar, we have many cases of cancer, diabetes, heart disease, and arthritis. Stem cells offer hope for effective treatment or perhaps even reversal of the disease”



DR HAMDA AL THAWADI CONDUCTED RESEARCH INTO OVARIAN CANCER AS A QSLP TRAINEE:

“This is an important area specifically for Qatar, as there is a high prevalence of thrombotic diseases which affect patients with cancer here. My project will help in detecting a powerful tool for the assessment of thrombosis risk factors in patients with cancer as well as healthy individuals, which should help develop preventative measures”



CREATING A START-UP NATION

OIL AND GAS HAVE PLACED QATAR FIRMLY ON THE WORLD ECONOMIC STAGE, BUT ENTREPRENEURS WILL KEEP IT THERE.

The world's greatest economies are built by entrepreneurs; people with the ambition to create a business of their own, and in turn create employment for others and add wealth to their society. For a future beyond gas exports, Qatar will need to turn itself into a center for entrepreneurship and innovation.

The *Bedaya* Center was established in 2011 by Silatech and the Qatar Development Bank, and it offers career support and support for entrepreneurs in Qatar. The center's manager, Saleh Al Khulaifi,

is passionate about its work, and believes start-up businesses are the key to innovation and new technology, and to finding solutions to the problems a society faces, however big or small those problems may be.

"That's true anywhere in the world," says Al Khulaifi. "If you focus on Doha, we've got a country where 80 per cent of the GDP is focused on hydrocarbons, but entrepreneurship can diversify Qatar's economy and push it toward the knowledge economy that we want to become."

DO WHAT GRANDPA DID

One thing that drives efforts such as *Bedaya* is the perception that this is not part of Qatari culture. Certainly, some research indicates that Arab cultures look less favorably on taking risks than in the West – and starting a business is a risk – but Al Khulaifi argues these concerns are overstated. He says entrepreneurship has always been part of the local society.

“If you see Qatar as a timeline, let’s start with your great grandfather,” Al Khulaifi says. “He started with pearl diving, which was our main industry in the past. He invested in assets, boats, and all of a sudden this industry crashed. His entrepreneurial spirit did not say, well, I’ll go and get a job working for someone else. He looked at his assets and saw that there was a huge demand for, let’s say, building material. So he shifted his mentality. That’s entrepreneurial. Oil and gas industries arrived, and he would say, let’s obtain pipes and sell them. The entrepreneurial spirit has been here since Qatar began.”

He does, however, concede that this spirit has been challenged by the sudden wealth created by hydrocarbons.

“It is the past 10 years, when there has been huge economic development, that there has been more of a tendency toward just getting a government job.

There’s a huge demand for Qatari talent in the government sector, and they’re giving good financial incentives.”

In the long term, that is a problem, which is where *Bedaya* comes into the picture.

A FRESH APPROACH

In an economy, Al Khulaifi says, two of the main drivers of entrepreneurship are need and the ‘ecosystem’. Grandpa’s entrepreneurial spirit was driven by need, which is no longer such a pressing issue, so *Bedaya* is part of an effort to create an ecosystem – a supportive environment that encourages people with ambition to create something on their own terms. Al Khulaifi likens *Bedaya* to a retail store, where you can talk to someone who understands what you want to achieve, and then helps give you the tools to do it.

“We offer workshops, networking sessions, conferences, mentoring, and one-to-one counseling – these are our main activities. We’ve spoken at conferences, tapping into local and international events, and have conducted more than 50 workshops covering entrepreneurship. We are also entrepreneurs ourselves, so we keep on fixing our offerings. We keep on shifting, and pivoting, and refocusing our strategy.”

The message is in the name. ‘*Bedaya*’ is Arabic for the English word ‘start’, as in ‘start-up’.

“We are a launch pad, we give young entrepreneurs guidelines, give them a roadmap to starting a business here in Doha. That covers a range of issues related to developing your business idea, including market research and developing a proper business plan. We don’t finance start-ups, but after an aspiring entrepreneur completes a program with us, they will have a business plan they can take to potential investors. Our earlier participants are already at this stage of securing finance,

and some have even got their businesses up and running.”

The benefits of all this to the nation are clear: to remain prosperous, Qatar will need large, locally owned and run private companies, and the large companies of the future must start as the small businesses of today. But if a government job is stable and well-paid, and launching a start-up business is risky, what are the benefits to the entrepreneur?

