

CAREERGuide



THE FUTURE OF AVIATION CAREERS

BE AN EFFECTIVE TEAM MEMBER

TIPS TO IMPROVE YOUR
TEAMWORK SKILLS

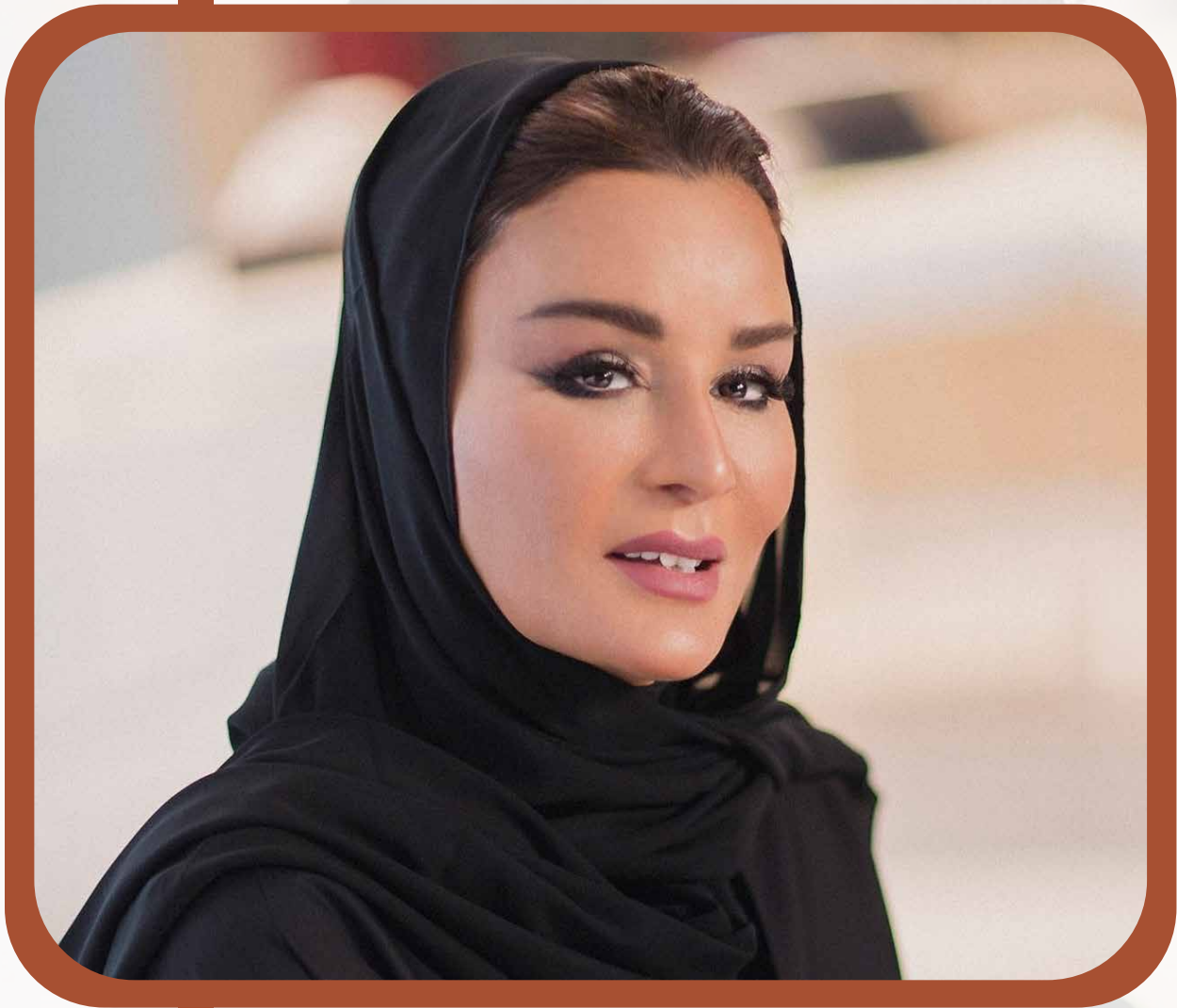
SECRETS OF A SUCCESSFUL RESUME

Q&A WITH HUMAN
RESOURCES EXPERTS

BUILDING LEGACY ON HUMAN CAPITAL LEVEL

INTERVIEW WITH AFRAA AL-NOAIMI
EXECUTIVE DIRECTOR OF JOSOOR





"Always remember, crises will ultimately fade away. But you, with your knowledge and expertise, will forever remain."

HER HIGHNESS SHEIKHA MOZA BINT NASSER
CHAIRPERSON OF QATAR FOUNDATION

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'Career Guide' app available to download at:





Dear readers,

Welcome to the 12th issue of your career guide magazine. This is the third edition published since the COVID-19 crisis loomed over the world early in 2020.

Although we have gradually begun to restore what we consider a normal life, the challenges posed by the crisis remain, and the solutions we have adopted to cope with the impact of the pandemic will seemingly last longer than expected.

The COVID-19 crisis has changed our vision toward everything related to the future of education and work. Solutions such as implementing distance learning in schools and universities, working from home, and providing services and products via the internet all seemed temporary at first. With time, we have realized that they may be here to stay, and they may even have some benefits. We need to carefully study the outcomes and utilize them to build a better future.

While organizations and businesses accelerate their digital transformation process as a result of the pandemic, economies are slowly recovering, and we are also noticing that the labor market needs are changing. There is an increasing demand for specific occupations, and we need to study the future of professions in every sector.

We should focus on the positive aspect of circumstances. A significant challenge that we faced at Qatar Career Development Center was the inability to organize several annual events, which was allowing us to meet in person with students, parents, career counselors, employment representatives, and various other target groups. We compensated for this by launching various digital programs and online services, and the results were impressive as we reached larger numbers of students and parents in their homes. The number of people who interacted with our online campaigns has exceeded 1.5 million. We have also expanded our network of local and international stakeholders.

Lack of a clear future vision for the economy and labor market places a greater responsibility on us. We, a center specialized in career development, should do our best alongside our partners to educate the community about the role of career guidance in securing cadres who commensurate with the future needs of the country's various sectors.

In this issue, you will explore a variety of topics that benefit students, graduates, parents, and anyone working in the fields of career guidance, education, and employment.

Through special reports, you will learn about the impact of the pandemic on professions in the aviation sector, have a closer look at how Qatar prepares the future generations of nurses, and explore the challenges facing career guidance in the country.

We offer our young readers a complete guide on enhancing teamwork skills, a vital personal skill for anyone seeking career success. Besides, we highlight the importance of media literacy given the massive impact of misinformation and fake news on all aspects of people's lives, especially with many spending more time on social media.

Moreover, we introduce you to the electronic career advising system, a unique career planning system that we developed in cooperation with Kuder Inc. This year, we celebrated providing students with direct access to this world-class system through which they can optimally plan their careers from home. The system contains proven tools that have helped millions of students worldwide, and our experts have modified it to suit the requirements of the local community.

In addition, you will read interviews with prominent figures in different fields, from whom you will learn about their career journeys and advice to those who wish to follow suit. We hope they will inspire and help you plan a successful career.

We are confident that this issue will enrich your knowledge, and we promise you more in the coming issues. We will continue our efforts to spread the career guidance culture and build a conscious generation that is aware of their talents, potentials, and capabilities. A generation appropriately qualified to join the country's mission toward sustainable development, whatever the odds and challenges may be.

We wish you an enjoyable and valuable reading.

Abdulla Al-Mansoori

Director

Qatar Career Development Center



CONCLUSION OF THE FCD TRAINING PROGRAM

The Qatar Career Development Center (QCDC) handed out certificates of participation to 10 trainees who participated in the Facilitating Career Development (FCD) Training, which was previously launched by QCDC in cooperation with Mada Center. Accordingly, the National Career Development Association (NCDA) offered comprehensive training in the field of career advising and facilitation for people with disabilities. NCDA hence provided program graduates with a license to practice career advising as professional service providers. This came on the sidelines of a special ceremony during



which QCDC received an honorary shield and a certificate of Digital Access Accreditation from Mada Center. Under this accreditation, QCDC's website has become accessible to all members of society, including people with special needs and the elderly.

QCDC LAUNCHES THE CAREER ADVISOR MENTORING PROGRAM

QCDC has launched the "Career Advisor Mentoring Program" which allows budding practitioners to gain practical experience by delivering career guidance under the supervision of an experienced practitioner. This program is under the umbrella of the Virtual Career Advising Sessions, a major initiative

that provides career guidance to students in Qatar.