“I love that question,” says Al Khulaifi. “I really see entrepreneurship training as not only being about starting your own business, but as something that can help you in many fields. It is leadership training, learning about problem solving, and learning to look at your customers and asking, ‘OK, what are the problems they face and how much are they willing to pay to solve that problem?’ That’s the main methodology that an entrepreneur learns; how to come up with new solutions and ways of doing things differently. That’s why I really think it’s a new school of leadership.” ■



ONLINE AMBITION

Entrepreneurs don’t always start by thinking big, and even a small idea can create something new and useful. Abdullah Al Emadi is a young Qatari who has seen a consumer need in the local market, and *Bedaya* is teaching him how to turn that need into a viable business.

Saleh Al Khulaifi

QATAR CAREER FAIR:

GROWING EVERY YEAR

IN 2007 EDUCATORS AND INDUSTRY LEADERS

RECOGNIZED THAT A LACK OF INFORMATION WAS MAKING IT DIFFICULT FOR YOUNG QATARIS TO IDENTIFY CAREERS THAT WOULD GIVE THEM GENUINE SATISFACTION IN THEIR WORKING LIVES AS WELL AS MAKE A CONTRIBUTION TO THE COUNTRY'S FUTURE. QATAR CAREER FAIR WAS CREATED TO MEET THIS NEED, HELPING UNLOCK THE NATION'S HUMAN POTENTIAL.

2007

Qatar Foundation, Qatar Petroleum, and Qatar University recognize that there is a lack of information on career options among young people, and form a partnership to fill that gap. Together, they organize the first Qatar Career Fair, held in November at the Qatar International Exhibition Centre. The event is a great success, with 30,000 people attending.

2008

Following the success of the first event,

the Qatar Career Fair (QCF) becomes a member of Qatar Foundation. Abdulla Al Mansoori is appointed director of QCF to begin the task of establishing the fair as a regular event.

2009

QCF hosts the second Qatar Career Fair, with the Ministry of Labor helping organize the event. As well as displays from about 115 exhibitors, the fair includes symposiums and workshops related to career-planning and job skills, as well as gatherings for young people



and decision-makers from industrial, economic, educational, and social sectors. Now held in April, attendance at the event grows significantly to about 50,000.

2010

The Qatar Career Fair is now firmly established as an important date on the calendar for young Qataris and employers. The Amiri Diwan joins the list of organizers, giving the fair support from the very top levels of government, while an increase in media coverage helps promote the fair's mission to develop a professional career culture in Qatar. The event sees about 69,000 visitors attend, with about 130 separate exhibitors on hand to speak to students and jobseekers. Outside the fair, QCF joins the International Association for Education and Vocational Guidance as part of its work to achieve international standards of career planning in Qatar.

2011

The fourth Qatar Career Fair will be the last at its original home, and runs with the tagline: 'Write the next chapter in Qatar's success'. With strong support from business, education, and government sectors, the fair attracts 55,000 visitors and about 130 exhibitors. The fair itself has also become an important source of work experience for young Qataris, with a team of about 370 volunteers helping run the event.

2012

The fifth Qatar Career Fair moves to a new home at the recently opened Qatar National Convention Centre, having outgrown its original venue. Thousands of visitors accept offers for jobs, education, training, or development.

QCF is now looking beyond its successful annual fair to identify other ways it can help develop a career

culture among young Qataris. It signs a landmark agreement with Kuder, an American specialist in career development and evaluation programs, to offer professional, culturally relevant training for career advisors. QCF also initiates pilot programs for career-related activities throughout the year, including workshops and lectures, that will help young people explore and define their ambitions.

2013

In April 2013, Qatar Career Fair returns to Qatar National Convention Centre, offering an unrivaled opportunity for young people to explore their education and career options. QCF has now clearly achieved its goal of establishing the fair as an annual event, and will use 2013 to roll out a range of additional services piloted in previous months, and also as the catalyst for new projects. ■

THE INITIATIVE THE CHALLENGE THE CREDIT

We have the ambition to be the best in class and emerge as an extraordinary organization in the field of strategic investments and partner of choice in the energy value chain.

Our Promise to you.