For more information about the program, please contact us via:
qcdc@qf.org.qa



QCDC COLLABORATES WITH QSTP TO DELIVER MESHKAT

As part of the "Meshkat" program, QCDC teamed up with Qatar Science and Technology Park (QSTP) to deliver a workshop for teachers from 50 high schools in Qatar on the importance of integrating innovation and entrepreneurship in the academic curricula to foster a creative mindset from a young age.

The program offers three main activations, namely workshops targeting school students, workshops targeting

academic advisors, and an introductory program on entrepreneurship and technological innovations.



QCDC CAREER ADVISORS COMPLETE PIVOTAL PROGRAM

QCDC celebrated a new milestone in its dedicated efforts to support the career aspirations of students in the Gulf state, with two of its career advisors - Effrosyni Parampota and Paige M. McDonough, both experts in career guidance and professional development at QCDC - receiving the Facilitating Career Development (FCD) Instructor Certificate. Both instructors are the first to be accredited in Qatar and the Gulf Cooperation Council (GCC) region.

The FCD Training Program leads to the Certified Career Services Provider (CCSP) credential through the highly esteemed National Career Development Association (NCDA) and the Global Career Development Facilitator (G-CDF) credential from the Center for Credentialing and Education (CCE).



ANOTHER SUCCESSFUL EDITION OF "MY CAREER – MY FUTURE"



QCDC organized the new edition of "My Career – My Future" program between 14 and 23 June 2021. The program was delivered virtually through the center's Instagram account, and it included six sessions during which Mr. Shaheen Hamad Al-Sulaiti, Senior Programs and Services Officer at QCDC, interviewed successful young Qataris from the fields of media, medicine, technology, health, and safety to speak about their

academic and professional journeys. The guests also answered questions and inquiries from students attending the live sessions.

Watch all the sessions on our IGTV channel on Instagram by scanning the following QR Code:



QCDC EXPERT PARTICIPATES IN THE VIRTUAL EDUCATION FORUM 2021

The Ministry of Education and Higher Education successfully organized the Virtual Education Forum 2021 under the slogan "Visions and Aspirations ... Beyond Challenges." The Forum brought together education experts and professionals from Qatar and all over the world.

QCDC's Career Guidance and Development expert, Dr. Hamda Hamad Al Nuaimi, participated in the event and gave a presentation titled "The Role of Professional



Advisory to Close the Gap Between Education Outcomes and Labor Market Needs," which discussed the adaption of education outcomes to labor market needs, in addition to sustainable development, through two main topics: building a common national vision and offering very early professional advisory.

HUGE DEMAND FOR THE VIRTUAL CAREER ADVISING SESSIONS



QCDC's latest initiative to offer free virtual career advising sessions to students in Qatar has achieved tremendous success during its first few months. So far, more than 190 students from around 60 entities in Qatar have benefited from the initiative.

Through these sessions, experts from QCDC and a number of local career counselors, who work voluntarily, assisted students in planning their academic and professional careers.

Each student can book a single 45-minute career advising session in either Arabic or English. A follow-up session is also available if required. University students and graduates for up to two years post-graduation can also benefit from this initiative.

QCDC ORGANIZES WEBINARS TO RAISE AWARENESS OF ASD

Last April, as part of the Autism Awareness Month, QCDC organized a webinar series to raise awareness of Autism Spectrum Disorder (ASD).

The guests spoke about the blessings and challenges of raising and educating children diagnosed with ASD.

The first webinar, titled "Autism Awareness Month: Ordinary Heroes – Living with Autism," hosted American-born academics Dr. Stephen Shore and Dr. Temple Grandin. Both are internationally acclaimed for their extensive experience in ASD, as despite both being on the spectrum, they each lead prosperous lives.

The webinar provided an in-depth perspective of what it means to have ASD. It touched on topics such as providing job opportunities for this group, and the steps employers should take to integrate people with ASD into the labor market. The webinar further looked at the importance of diversifying the workforce in Qatar to include these groups.

The second webinar, titled "Autism Awareness Month: Ordinary Heroes – Nurturing People with Autism," featured Ms. Sara Coleman, Special Education Teacher at Awsaj Academy; Ms. Samantha Campion-Gibson, Autism Specialist at the Learning Center; and Mrs. Sabika Shaban, a parent of two neurodiverse children.



Watch a complete recording of both webinars on our YouTube channel by scanning the following QR Code:



QCDC CONTINUES TO OFFER VIRTUAL WEBINARS TARGETING YOUTH

QCDC organized a number of virtual webinars during 2021, as part of its extensive efforts to help students and graduates better plan their academic and career paths during the COVID-19 pandemic.

Watch recordings of these webinars on our YouTube channel by scanning the following QR Code:

The webinars, which hosted local and global education and career guidance experts, discussed various topics that included higher education in Qatar, studying abroad, the importance of early career guidance, and job searching skills.



ARKANSAS STATE UNIVERSITY LAUNCHES A BRANCH IN DOHA

Arkansas State University became the latest American university to join the higher education system in Qatar.

The university opened a branch at Aspire Zone in Doha. During the academic year 2021-2022, it offers undergraduate degree programs in engineering management and digital innovation, as well as a master's degree program in educational leadership.

For more information about the university and its programs, please visit the official website of their Qatar branch: www.astateqatar.com



THE FIRST INDIAN UNIVERSITY OPENS ITS DOORS IN QATAR

This year saw the opening of the first Indian university in Qatar. Milestone International Education - Savitribai Phule Pune University (MIE-SPPU) offers bachelor's degree programs in four fields: arts, commerce, science, and business administration.

Visit the official site of the university in Qatar to get more details about its programs: miesppu.edu.qa



QATAR UNIVERSITY INTRODUCES NEW GRADUATE PROGRAMS

Qatar University announced the introduction of new graduate programs which will start this fall.

The Master of Science (MSc) and Graduate Certificate in Health Professional Education will prepare competent graduates with the knowledge and skills to improve health professional education and research that actively contributes to the needs of society. The programs consist of two tracks: the MSc in Health Professional Education, which will include a total of 6 courses (24 credits) including a thesis (6 credits) over two years, and the Certificate in Health Professional Education, which will include three courses (12 credits) without a thesis over one year.

The program is the result of a joint effort of the QU Health Cluster members, College of Health Sciences, College of Pharmacy, College of Medicine, and College of Dental Medicine, in addition to the input of the College of Education and external stakeholders, including Hamad International Training Center, and the Medical Education Department at Hamad Medical Corporation.

Qatar University also introduced a Master of Science in Gas and Process Engineering through the College of Engineering. It aims to prepare highly qualified engineers to cater to gas and petroleum technological processes with profound knowledge of chemical engineering, petroleum production, gas processing, and oil refining.

It also offers interdisciplinary subjects that enable students to apply research methods to sustainable gas and process development.

For more information about all the graduate programs offered by Qatar University, please scan the following QR Code:



THE FUTURE OF AVIATION CAREERS



According to the International Monetary Fund, COVID-19 caused the global economy to contract by about 3.3 percent in 2020, the worst since the 1930s. No sector was spared from the crisis's adverse effects which were catastrophic for many.

With most countries closing their borders to limit the spread of the virus, the aviation sector suffered severe damage and entered the most challenging stage in its history.

According to figures published by the Airports Council International (ACI), a non-profit organization representing more than 1,930 airports in 183 countries, there was a 60 percent drop in global passenger traffic in 2020 compared to 2019, which means about one billion passengers less. The crisis also affected cargo airfreight, but to a lesser extent, as the decline did not exceed 10 percent. These enormous losses for airlines, estimated by the International Civil Aviation Organization (ICAO) at nearly \$370 billion, prompted companies to implement austerity measures that ended with thousands of workers in the sector losing their jobs.

Students planning their careers may derive a bleak picture of the future of aviation based on the figures mentioned above. As a result, many students may deem it better to keep away from this sector until the world overcomes the COVID-19 crisis and the picture becomes clearer.

In reality, things are not that bad. There are many reasons to be optimistic about this sector re-growing and restoring its former glory.

Positive Indicators

"Historically, demand shocks caused by September 11th in 2001, the SARS epidemic in 2003, or the major recessions in 1991 and 2009 didn't have long-lasting impacts. These shocks cut 5 to 20 percent from global demand, but the sector recovered after 6 to 18 months," says Kamel Al-Awadi, International Air Transport Association (IATA) Regional Vice President for Africa and the Middle East.

The pandemic has undoubtedly had a more profound impact than that of any past crises. However, according to a

report issued by IATA in May 2021, future indicators issued by global organizations responsible for the aviation sector seem largely positive. The air travel sector has already begun recovery during 2021, and the recovery process is expected to continue next year to achieve 88 percent compared to the results of 2019, before fully recovering in 2023. Growth will then resume gradually until 2030 at the earliest.

This sector's recovery speed is enhanced by the ongoing global vaccination campaign, probably the most extensive in human history, in addition to the relentless pursuit by international pharmaceutical companies to produce treatment for the virus, which is expected before the end of this year.

Indeed, the world is unprepared to rely on alternative means of travel over long distances. Therefore, most countries are keen to find solutions to reopen their borders, lift restrictions imposed on travelers, and enable international travel to resume so as to mitigate the economic losses incurred by COVID-19. Although some risks are still posed mainly by the new mutated strains of the virus, the world has finally begun to contain the crisis after nearly a year and a half of harsh lessons learned. The most important of these lessons is that complete closures make economic recovery slower.

Al-Awadi believes that air travel is safer than many activities that have already resumed around the world, such as sporting and artistic events. He says: "As the pandemic has evolved, so has the data on virus transmission across travel journeys. The air travel environment has become very safe. The multi-layered biosafety measures applied by the industry are highly effective, and the risks of virus transmission during travel are much lower than in most other settings, including other activities that have restarted."

The aviation sector has implemented a multi-level approach to reduce virus transmission and enhance the health and safety of travelers and workers in the industry. This included canceling or reducing contact during flight, applying health-monitoring techniques such as thermal examination and health passports, and providing aircraft with high-efficiency particulate air filters (HEPA filters), along with traditional measures such as wearing masks, applying social distancing at airports, and conducting COVID-19 tests.

This sector must take advantage of lessons learned during the pandemic to prepare for any similar crises in the future and reduce ensuing losses. Al-Awadi maintains that, alongside cooperation with governments and new levels of operational response, technology, and digital transformation are the primary tools to ensure that the aviation sector adapts to any pandemic in the future. He explains: "Greater use of data and digital technologies will be an essential part of the industry's recovery and resilience planning so that it can play its proper part in managing the risks of transmission and resurgences of coronavirus, and of potential future pandemic diseases."

He adds: "Greater collaboration with governments



is also essential to establish plans to safely reconnect their people and economies via air transport based on clear benchmarks for reopening and testing/vaccination protocols to manage risks. Improved operational responsiveness is also critical, and this is achieved through greater levels of data-sharing."

Qatari Aviation Sector in Good Shape

The conditions of the Qatari aviation sector seem better than those of its counterparts in many countries. Despite the crisis, Hamad International Airport was among the top ten airports globally during 2020 regarding the number of passengers and quantities of goods passing through it. Moreover, Qatar Airways strengthened its position as an essential airline worldwide that provides long-haul flights. It also expanded its global network by adding new destinations such as San Francisco (USA), Brisbane (Australia), Accra (Ghana), and Abidjan (Cote d'Ivoire).

With Qatar Airways continuing to attract local talent through the "Al Darb" Qatarization initiative, there is no reason for young Qataris to worry about pursuing a career in this sector. They may need to view things differently, as aviation in the post-COVID-19 era may generate new jobs related to technology, health, and safety. The important thing is for them to have the ability to adapt to changes, focus on their transferable skills, and be always ready to assume different roles that suit their skills and experience.

AL DARB QATARIZATION

QATARI YOUTH'S PORTAL TO WORK IN AVIATION

Qatar Airways' Al Darb is one of Qatar's leading programs that develop local talent and capacities. Since its inception in 2011, the program has provided a wide range of local and international job opportunities for Qatari youth in the aviation sector. Having tremendously developed over the past years, it now includes various programs that provide career opportunities in an array of specializations across the company's departments. "We are proud of the successes of the Al Darb

Qatarization initiative over the past years. Our Al Darb Programme has already provided

opportunities for many Qataris who continue to make a valuable contribution to the airline," said Nabeela Fakhri, Senior Vice President of Nationalisation and Special Projects at Qatar Airways.

This program's main advantage is that it enables students and graduates

to work on real projects worldwide, preparing them for a successful career at Qatar Airways. The diversity of the

initiative allows nationals to explore different career paths that meet their interests.

Despite the harmful effects that COVID-19 had on various institutions, Qatar Airways has remained agile, innovative, and resilient during the pandemic. Nabeela explains: "We have used this time to enhance our programs further, and we continue to welcome new joiners. Our team strives to provide nationals with world-class learning and development opportunities to experience and operate in various work environments. We believe in the vast potential our local talent holds, and we are committed to nurturing it continuously so that it can lead the future of the airline."

She adds: "Our objective is to consolidate our efforts to support the Qatar National Vision 2030 toward a sustainable Qatar. Qatar's National Vision aims that, by 2030, the nation will become an advanced society capable of sustaining its development and providing a high standard of living for its people."

Nabeela calls on Qatari youth to remain enthusiastic about working in the aviation field and not worry about the recent COVID-19 circumstances, saying: "It is a field full of unique opportunities and challenges that contribute to developing careers faster. I invite our young people to learn about Al Darb and explore the opportunities it offers. At Qatar Airways, we believe that you make the most of yourself when you work somewhere that makes the most of you. Nationals need to be open to learn and acquire skills that will allow them to adapt to any situation they face."

AL DARB QATARIZATION PROGRAMS

All of these programs are only available to Qatari nationals and children of Qatari mothers.

To find out more details about these programs, admission requirements, and how to apply for each of them, please scan the following QR code:



NATIONAL SCHOLARSHIPS PROGRAM

The program provides financial and academic support to Qatari students studying in Qatar and overseas. Students are assisted in their studies, and upon completion of those studies, they join Qatar Airways as Graduate Develepees.

CADET PILOT PROGRAM

This program aims to develop selected high-caliber students into future professional airline pilots. Successful Cadet Pilots will graduate with a Multi-Crew Pilot License (MPL) and a Bachelor's Degree in aviation.

AIRCRAFT MAINTENANCE ENGINEERING PROGRAM

The program aims to develop skilled Qatari engineers who will play a pivotal role in maintaining the safety and efficiency of the Qatar Airways fleet. It includes up to 18 months of foundational Math, Science, and English (if required), 27 months of study at Qatar Aeronautical College (QAC), and an additional two years of on-the-job training.

AIRPORT OPERATIONS PROGRAM

This program provides Airport Operations Management diploma graduates with development opportunities to pursue various roles within Hamad International Airport at various professional levels. It aims to give the develepees a well-rounded understanding of the activities required to manage the airport's different functions and customer experience successfully.

AVIATION MANAGEMENT PROGRAM

This one-year program provides an excellent opportunity for

experienced professionals in non-aviation industries to enter management roles within Qatar Airways.

GRADUATE DEVELOPEE PROGRAM

This one-year program provides development opportunities for Qataris that have recently completed a bachelor's degree. It has eight streams, including human resources, media, and communication. It helps the graduates gain the skills, competencies, and behaviors required to perform effectively across different departments after one year of development.

OUTSTATION DEVELOPMENT PROGRAM

This unique program is the result of a collaboration between Qatar Airways, the University of Geneva, and the International Air Transport Association (IATA). It is designed to offer a combination of classroom training with practical on-the-job placement experience. Upon completing the program and all required on-the-job training, graduates will be given a Diploma of Advanced Studies in Aviation Management and offered positions across the Qatar Airways global network of outstations in different business areas. The course also provides an in-depth training program that could lead to a pathway toward an executive MBA.

SUMMER INTERNSHIP PROGRAM

The program provides Qatari nationals the opportunity to gain an insight into the aviation world and develop professional skills by working at Qatar Airways headquarters during the summer. Each intern will be assigned a coach who will be accountable and responsible for mentoring and guiding him/her during the internship period, ranging between two and three months.

THE SECRETS OF A GOOD RESUME



A résumé is an indispensable tool for building your brand in the labor market and helping you land a job. Through it, any potential employer will learn about your skills, experience, and education to build a picture of what you can offer to his/her organization.

Your résumé will probably have one chance when it reaches the human resources department at an organization. The recruitment officer will only have a few minutes, or even

less, to inspect it and decide whether you will be considered as a job candidate. That means you will need to put your best effort into creating a résumé that highlights your strengths and sets you apart from other job applicants.