Personal and career growth • A company to be proud of
Inspirational leadership • Dynamic and Progressive
Job clarity and stretching objectives
Safe and responsible environment
If you want to be the best partner with the best in class
A company where everyone's contribution is valued
Be ahead, be there meet us at the [Qatar career fair 2013](#)

YOUR FUTURE IS OUR FUTURE



www.qpi.com.qa



تبغی تعرف سر نجاحنا فی راس غاز؟
زورنا فی معرض قطر المهني

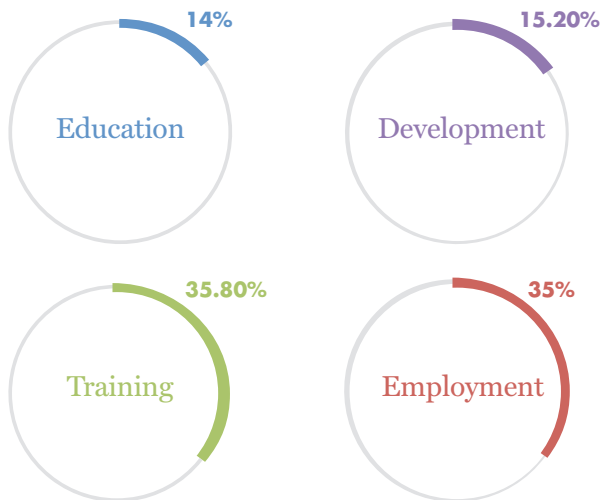
Want to know the secret of our success at RasGas? Visit our booth at Qatar Career Fair

VITAL STATISTICS

SINCE THE FIRST EVENT IN 2007, THE ANNUAL QATAR CAREER FAIR HAS BECOME AN ESSENTIAL SOURCE OF CAREER INFORMATION FOR STUDENTS, GRADUATES, AND EVEN ESTABLISHED PROFESSIONALS LOOKING FOR A CHANGE. THE FAIR HAS A PROVEN TRACK RECORD IN MATCHING VISITORS TO OPPORTUNITIES.

HOW MANY OPPORTUNITIES ARE AT QATAR CAREER FAIR?

Figures from exhibitors show 9,269 people accepted offers for employment, education, training or development programs as a result of Qatar Career Fair in 2012.



OPPORTUNITIES BY SECTOR

Government Agencies

Applications	14,608
Interviews	5,762
Acceptances	3,646

Business and Finance

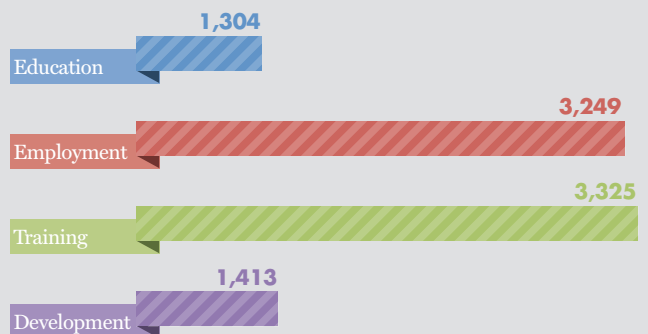
Applications	10,754
Interviews	2,607
Acceptances	607

Education, Health and Sports

Applications	14,752
Interviews	3,231
Acceptances	3,467

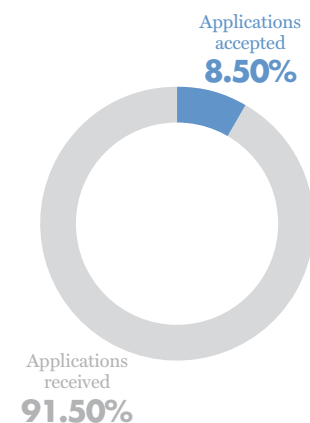
Industry and Energy

Applications	18,923
Interviews	4,127
Acceptances	1,549

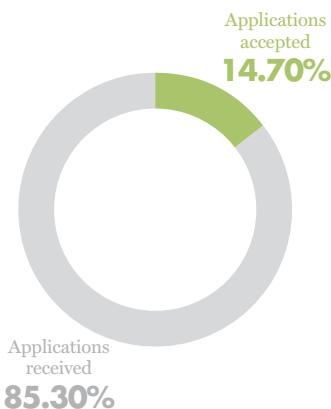


APPLICATIONS V. ACCEPTANCES

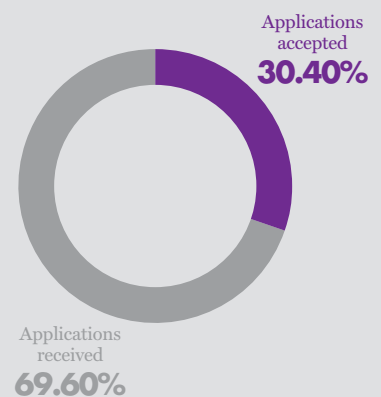
More than 50,000 people applied for employment, education and training opportunities at QCF 2012, and almost 8,000 accepted places they were offered.