In the Q&A section in this edition, we interviewed human resources experts from three major Qatari organizations to give our readers tips on how to create a résumé that leaves a good first impression.

HAMAD DALMOUK

Workforce and Compensation Director
Human Capital Department
Qatar Foundation



What makes a good résumé?

Talent Acquisition professionals go through many résumés daily. The key elements that make us differentiate a résumé from others are if the candidate meets the requirements of the position, if the résumé is well-organized, if it is written with no grammar and spelling mistakes, and if it includes the most relevant information about the candidate.

A good résumé should be structured and well-written. It should highlight the most relevant and updated information about the candidate. It can include a summary profile, qualifications details, professional experience, and any other information that is relevant to the application, such as soft skills, technological skills, additional training, certifications, and professional memberships.

What gives you a wrong first impression of a résumé?

Typing errors and grammatical mistakes can give a wrong first impression. A poorly organized résumé also can do the same. We highly advise applicants to use electronic tools or online applications to review their résumés before submitting any application. They can also use some of these tools to organize their résumés. For instance, Microsoft Office provides a review tool that highlights spelling and grammar mistakes, in addition to a variety of résumé templates that are straightforward to use.

How long should a résumé be?

Ideally, a résumé should be one or two pages long. It will depend on the years of experience and the additional information the applicant would like to include. A shorter résumé will enable the reviewer to go through the most relevant information of the applicant in a short time. At Qatar Foundation, we welcome all types of résumés. We use electronic tools that allow us to filter résumés according to the hiring department's requirements.

If you are interested in a specific résumé, would you visit the applicant's LinkedIn page and other social media accounts?

If the résumé provides all the required information, we don't need to visit the applicant's LinkedIn page. We will only do it if we need further clarification or if we need to fill any gaps in the information on the résumé. We don't visit social media accounts as they tend to be more of a personal site and not business-related.

What is your advice to anyone who wants to create a good résumé?

- Keep the résumé focused and organized, highlighting your most relevant information in terms of personal objectives, skills, qualifications, and professional experience.
- If you are not sure where to start, use one of the many templates available online. The key is to choose the right format for you and add your most updated and relevant experiences and achievements.
- Ensure that the summary profile and objectives are clear and engaging and that your contact details are correct. Additionally, verify the degrees and the graduation year. Make sure to provide details of the years you worked in each job/organization. Adding achievements that are relevant to the job application is always a plus.
- If there is a gap in the résumé due to further studies, sabbatical, etc., we highly recommend including details about this for the recruiters.
- Finally, proofread your résumé, review the content, and verify grammar and spelling mistakes before initiating the application process.

NOORA RASHID SOWAYED

Recruitment Team Leader
Financial and Human Resources Division
belN Media Group



What makes a good résumé?

A good résumé must be clear and concise. What attracts me most to a résumé is creating clear sections and organizing them in the proper order. It makes it easier for the recruiter to reach the information he/she is seeking. The résumé should also include all the information about the candidate, and at least some of this information should be related to the post he is applying for. A clear and attractive résumé summary highlighting the applicant's best skills and achievements is also a sign of a good résumé.

What gives you a wrong first impression of a résumé?

We may exclude a résumé if the applicant's qualifications and experience do not fit the nature of the organization. Missing, unclear, or wrong information, like inconsistent employment dates, can also lead to the same fate. Changing work constantly during a short period and frequent grammatical mistakes may also leave a bad impression.

How long should a résumé be?

In my opinion, the ideal number of pages for a résumé should not exceed three pages. It will surely depend on the level of experience of the applicant. In all cases, an applicant should focus on providing clear information and be as brief as possible.

If you are interested in a specific résumé, would you visit the applicant's LinkedIn page and other social media accounts?

Yes, for some jobs, professional networks like LinkedIn allow us to know more information about the candidate which was not included in the résumé. It helps us learn about his/her interests while also

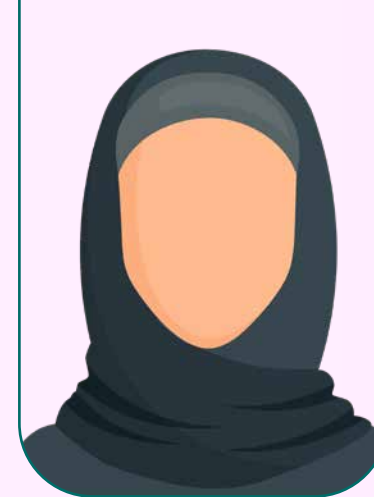
checking if there are any recommendations. We visit the candidate's other social media accounts if they are mentioned in the résumé, especially if he/she uses them to promote his/her skills and experience.

What is your advice to anyone who wants to create a good résumé?

- Add your contact information clearly at the top of the résumé.
- Provide details of your academic qualification, including the major, graduation date, and name of the institution.
- When writing your résumé, place the information in the right order. Start by introducing yourself and the key skills you possess, then mention your academic degrees. After that, add your work experience and any courses you studied, then add the languages you speak and your level of proficiency in each of them.
- Be brief, as much as possible, without compromising clarity. Simply present your information and avoid exaggeration.

ALANOOD AL-MALKI

Acting Policy and Global Mobility Lead
Compensation and Policy Division
Qatargas



What makes a good résumé?

I like to think of a résumé as a gateway to being selected as a potential candidate and getting an interview opportunity. If a candidate achieves this, regardless of whether it ultimately leads to a job offer, I will still consider the résumé as a good one. A good résumé should be updated regularly. In some cases, it is also wise to customize it to meet a specific requirement of a job opportunity.

What gives you a wrong first impression of a résumé?

Grammar and spelling mistakes take away from making the critically-important good first impression. Also, very long and detailed résumés should be avoided. Lastly, an outdated resume gives a bad impression. For instance, one common mistake I have noticed is that some applicants may add a new job or position while leaving the same dates from the previous job.

How long should a résumé be?

I prefer a résumé of two pages—may be a maximum of three pages—as I believe selecting quantity over quality puts a résumé at risk. Résumés should be concise and focused on one's core qualifications.

If you are interested in a specific résumé, would you visit the applicant's LinkedIn page and other social media accounts?

Yes, I might visit LinkedIn or any similar professional platform. However, I would not visit other social media accounts since it is more of a personal space. While it might not always be the case, checking the activity and involvement of a candidate in a professional network like LinkedIn can give you easy access to feedback and reference checks. Also, if you have a specific subscription in LinkedIn, you can use

many features to view one's résumé and check and filter it against job posts. Such tools can be effective if a company relies on such professional platforms, as they make choosing the job candidates more efficient.

What is your advice to anyone who wants to create a good résumé?

- The answer depends on a candidate's response to relevant questions. A candidate should ask himself or herself: What are the job requirements? Do I know the employer well? Do I know which talent pool they normally focus on? Based on answers to these questions, a good résumé can be tailored and updated to align with a specific role.
- Some general rules are essential, such as using keywords, professional formatting, and presenting your information in a relevant way. When using infographics, a candidate should keep them clean and neat to avoid distraction. I search through a résumé using keywords, and then I benchmark that against a job requirement.
- The order of presenting your information is best when it aligns with the job post and when it is relevant to its requirements. Let's say that the job post clearly states that a specific certification is required then it should be highlighted in your résumé.
- Nowadays, many companies use specialized systems or applications to filter and source out résumés. Many of these systems use keywords as the basis to highlight potential résumés for the recruiter to review, so this is very important to remember.

BUILDING WORLD CUP LEGACY ON HUMAN CAPITAL LEVEL

Interview with Afraa Al-Noaimi Executive Director of Josoor Institute

In 2022, Qatar will make history when it becomes the first Middle East country to host the FIFA World Cup, the most widely viewed sporting event in the world. This event will be the culmination of the considerable efforts made by Qatar over more than three decades, during which it successfully hosted the largest continental and international sports tournaments.

Qatari women contributed to all the successes achieved by the country during the flourishing construction process in the past years. Therefore, they will undoubtedly have a crucial role in the hosting of this global event.

The Supreme Committee for Delivery & Legacy (SC) is tasked with implementing the FIFA World Cup Qatar 2022™ projects and ensuring that these projects contribute to achieving Qatar's sustainable development goals. In this issue, we have an interview with Afraa Al-Noaimi, Executive Director of Josoor Institute, the educational and training arm of the SC.

Afraa graduated from Qatar University's College of Business and Economics with a Bachelor's degree in management information systems. Following graduation, she started her career in the Human Resources Department at Maersk Oil and Gas. She then occupied various positions at Qatar Petroleum and Qatar Museums Authority before becoming the Human Resources Manager at the Qatar Authority for the Development of Small and Medium Enterprises. In mid-2014, Afraa joined Josoor Institute as the Human Resources Director and then became Josoor's Executive Director in early 2018.

During this busy career, Afraa was keen to enhance her experience in the academic field. As a result, she obtained an MBA in business administration from the University of Hull in the UK and an Executive Masters in leadership from the Qatar Leadership Centre. She is currently preparing a PhD in business administration at Warwick University in the United Kingdom.

The young Qatari did not neglect her passion for literature and art. One of her most prominent contributions was her novel *Feminine Business Cards*, where she sheds light on the challenges facing working women in the Gulf societies. Moreover, she discusses various societal and humanitarian issues through her weekly article in Al Sharq newspaper. She is also keen on expressing these issues through art, and her paintings were featured in several exhibitions.

In the following lines, we will learn more about her career and get her tips for those who desire to discover their passion and achieve their goals:

You are part of the entity tasked with organizing the first World Cup in the Middle East. How does that make you feel?

It is a great and indescribable feeling. The tournament will be a source of pride for all Arabs and Qataris. Once it was announced in 2010 that Qatar would host the World Cup, I sought to have a role in the tournament's organizing team. I worked hard to join Josoor Institute which was founded three years later, even though I was perfectly stable in my work. Josoor's vision and objectives were in line with my experiences and professional ambitions, as they link the academic and professional aspects and focus on human resources development.

Is Josoor's role limited to preparing cadres that will participate in organizing the FIFA World Cup Qatar 2022™?

Definitely not. Josoor's larger goal is to improve the capabilities of the sports administration employees and organize events in Qatar, the Middle East, and North Africa. It will achieve this by providing education, training, professional certification, consulting, and research. In addition, Josoor's graduates work with various partners to develop sports institutions and organize the events hosted by Qatar. As a result, the country has gained tremendous experience in organizing sports events, and the upcoming World Cup will be a new starting point toward hosting more major sporting events in the future.

What impact did the COVID-19 crisis have on Josoor's services?

The crisis caused problems at first due to the precautionary restrictions, but we managed to operate smoothly and provide workshops and courses remotely without affecting the quality of our programs. The most important lesson we learned from the COVID-19 crisis is that everything changes, and therefore we need to adopt flexible strategies and adapt to any changes that may occur. This requires thinking more flexibly when making decisions, defining work methods, and dealing with members of the work team.

After you graduated, you started working in a non-governmental company. How was the experience?

It was a fruitful experience from which I learned a lot, and it has enhanced my career. Working with colleagues worldwide and dealing with people of different mentalities and backgrounds has fine-tuned my skills. I advise fresh graduates to think seriously about working in the private sector, at least at the beginning of their career, as this would qualify them to work in the government or semi-government sectors when the opportunity comes.

You worked at several institutions. Were you not worried about changing your job several times within a short period?

I believe there should be no issue in changing your job or even your field of specialization, especially during the first years of your career, until you discover your real passion. I consider it a stage of gaining experience, so I have always searched for something new to learn. Also, I was not fond of routine. Working at several organizations provided me with different backgrounds that honed my skills. Suppose you reached a point during your career where you found yourself doing the same daily tasks for years with no more knowledge to gain. In that case, you should seriously consider changing your path and pursuing new experiences that add to your professional expertise.

Would you advise graduates to consider postgraduate studies?

Of course, but they also need to gain professional experience. Academic studies will support the theoretical aspect of their knowledge, and their presence on the job will allow them to apply what they have learned. However, they should also know that such a matter will require them to put in a lot of effort and organize their time wisely.



Why are you interested in literature and art?

I developed an interest in them since my childhood. I was eager to participate in activities and competitions at school and university on writing and drawing. I became very close to art and design during my internship at the library of Virginia Commonwealth University School of the Arts in Qatar. I seriously considered pursuing a career in this field. Writing and drawing are my means of expressing important women's and societal issues.

What message did you want to convey through the novel Feminine Business Cards?

I tried to shed light on the challenges facing Qatari women who work in an environment different from the familiar one they have with their families. I depicted this realistically and simplistically through various stories of women who had this experience and managed to adapt and overcome those challenges while preserving their values. It is a message for the community to understand such challenges.

How do you find time to practice your hobbies while being so busy with work?

My day starts at 5:30am, and I go to bed at 10:30pm. I allocate specific hours for work, others for home and family, and the rest for reading, writing, and practicing my hobbies. I do not allow any of these times to overlap with one other. Time management is a crucial skill, and specifying the daily schedule of tasks is essential. You will not benefit from your time or achieve your goals unless you fully comply with the scheduled tasks within their specified deadlines without any excuses.

Who are your role models, both personally and professionally?

On a personal level, my role models are my father and mother. Their non-stop encouragement and support for my educational and professional choices greatly impacted my professional success. On the professional level, my role model is undoubtedly Her Highness Sheikha Moza bint Nasser. She is a source of inspiration and pride for all Qatari and Arab women.

What is your advice to anyone who wants to discover the professional specialization that suits them?

The best approach is to explore different majors during your study. In this regard, the earlier, the better. Moreover, having internships or volunteering in a field you want to specialize in is the best way to assess your passion and define your career.



Information about Josoor Institute programs

Josoor offers several educational programs in sports management and events organization. Most notably, the institute has the Professional Diploma in Sports Management, which focuses on the prominent professional and administrative aspects of the sports field. In addition, Josoor offers the Professional Diploma in Major Events Management. This diploma provides a deep understanding of all aspects of events management in Qatar and worldwide and the best practices required to work in this field, whether on the level of sports, artistic shows, entertainment, music, festivals, conferences, museums, or fashion shows.

Both programs are offered in collaboration with Josoor's academic partner, namely the Bocconi School of Management, which the Financial Times magazine ranked sixth among business schools in Europe and seventh worldwide among specialized preparation programs. For more information about all Josoor's programs and the terms and deadlines for applying, please scan the following QR code:



PROMISING FUTURE FOR NURSING IN QATAR



The COVID-19 crisis has shed light on the vital role played by the healthcare sector in protecting societies and supporting national economies. It also undoubtedly proved that building a safe and advanced healthcare sector requires vast budgets, high-level facilities, and, more importantly, qualified cadres to work in all health professions and carry out the requirements of their roles to the fullest.

Nursing is at the forefront of these required professions. Thanks to the vast knowledge and skills that workers in this profession possess, they are the backbone of any healthcare system.

Qatar has paid great attention to nursing since the 1960s. It started with establishing the Higher Institute

of Nursing, which supported the healthcare sector for decades. However, with the population growth and the tremendous development of healthcare since the beginning of the new millennium, there has been a growing need for nursing graduates who meet the requirements of a more complex and diversified healthcare system. Therefore, in 2007, the University of Calgary in Qatar, a branch of one of the leading universities in Canada, was inaugurated. It has become the only provider of higher education in nursing in the country.

Dr. Deborah White, Dean of the University of Calgary in Qatar, says: "Nursing is an important part of Qatar's National Vision 2030 and the National Health Strategy which focus on human development, excellence in



education, and developing a world-class healthcare."

She added: "We are proud of our partnership with Qatar to achieve its inspiring vision. Our mission is to develop a new generation of local nurses to improve health outcomes and patient care delivery systems in the country."

The university currently offers a Bachelor of Nursing for high school graduates and individuals with a nursing diploma. It also offers a Master of Science in Nursing that prepares graduates for leadership and management roles in healthcare facilities, as well as a foundation program for students who meet the entry requirements for an undergraduate program but need to improve their English, mathematics, and science skills.

The university is also keen to provide its students with extensive hands-on training during the study period, as Dr. White explains: "Our students learn through academic classwork (theory), simulation labs, and on-site clinical experience (practice) across various settings including Sidra Medicine, Primary Health Care (community), and Hamad Medical Corporation. What this means is, as future registered nurses, our students graduate with a full-spectrum understanding of the clinical skills, and the knowledge and expertise required to navigate and advance Qatar's healthcare system."

So far, nearly 700 students have graduated from the university, including 107 Qatari students. Most of them work in organizations such as Hamad Medical

Corporation, Sidra Medicine, Primary Health Care Corporation, Aspetar Hospital, and the Qatar Armed Forces, in addition to several private health institutions. Meanwhile, some chose to support the health system by joining research, teaching, or government work.