Employment opportunities	
Applications	38,239
Acceptances	3,249



Education opportunities	
Applications	8,829
Acceptances	1,304



Training opportunities

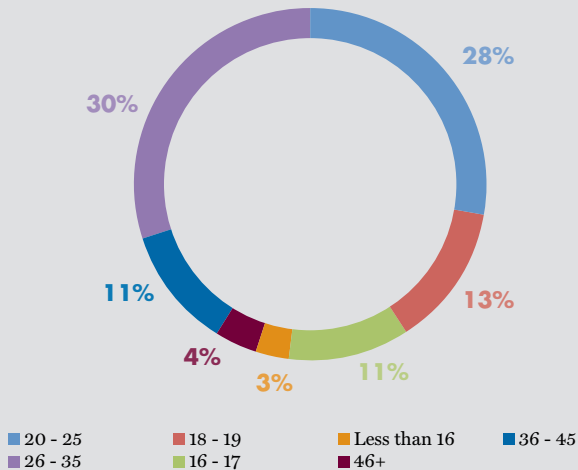
Applications	4,774
Acceptances	3,325

CAREER FAIR SUCCESS

WHO CAME TO QATAR CAREER FAIR IN 2012?

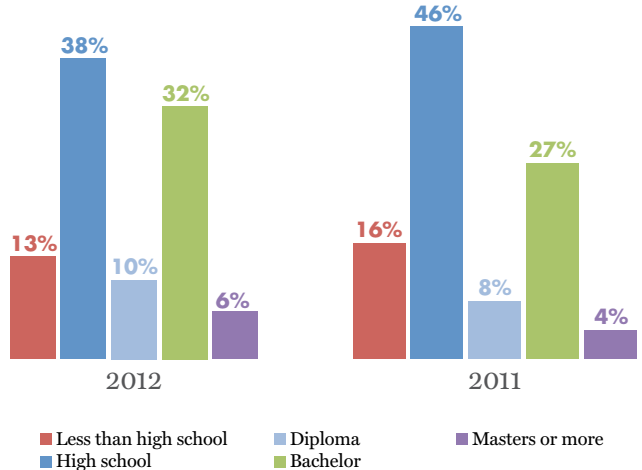
AGE

A survey of visitors found 52 percent were aged 16 to 25, while 65 percent of Qataris were in this age group. For Arab visitors in general, about 65 percent were aged 26 or above.



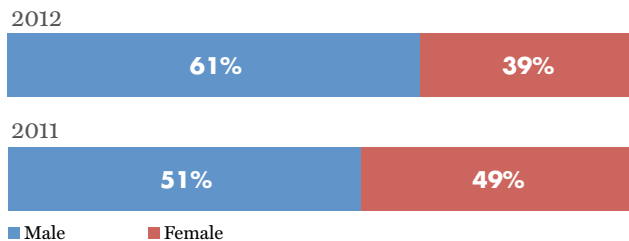
EDUCATION

70 percent of visitors gave their education level as either high-school or bachelor degree, with a higher proportion of university-level visitors than in 2011.



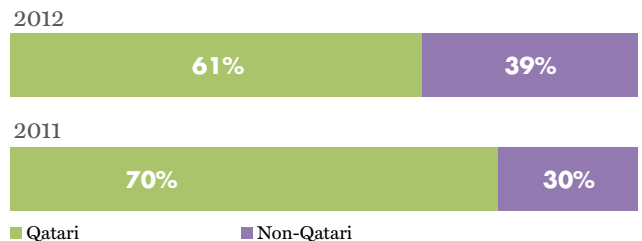
GENDER

Most visitors to Qatar Career Fair in 2012 were male, with an increase in the proportion of males to females since the 2011 event.



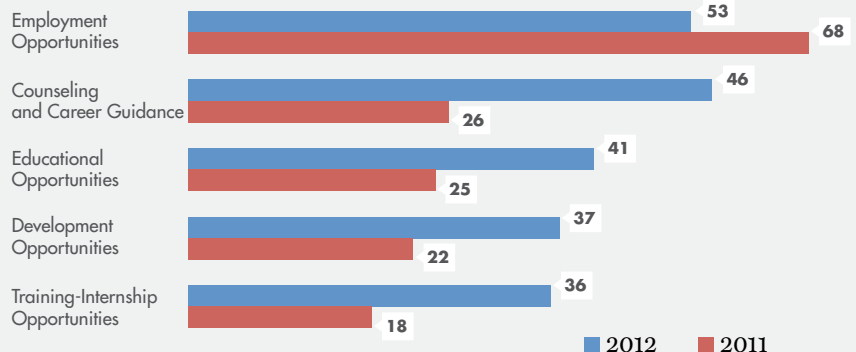
NATIONALITY

Most visitors to Qatar Career Fair are Qatari nationals, although a larger proportion of non-Qataris attended in 2012 compared with 2011.



REASON FOR VISITING QATAR CAREER FAIR

Employment opportunities were the most common reason given for attending Qatar Career Fair. Results for 2012 showed an increasing importance placed on other services, including counseling and career guidance, as well as education opportunities, compared with 2011.





THE RIGHT GUIDANCE

QATAR CAREER FAIR IS WORKING TO DELIVER WORLD-CLASS ADVICE TO YOUNG PEOPLE ABOUT THEIR FUTURE THROUGH THE CAREER ADVISOR TRAINING COURSE

Who do you turn to for advice when choosing a path into the world of work? Parents? Friends? Teachers? Everyone in your life knows something about you, but not everything, and you need guidance from someone who can see the whole picture, including academic skills, personality, and things you do and don't like doing.

Qatar Career Fair (QCF) has identified a shortage of effective, international-standard training for professionals who give this advice in the GCC area, and is working to fill that gap with the Career Advisor Training Course (CATC). Developed in association with Kuder, a leading US-based provider of career-development services, the CATC teaches the essential techniques needed for providing relevant, impartial advice tailored to the specific economic and

cultural needs of Qatar and the region.

The course is designed for professional career advisors, academic and vocational counselors, HR personnel, and teachers. It can also help parents, whose influence is often central to their children's decisions.

As well as helping individuals, the course will also have an impact on the economy and education by creating employees and students with a clearer idea of their own abilities and ambitions and unlocking the human potential of the Qatari workforce.

TESTING YOUR STRENGTHS AND WEAKNESSES

A career advisor can provide a range of career-assessment tests, carefully designed to match your natural skills, strengths, and abilities with the key requirements of specific careers.

HELPING YOU SET GOALS

A career advisor can guide you through the process of setting goals in your career ambitions, and help you identify the steps you need to take to reach important goals.

IDENTIFY CAREER CHOICES

If you are considering more than one career option, an advisor can help you identify and focus on one area that suits you best, helping you to work towards realistic ambitions that are right for you.

EDUCATIONAL GUIDANCE

Good careers advice not only looks at what work might suit you best, but also the education and training needs associated with your chosen career path.



Qatar's energy and industry sector. The objective is quality Qatarization.

At Qatargas, our Recruitment, Qatarization & National Development divisions are committed to following the country's strategy toward achieving our Qatarization target through the proper development and placement of talented, qualified nationals at all levels of the workforce.

At Qatargas we want to be known for our people, innovation, operating excellence and corporate social responsibility. That's why we look for people who meet these qualities and are willing to innovate and change, to join us on our journey to become the World's Premier LNG Company.

Change brings a chance to forge a career with a recognised industry leader. Change means facing challenges with enhanced skill and innovation.

Change can lead to a cleaner more efficient source of energy for the world. Join Qatargas and change your world.

Khalid Bin Khalifa Al Thani
Chief Executive Officer

Change
your future.
Change The World

STEP UP TO YOUR FUTURE

Learn how many opportunities you have with us - If career growth and options are what you are looking for, we are looking for you.

We changed the LNG Industry so change your future and change the world.

QATAR CHARITIES FUND
معرض قطر الموهبي
مستقبلك بين يديك
YOUR FUTURE IN YOUR HANDS

عضو مؤسسة قطر
Member of Qatar Foundation



قطر غاز
QATARGAS

QCF: DOING MORE

CREATED TO TURN QATAR'S FIRST CAREER FAIR INTO AN ANNUAL EVENT, QCF IS MOVING QUICKLY TO EXPAND THE RANGE OF SUPPORT IT PROVIDES FOR PROFESSIONAL DEVELOPMENT IN QATAR. A VARIETY OF PROGRAMS AIMS TO TRANSFORM THE COUNTRY'S EMPLOYMENT CULTURE, HELPING THE NEW GENERATION ACHIEVE PERSONAL SUCCESS.