Challenges and Solutions

The University of Calgary in Qatar encourages more students to study nursing by visiting them in high schools and introducing them to the university's programs and career opportunities in the nursing domain. Throughout the year, various events are also organized on campus and online, the most important of which is the Open Day, held annually under the slogan "Experience the University of Calgary in Qatar." This event allows prospective students and their families to learn about nursing study, explore the university facilities, and talk with professors and current students, alumni, and administrators for any information they desire.

However, despite all these efforts, attracting more Qatari youth to pursue a nursing career remains challenging. One of the reasons for this is the common belief that nursing is arduous and lacks social status when compared with other professions.

Contrary to this perception, Dr. Deborah says: "More than just physician assistants, nurses are leaders, experts, and compassionate healthcare providers who can communicate effectively with patients and other



healthcare leaders. Choosing to pursue a career in nursing is a great service to the nation. It is a noble profession, one that contributes to supporting the healthcare system, caring for the sick and injured, saving lives, and protecting your community and your family."

The university organizes active campaigns through mass media and social media platforms to dispel misconceptions associated with nursing and improve society's understanding of the vital role of workers in the health sector. The university is also keen to highlight the achievements of its graduates, both male and female, in various institutions by allowing them to share their success stories in their own words and inform students and the community more about the nursing field."

Success Story

"I chose to study nursing. At first, I wasn't completely convinced, but after completing the foundation program and getting to know the field more, I felt the greatness of this profession. I saw the impact of the nurses' work and their ability to make a difference in patients' lives, so I decided from that moment to go deeper in studying nursing."

The above is what Nouf Fahad Al-Kuwari said about her first steps in the field of nursing. After graduating from the University of Calgary in Qatar in 2014, Nouf became the first Qatari nurse at Sidra Medicine, where she currently works in the Department of Pediatric Surgery. She did not stop at that, as she was keen to continue developing her career and obtaining a master's in Advanced Nursing

Science from the University of Glasgow in Scotland. She then joined a master's program in pain management, which will enable her to work in this delicate specialty in the Department of Anesthesiology.

Nouf added: "I hesitated at first, probably because of societal pressures and the misperception of nursing as a lower-level job. I had to exert much effort to prove that nursing is a noble profession that benefits society and that it is as important as medicine, as both complement each other."

She further said: "I was also apprehensive about not being good at English, but this has changed through the foundation program which increased my confidence and improved my skills dramatically. I am now used to giving English presentations at conferences."

Maintaining that nursing is not as difficult as some may believe, Nouf explained: "There is no profession without challenges, and you can succeed in any work as long as you do your best. I invite Qataris and Arabs residing in Qatar to seriously consider pursuing a career in this field. It has few Arabic speakers, so the impact they can make in the lives of patients who do not speak English will be significant. It is an indescribable feeling to succeed in helping others go through an easy and safe treatment."

A Profession That Suits Men

Society is used to the vast majority of nurses being females, but the truth remains that this field is equally well suited for males. Nevertheless, persuading male students to pursue a career in nursing is a global



challenge not limited to Qatari or Arab societies. For example, at the University of Calgary in Qatar, about 13% of Qatari students are males; that is 4 out of each 30. Low as it may seem, the percentage is very promising and close to the rate of males working in this field during 2020 in the United States (12%) and Canada (9%).

Shafi Al-Marri is a 27-year-old Qatari male nurse from the University of Calgary in Qatar. "Since the first year I decided to study nursing, I have been facing a lot of criticism for choosing nursing as a profession, especially because I am a Qatari man. This criticism never affected me; rather, it just made me more decisive to become a nurse no matter what others say," he says.

"I believe that nursing is more than just a job. It is a noble profession where you do your best to provide care and guidance to others. Being a nurse, you learn to become a leader and display empathy and professionalism, two necessary components of high-

quality healthcare."

Al-Marri confirms that the challenges he faced made him more determined to raise social awareness about the significance of this profession and its contributions to the healthcare sector as well as the health and safety of citizens and residents in Qatar. He explains: "I realized that this is an important part of my work. I am gaining more knowledge about society's view of nurses, whether male or female. What are the strengths and weaknesses? How can the community be made more receptive to this career? What are ways to raise societal awareness about nursing? I will need to do a lot of research to know the answers to these questions. I hope to reach results that contribute to changing people's misconceptions about this profession."

For more information about the programs offered by the University of Calgary in Qatar and how to enroll in them, please contact the university's Student Services Department via:

Email: ucqadmit@ucalgary.edu.qa

Phone: +974 4406 5222

You can also visit the university's official website by visiting the following website: ucalgary.edu.qa



Lawyer

Can we live in a society without laws? Of course not. Respecting and applying laws is the main guarantee to the rights and freedoms of citizens and institutions. Laws protect members of society and regulate their relations with one another, with institutions, and with the authorities.

Think in-depth, and you will discover that a branch of law regulates every aspect of our lives. For example, some laws regulate work, business transactions, and civil rights. There are also contracts and commitments that you need to fulfill and limits that you must respect.

These laws fall in one way or another under two main branches: public law and private law. The former regulates relations between entities and individuals, of whom one has sovereign power over the other, such as the case between a state and its citizens, with examples including administrative law and constitutional law. The second main branch is private law, such as civil law and commercial law, which regulates relations between individuals or entities that do not hold sovereign power over one another.

Given its significance, studying law offers you various career options in government and private institutions. You may find opportunities to work as an expert, consultant, or researcher at legal departments in public or private sector companies. Alternatively, you may choose to work in the government and contribute to legislation, or you may decide to pursue a career in public prosecution or the judiciary. In this issue, we will focus on a different path, namely the profession of a lawyer, due to its prominence in society.

The primary task of a lawyer is to assist the client, whether an individual or a company, in obtaining their

rights as guaranteed by the law as well as in complying with the regulations. A lawyer may accomplish this through pleadings in courts, providing legal advice, drafting contracts, mediating, or representing people before government and private agencies. Other tasks are determined according to the case type, the court, and the clients' requests.

Practicing law is a versatile, creative profession based on intellect, effective communication, and critical analysis skills. As a lawyer, it is not enough to learn at university; you also need to constantly research laws, legal updates, and previous rulings to obtain information that may benefit your clients.

The profession offers the possibility of enjoying independence, as lawyers may decide to have their own offices. Still, it remains a demanding job that requires a solid personality capable of dealing with pressures. The fate of people and companies may rely on your efforts, so you need to be organized, energetic, persistent, and effective in time management.

To become a lawyer, you need to obtain a Bachelor of Laws or an equivalent degree after studying for four years at a law school.

Each country has regulations that define the stipulations for practicing the legal profession. In Qatar, the Department of Legal Affairs under the Ministry of Justice is responsible for regulating the work of lawyers. A lawyer needs to first register as a trained lawyer, receive a two-year training at a law firm, and attend the lawyers' course at the Ministry of Justice. The training enables the lawyer to become registered on the list of practicing lawyers.

Qatar University's College of Law offers a Bachelor of Laws (LLB) program, accredited by the High Council for Evaluation of Research and Higher Education in France and the British Accreditation

Council for Independent Further and Higher Education. It also offers two master's programs in public and private law, with the possibility of preparing for a doctorate.



Hamad Al-Yafei

Founder and Managing Partner
Hamad Al-Yafei Law Firm

I graduated from the Faculty of Law at Cairo University in 2007 with a Bachelor's degree in law, but I did not decide to work in the field until six years later. At first, I worked as a trainee lawyer at the office of Professor Sultan Al-Abdullah, for whom I paid utmost respect and appreciation and from whom I learned a lot. He gets a lot of credit for developing my career and helping me take my first steps in the legal profession.

I received training for two years, including six months attending a mandatory training course for lawyers at the Ministry of Justice. I was then registered as a practicing lawyer at the primary level, so I decided to open my own office.

I was somewhat apprehensive about this decision due to the blockade during that period, but, thank God, everything went well. I formed a work team to keep pace with the increasing demand for office services. Five years later, the office significantly expanded, and it now holds an integrated work team capable of dealing with all issues.

I am now registered as a practicing lawyer in the Court of Appeal, and I am currently studying at Qatar University for my master's degree in private law.