LOOKING FORWARD

QCF offers a growing range of activities, including:

• QATAR CAREER CLUB

The career club aims to establish a network of interested individuals, especially young people, to take part in career-related activities and create career awareness and guidance.

• VOLUNTEERISM

QCF is supporting volunteer activities as a way of gaining useful experience, including opportunities for about 350 young Qataris who are helping to organize Qatar Career Fair itself.

• CAREER ADVISOR TRAINING COURSE

The course gives authority figures, including teachers, HR professionals and parents, the skills they need to guide young people toward relevant, satisfying career choices.

• QCF CAREER CLUB LECTURES

These feature a panel of selected experts to discuss issues related to career opportunities and orientation in Qatar, mainly addressed to career club members, but also open to other interested individuals.

• QCF OPEN DAY

The open day aims to raise career awareness among Qatari youth aged 16 to 26, who form the target audience for Qatar Career Fair; parents and career specialists; as well as among colleges and other organizations.

• CAREER PHOTOGRAPHY COMPETITION

An opportunity for amateur photographers to demonstrate their

abilities and promote a career culture by taking pictures that capture the idea of people at work.

• CAREER STORY COMPETITION

This project gives young creative writers an opportunity to share their voices in support of ambition by writing short stories that highlight the concept of planning for their future careers.

• QATAR CAREER FAIR VISITOR WORKSHOPS

Operating before and during the fair, the workshops help participants prepare for the fair and gain maximum benefit, as well as provide advice on how to prepare CVs and succeed in job interviews.

• WORKSHOPS FOR VOLUNTEERS

Aimed at Qatar Career Fair volunteers, the workshops include areas such as public relations, customer service, project management, and team building. Participants not only help organize the fair and associated events, but also gain important skills they can use when applying for other jobs.

• ESTATHMER

A landmark initiative for QCF, the workshops share entrepreneurship skills with young participants, and encourage them to forge their own futures by turning their business ideas into start-up companies.

UNLOCKING YOUR POTENTIAL

Estathmer entrepreneurship workshops are already helping young Qataris redefine their idea of a 'job'.

At weekend sessions during 2012, groups of ambitious young people have been benefitting from one of the first projects in QCF's expanded menu of workshops, lectures, and other career-support services. Run in conjunction with the *Bedaya* Center for Entrepreneurship and Career Guidance, the Estathmer program is a series of workshops on entrepreneurship. Or to put it more simply, starting and running your own business.

"We want to tell young men and women that a full-time job is not your only future – you can be a successful businessman or businesswoman one day," explains trainer Mohamed Tawfik AbdelHalim. "Being a company employee may be the correct decision in the first few years of your career, but after that you can be a company owner."

The workshops run over four days, split across two weekends. Topics covered include corporate strategic planning, including minimizing the risk of failure; how to carry out a feasibility study for a business idea; how to form a company and manage its finances; and how to evaluate and develop a business. It gives participants the knowledge they need to work out whether their business idea is viable, and if it is, turn it into a reality.

"We tell them how to think in a creative way, how to see the trials and also the success stories of entrepreneurs here in the Middle East," says AbdelHalim. "After that, we encourage the trainees to make the project official, seek funding, and find consultants to carry out a full feasibility study. This is the second stage, after the workshop."

GUIDANCE AND FURTHER EDUCATION

FOR MANY OF THE MOST SATISFYING CAREERS, HAVING THE RIGHT QUALIFICATIONS IS AN ESSENTIAL STARTING POINT. HERE ARE A FEW LINKS TO QATAR-BASED GUIDANCE SERVICES AND POST-SECONDARY EDUCATION PROVIDERS WHO CAN HELP SET YOU ON THE RIGHT PATH.

CAREER-SUPPORT SERVICES

Qatar Career Fair

The Qatar Career Fair website provides information on the annual Qatar Career Fair event, plus news stories and information on other activities to keep you updated on new projects as they are launched. You can also subscribe to QCF's email newsletter.

► qatarcareerfair.com.qa

Bedaya Center

The Bedaya Center for Entrepreneurship and Career Guidance offers a range of services, many of which can be accessed via the

website. These include workshops, career guidance, the Tamheed career aptitude test, and advice on starting your own business.

► bedaya.qa

EDUCATION PROVIDERS

Hamad Bin Khalifa University

A member of Qatar Foundation, Hamad Bin Khalifa University is built on unique collaborations with international partners, offering degrees from Virginia Commonwealth University, Weill Cornell Medical College, Texas A&M University, Carnegie Mellon University, Georgetown University, Northwestern

University, HEC Paris, and University College London as well as Qatar Faculty of Islamic Studies and the Translating and Interpreting Institute. Undergraduate courses encompass design, medicine, engineering, business, computer science, and foreign service. Some programs now also offer postgraduate studies.

► qf.org.qa/education

Qatar University

As the country's longest-established university, Qatar University offers a broad range of degrees in fields of national importance, including arts and sciences, business and economics, education, engineering, law, pharmacy, and Sharia and Islamic studies.

► qu.edu.qa

College of the North Atlantic – Qatar

College of the North Atlantic – Qatar offers post-secondary diploma courses in health sciences, information technology, engineering technology, and business studies, as well as a security academy and a center for banking and financial studies. Courses range up to a three-year diploma, which can lead to full degree courses at Canadian universities.

► cna-qatar.com

University of Calgary – Qatar

University of Calgary – Qatar specializes in nursing professions, with courses ranging from a foundation program for school leavers through to Bachelors' and Masters' degrees.

► qatar.ucalgary.ca

Stenden University Qatar

Stenden University Qatar offers four-year Bachelor programs in business administration, with majors in international tourism management and international hospitality management.

► stenden.com



For over thirty years, QAPCO has greatly contributed to the growth of Qatar and to the development of the petrochemical industry. QAPCO has established itself as one of the leading national industrial companies with an ambitious strategy based on the best utilization of the country's hydrocarbon reserves.

The QAPCO Legacy is rooted in the history of Qatar. In 1974, a multinational company was born: the legacy of QAPCO was created. Today, the name of QAPCO is synonymous with outstanding achievements and is known for its strong focus on safety and environment. We have become a leader in the petrochemical industry and one of the most admired companies in Qatar and the region. Now QAPCO serves over 4,500 industrial customers in over 145 countries around the world.

The legacy continues; 2012 was an exceptional year for QAPCO. We successfully accomplished numerous milestones. Three years after HH Sheik Tamim bin Hamad bin Khalifa Al Thani laid the foundation stone, one of the world's most unique plants was launched: the LDPE3. We also signed a joint-venture agreement with Qatar Petroleum to build a 5.5\$ billion world-scale petrochemical complex in Ras Laffan by 2018. Production and sales reached an all time high. We lead the way with safety and environment compliance and the QAPCO brand is more admired and recognized than ever throughout the local education and business communities.

Did you know....
QAPCO's products are used
all over the world?

Did you know...
some of the items you use everyday
come from QAPCO's products?

This is QAPCO's contribution
to the world – this is...

OUR LEGACY



At the heart of all these achievements is the QAPCO Family - the men and women who work in our state-of-the-art petrochemical plant in Mesaieed and at our modern offices in Doha. Without their constant support and dedication, these milestones would not have been achieved.

As an employee of one of the largest petrochemical companies in the world, you will receive excellent financial rewards and the best training that will develop your skills to international standards – you will become an expert in your field, a true professional.

"Our people are our greatest asset"



YOUR FUTURE WITH QAPCO

We promise you that QAPCO will always be committed to you; you will become part of our family and will receive all the support and encouragement you need to succeed.

To continue our legacy, we look for talented men and women to join the QAPCO Family and to become true professionals – Are you ready to take up a professional career and be part of the "Future".

In 2012, QAPCO's support and encouragement towards its Qatari employees was recognized by two prestigious awards on a National and Regional level.

The Company proudly received the 'Crystal' Award from His Excellency Dr. Mohammed bin Saleh Al Sada, Minister of Energy and Industry, for "Supporting Qatarization" within the Energy and Industry sector in Qatar; and the "Best Nationalization Friendly Initiative" Award at the 4th Annual GCC HR Excellence Awards 2012 in Dubai.

To best describe what a **FUTURE** with QAPCO looks like, we spoke with some of our young Qatari professionals to share their experiences and feedback about QAPCO.



FIRST IMPRESSIONS



Rola : “I was very happy as I was given the opportunity to visit QAPCO before my interview to meet the people in my department. This was very important to me as I could speak with my future colleagues before I started my job. I also liked the family atmosphere of QAPCO – I felt at home straight away”.