I decided to study law and change my career path at an older age than usual, and I was already at the head of my work in the military. I also worked for a while in commerce, but my passion was for law, an essential part of life's affairs. After graduation, I had a chance to take a job, but I never felt comfortable working as an employee, and I was not too fond of routine. My family and friends pressured me not to take the risk of leaving the job, but it was a decision I made. Those pressures were a huge motivator for me to succeed. I did not consider becoming a judge or prosecutor, as my passion was to be a successful lawyer.

If you decide to work as an independent lawyer, you should

first work in a legal position for several years to gain experience and save money for starting your legal career. Be patient and do not regard money as your primary target from the beginning. Focus on building your reputation, gaining experience, being patient, and working hard, and then the material gain will follow naturally.

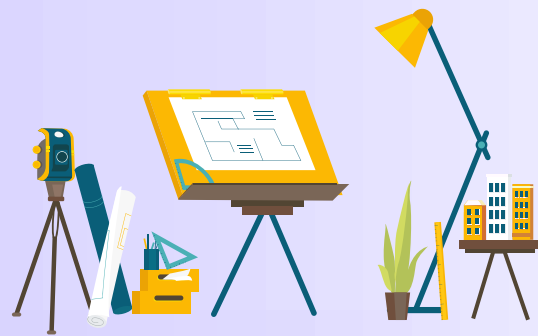
One factor that helped me succeed in this field was my keenness to develop communication skills by attending training courses at Al Jazeera Media Institute. I refined skills such as eloquence, diction, and public speaking. To be a judge, you need to have prestige, which entails speaking confidently during arguments and stating thoughts and viewpoints clearly.

Young lawyers should also take advantage of social media to build their reputation and inform the community of their professional potential. For many years, I took an interest in marketing myself through social media, which contributed to my career development. Through social media, I focused on providing advice to serve the community in Qatar, which played an essential role in enhancing my reputation and introducing myself to people.

I would advise any student desiring to work in the legal field to acquire knowledge in various domains.

To succeed in this field, you must love to read and research information, unleash your mind, and listen to others.

Success as a lawyer does not necessarily result from owning an office. To be a successful lawyer, you need to work for long hours at unusual times and be constantly present in courts and prosecutors' offices. You will need to know all about the clients' issues and follow up on your team's efforts. Lawyering is not an easy profession and requires hard work, attention, and focus. Still, when you help your client obtain his rights, you will have a beautiful, indescribable feeling.



Architect

If you think of building a career in a creative field that combines arts and science, you may consider becoming an architect.

The origins of architecture date back to ancient times, simply when humans started to build houses to live in. Through architecture, we learned about the civilizations that lived before us. The cities, buildings, and monuments they left immortalized their cultures and beliefs.

Art schools in Europe started to teach architecture during the 16th century, but the first known architectural engineering program was established in the late 19th century at the University of Illinois in the United States.

The architect's main task is to provide solutions that transform the client's vision into reality by designing places where people can live, work and enjoy. A place doesn't necessarily have to be a residential, commercial, service, or recreational building. It may be a neighborhood, an entire city, an industrial facility, or a landscape.

Some might think that an architect's role is limited to designing the external features of a building or a project, but the matter is entirely different. The design must be within achievable scientific standards, and it must take into consideration the engineering side which guarantees that the building will satisfy the function it was built for. This means that if an architect needs to design a building, he may have to consider every detail, including lighting, ventilation, electrical wiring, maintenance, safety, health, building materials, mobility inside the building, surroundings of the building, and its impact on the environment.

Architects bring the client's vision into reality by being involved in the project from early stages where they help define the specific project goals and objectives, before planning for the initiation of the project, preparing designs and leading the project stages from concept design to construction. Depending on the type of project, architects usually work with a team of engineers from different disciplines.

Architects need to be creative and have analytical and problem-solving skills. Having good sketching skills is also crucial, as it is one of the first steps in designing any project. In addition, architects are like the maestros in the design team orchestra, so they need to possess leadership, communication, and teamwork skills. Learning how to use sketching, architectural design, and rendering software programs is also essential.

The importance of each of the above-mentioned skills will differ according to the career path chosen by the architect. Architects may take on several career paths gaining specific experience or earning postgraduate degrees and/or specific certificates. These career paths can be classified according to the building type like residential, commercial, or healthcare. It can also be according to areas of specialization like design architects, interior architects, urban planners, or landscape architects. Focusing on a certain specialization is one of the most important aspects any aspiring architect should think of, but mastering a specific field does not mean you should completely neglect the rest.

The first step in becoming an architect is to graduate from a locally or internationally accredited architecture or architectural engineering program. The first requires at least five years of study during which most focus will be on architecture-related topics, while the second requires studying for at least four years, and more emphasis is placed on engineering content.

In addition, each country has its own regulations that govern the work of architects. For instance, in Qatar, an architect needs to obtain a license from the Ministry of Municipality and Environment. Architects with recognized degrees are registered under the Ministry of Municipality and Environment as Architectural Engineers and are classified based on years of experience as Trainees, Grade-C, Grade-B, then Grade-A Architectural Engineers.

The Department of Architecture and Urban Planning in the College of Engineering at Qatar University offers the opportunity to obtain a bachelor's degree in Architecture through a five-year program. The

program is accredited by the National Architectural Accrediting Board (NAAB). The college also offers a master's program in urban design and planning.



Hanan Al-Ramahi
Senior Architect
AECOM Middle East

I decided to become an architect as soon as I graduated from high school. At that time, I did not think of other options and felt this was the right choice for me. Architecture blended perfectly with my personality and built my intellect and made me the person I am today. My father is a civil engineer. Watching him as I grew up developed my engineering and problem-solving mindset from an early age. I have always loved art and have been spending my free time honing my sketching and painting skills. Architecture was the form of livable art I have always been dreaming of.

I have been granted the His Highness the Amir of Qatar's Scholarship for Academic Excellence to study at Qatar University, and I decided to enroll in the BSc. of Architectural Engineering program and was among the first batch of graduates from this program in 2010. My passion for architecture grew as I learned more about its fundamentals, underlying theories, and how it has been and is still one of the most effective tools to influence people's lives and create memorable experiences. Architecture unleashed my artistic potential and got me out of my comfort zone. Spending long nights working on design studio projects was challenging but is something I really enjoyed. My family and university professors were very supportive, and this drove me to excel further and express my intellect through design.

Following graduation, I started my career journey with Allies and Morrison Architects. In 2012, I joined AECOM Middle East where I currently work as a senior architect. For the past nine years, I have been responsible for pre-design planning, architectural design, conducting design studies and value engineering, and managing and coordinating design among different building design disciplines. I also ensure that designs are compliant with local and international building and safety codes, and that the design product meets quality standards and client expectations. Meeting clients and project stakeholders during design and construction stages and supervising construction is also part of my responsibilities. In addition, I ensure buildings are designed with sustainability in mind, and I lead the accomplishment of the project sustainability goals.

Over the past 11 years, I have worked on more than 20 projects that included mixed-use, commercial, residential, infrastructure, transportation, master planning, healthcare, and cultural; most of which were mega projects like

Msheireb Downtown Doha, New Doha Port and Naval Base, Doha Oasis Mixed-use Development, Ras Bufontas Special Economic Zone, and Public Bus Infrastructure Program.

In addition to being a licensed architect, I am also a certified Sustainability Professional and a certified Project Management Professional. It is becoming increasingly important for any architect to have a thorough understanding of sustainability principles and tools as well as be able to manage and lead the design process. This is also part of life-long learning and is essential to anyone pursuing a successful career in architecture.

Among other essential skills an architect needs to master are problem-solving, design management, and communication skills. Experienced architects meet with clients and project stakeholders on a regular basis and are expected to be proactive problem-solvers who manage and lead project resources to ensure the design is delivered on time and as planned.

Being a Chartered Member of the Royal Institute of British Architects (RIBA) has been vital to my qualification. It's a manifestation of an architect's technical expertise and a proof of commitment to professional work ethics. It also brings their educational and career experience to a globally recognized level.

What I like most about my profession is how architects lead the design process and work with engineers to translate a project's vision into reality. Architecture has also given me the power to think freely while putting my ideas into a logical and buildable form.

My advice to students who want to become architects is to enjoy their learning journey and understand that real architecture is not in the textbooks but in the buildings and places we see and experience. Architecture students should continuously improve their skills beyond what is taught in college and train their eyes and mind to reflect upon buildings and environments they see around. Architectural thinking logic, attention to detail, story-making and telling, and graphical presentation skills are imperative. Add to this the benefit of traveling and gaining exposure to architecture worldwide and learning about the creative process famous buildings and world-renowned architects have gone through, because this triggers visual stimulation and feeds into the lush imagination architects are expected to have.