Abdulrahman : “I joined QAPCO because I believe that I will have a fantastic future here. The company has a bright future and will become a global Petrochemical giant soon – I want to be part of this future, for myself, my family and of course for Qatar”.

The focus group:

Abdulla Naji
Mohammed Al Boinin
Rola Abdullah Kafoud
Ahmad Shaheen Buhadoud
Abdulrahman Al Romaihi
Hassan Musa Mahmoud
Mejali Al Kuwari
Hassan Al Mohammedi
Mohammed Al Marri

WHY QAPCO?

Abdulla : “I was impressed with how positive and genuine the interviewer was, telling me everything about the job, the company, the multiple opportunities for development and promotion within QAPCO – I decided immediately that QAPCO was the company for me”.

Ahmad : “The reason I joined QAPCO is because during my Internship, I received 100% support and encouragement from all my colleagues in the Finance Department. I also knew what I had to do, as all my targets and tasks were clearly explained to me”.

FAVORITES

We then asked the group to tell us what they like about working in QAPCO?

Abdulrahman : “I like that we are all contributing to Qatar’s National Vision 2030, not only Qatari employees but all the QAPCO Family are proud to support this vision”.

Mohammed : “When I wake up every morning, I don’t feel sad that I have to go to work, I feel motivated and happy to start my working day as I work for a great company”.



A view of the QAPCO Club

Ahmad : “I am really excited about my future here as I am receiving the best possible training from subject matter experts with many years experience – I hope Insha’Allah to be able work with QAPCO for many years”.

Mohammed : “I feel like a member of one big happy family – inside or outside of QAPCO – and I am looking forward to completing my studies to return to work once again with my team. Even the VC&CEO and his Management team are part of the team and part of this family. I believe that I will never find another company like QAPCO”.

Abdulla : “A multi-cultural community where experiences are shared, responsibilities given, results achieved. We also have a great social life within QAPCO. I regularly meet with my colleagues outside of work. We also have many activities such as Qatarization Day, Annual Day and our National Sports day, plus the company has just built a brand new state-of-the-art Sports Club in Mesaieed with fitness centers, pools, a bowling arena, a football field and a restaurant for the benefit of all QAPCO employees”.



DEVELOPMENT

Rola : “My development within QAPCO has been first class! We have an internal training program called the LEAD program, which will plan, monitor and track my development and provides a clear and structured methodology”.

Mohammed : “I started as a young trainee, now I am studying at Northumbria University in the UK and achieved first class grades last year. This has been achieved through hard work and the constant support and encouragement of QAPCO”.

Abdulla : “What I like most about my development is that all doors are open and you receive all the required support and encouragement to achieve your targets. The timeframe was clear but challenging but I liked this as it gives me responsibility and maximizes my potential. There is also a lot of trust shown by our VC & CEO and Management, they really encouraged me to test myself in the field and this will enable me to become Head of our LDPE3 Plant very soon, which is a great honor for me and my family”.



Hassan : “Professionals within the plant and within the Learning & Development Department enabled me to grow from a young trainee to starting my Degree in Chemical Engineering. I know I would not have completed the Aggie Gate Program at Texas A&M - Qatar if it was not for the strong foundations of training I completed with QAPCO”

Mohammed : “Personal development is very important to me. I am very lucky to work for a company that always puts my development first. My training specialist identified the gaps in my skills and prepared a customized training plan to fill these gaps. QAPCO believes in continual learning for all its Qatari employees”.



EXPLORE YOUR FUTURE

Abdulrahman : “We are focused on helping to achieve the National Vision 2030 and QAPCO takes you forward with that vision – I feel proud to be part of QAPCO – proud to be part of Qatar’s future”.

Rola : “I am confident that with the support of QAPCO I will become a Manager – the sky is the limit here, if you work hard and add value to the company you will be rewarded”.

Hassan : “The future is clear, If I work hard and study hard I feel that I can achieve anything I want with QAPCO, nothing will stop me. There is a good chance to get to a higher position such as Manager and I know that QAPCO will support”.

Mohammed :
“QAPCO is my future”.



Hassan Musa : “I foresee a very good future for me in QAPCO. Due to my training I am now confident I can contribute to the company - confident that my future will be with QAPCO”.

Thanks to all who participated in the Focus Group and for having provided a real-life opinion about QAPCO. If you would like to know more please visit our website or visit our stand at the Qatar Career Fair from 1st of April 2013 at the Qatar National Convention Center. Contact us : join@qapco.com.qa

Explore your future with QAPCO