Psychiatrist

Health is a great blessing that is difficult to compensate for, but we often focus only on our physical health and neglect another important aspect, which is our mental health. Failing to observe the health of our minds can be the cause of several ailments, especially nowadays, as we have become more exposed to psychological pressure due to complexities, increasing demands, and accelerated life pace. Therefore, psychiatry has become a vital and indispensable profession in modern societies.

Psychiatry is a branch of medicine concerned with studying, diagnosing, and treating mental disorders that a person may suffer from due to mental or psychological illness. Although humans have been interested in exploring the human psyche since ancient times, the modern form of psychiatry began to take shape during the 19th century in Europe and the United States. With the change in society's view of mental illness, psychiatry became one of the most important medical specialties in the second half of the 20th century.

In most countries, governments pay special attention to raising awareness about mental health and encouraging society members to seek help from psychiatrists if needed. Numerous studies prove a strong correlation between the economic performance of countries and the level of mental health of their societies. For example, depression, one of the most prevalent diseases globally, causes substantial financial losses to many countries annually due to its impact on individual productivity.

In his work, a psychiatrist heavily relies on oral sessions, during which he listens carefully to the patient to diagnose his illness. The diagnosis determines the most appropriate treatment, either through more sessions, prescribing specific drugs, or applying appropriate therapeutic methods. The psychiatrist may also ask the patient to

undergo more medical tests, such as blood tests or radiographs, to diagnose the disease more accurately.

A psychiatrist differs from a psychologist. The latter focuses on analyzing the psychology and behavior of individuals and societies, which means he is not a doctor. However, he can assess people's psychological state and contribute to treating their behavior, in most cases through oral sessions, observations, and analyses.

On the other hand, psychiatry is characterized as a broad medical field with various specialties. For example, a psychiatrist may specialize in treating specific psychological issues such as addiction or learning difficulties; target a particular age group, such as children, the elderly, and adolescents; or specialize in treating biological causes of mental illness, such as schizophrenia or bipolar disorder.

Compared to physical diseases, mental illnesses are more difficult to diagnose. To determine the causes of an illness, a psychiatrist needs to be enduring and able to empathize with patients, gain their trust, listen attentively, and talk with them carefully. He also must be always up to date and continue to learn throughout his career.

Becoming a psychiatrist requires studying general medicine, which may take four or five years before specializing in psychiatry.

As with most medical professions, a psychiatrist can work in hospitals and medical centers or open his own clinic after obtaining the necessary licenses. He may also choose to pursue a career in the fields of teaching or research.

Studying medicine is available in Qatar through the College of Medicine at Qatar University and Weill Cornell Medicine – Qatar. Graduates can specialize in psychiatry by joining a five-year training program at Hamad Hospital, which allows them to gain experience across various departments, including the psychiatric hospital. Obtaining a postgraduate degree is also available now in Qatar through the Qatari Board of Medical Specialties.



Dr. Layla Abdel Aziz Al Ishaq
Consultant Psychiatrist
Hamad Medical Corporation

I always wanted to study medicine and become the first doctor in the family. After graduating from the College of Medicine with a Bachelor's degree in medicine and surgery, I spent my internship year at Hamad Medical Corporation, before working in the Psychiatry Department at Hamad Hospital for four years. Later, I obtained a scholarship from The Higher Education Institute and Hamad Hospital and decided to do my specialization in Germany. I joined the Department of Neuroscience at the University of Heidelberg Medical School, one of the world's most prestigious and oldest universities. Every year, students from all over the world join the university to study medicine, and over the past decades, many of its graduates were among the Nobel Prize winners in different fields.

It was a challenging experience, but thank God, I overcame the challenges thanks to my family's support. One of the biggest challenges was learning the German language to a level that allowed me to study and work there. I worked hard for ten months and mastered the language to pass the required exams and join the university. The support of the Medical Education Section at the Department of Healthcare Professions in the Ministry of Public Health was also crucial in helping me overcome many challenges.

During my studies, I trained at Vivantes Hospital in Berlin, one of the largest hospitals in Germany. It was an invaluable experience. I also obtained a German Board Certification in Psychiatry and Psychotherapy, in addition to an associate degree in Post-Traumatic Stress Disorder (PTSD), which is a rare specialization. I am currently working in the Department of Psychiatry at Hamad Medical Hospital as a consultant psychiatrist and specialist in cognitive behavioral therapy. This allows me to treat patients using medicines or through psychoanalysis sessions and cognitive behavioral therapy.

To succeed and excel in your work, you must love it. I think this is one of the most important reasons for my success in psychiatry. I still work with the same energy and enthusiasm that I had when I started my career more than

20 years ago. Studying medical specialties takes longer than learning any other non-medical field. Nevertheless, when you graduate, you will feel proud that you have become a doctor who can help people. Choosing this track allowed me to serve my country. I feel very proud.

A psychiatrist's relationship with the patient should be based on trust, mutual respect, and complete confidentiality. Each patient is a particular case that requires attention. The focus should remain on helping patients know the causes of the illness, whether psychological or mental, and exploit their potential and abilities to reach a state of psychological balance. Depending on a psychiatric or mental illness diagnosis, the appropriate treatment is determined for each patient, which may be through medication, psychotherapy, or other approved methods.

Like any other profession, psychiatrists are exposed to pressures during work, but what they studied in psychology will help them deal with such pressures.

The COVID-19 crisis has increased the burden on the Psychiatry Department due to the increase in conditions, such as anxiety, insomnia, stress, and depression, as a result of the sudden change in daily lives. Since patients could not visit hospitals at the beginning of the crisis, we offered psychological counseling services over the phone, 14 hours a day, to provide the necessary psychological support. It was not an easy experience, but we overcame the challenges thanks to the whole team's cooperation and the country's dedicated efforts.

This crisis has highlighted the urgent need to have more doctors in various specialties, prompting many young people to consider learning medicine. It is a positive trend, and I encourage Qatari students to pursue a medical career path, as there is a growing need for specialists in Qatar's medical institutions. Medicine is a noble profession and parents should instill in their children the love of studying medicine at a young age, thus raising generations who love science and medicine.

Interview with Career Guidance Expert

Khalifa Al-Salahi

Challenges and Development Avenues of Career Guidance in Qatar



Given Qatar's interest in developing an integrated education system that contributes to achieving sustainable development at all levels, career guidance has witnessed considerable progress in the country over the past decade. This is evident in the Ministry of Education and Higher Education's efforts and keenness to raise academic guidance services at secondary schools and universities. However, we need to overcome some challenges to develop an integrated career guidance system as qualified and efficient as counseling systems in top countries.

In this issue, we meet with Mr. Khalifa Al-Salahi, a career

guidance expert who chose to specialize in this field after an inspiring journey. He studied in Britain and the United States and gained valuable career counseling experience in several prestigious institutions. The young Qatari tells us about his academic and professional pursuits and his vision for developing career guidance in Qatar.

Discovering Passion

Having graduated from secondary school, Al-Salahi chose to study chemical engineering at the University of Leeds, UK. Later, although facing no issues in his studies, he sensed that the specialization did not suit his ambition

and preferences. Meanwhile, he came to know career guidance for the first time through volunteering during his study at university, where he developed a passion for voluntary work in the university's outreach department. His mission was to help students explore various disciplines and choose the appropriate one. Al-Salahi was interested in learning more about career guidance, so he carried out various other tasks such as creating brochures for specializations and universities.

When he returned to Qatar in 2012, Al-Salahi was keen to work in his favorite field. He joined the Student Recruitment Department at Hamad Bin Khalifa University, a member of Qatar Foundation.

His mission was to guide students and help them apply and receive admission offers from universities while attracting more Qatari students to join the university. He proved excellent efficiency in this for nearly three years. Another crucial stage in his career was when he received a grant from Qatar Foundation to pursue a Master's degree in Career Counseling at Pennsylvania State University's Department of Educational Counseling in the United States.

Al-Salahi describes those two years, saying: "It was a period of significant experience. I felt the difference in studying a field that suits my preferences and abilities. In the first year, I learned the principles of psychological counseling, and, in the second, I studied all aspects of career guidance. In addition to studying, I worked about 600 hours—a year's worth of work—at the Pennsylvania State University Career Center, one of the top ten career centers worldwide. My graduation project was to design a career guidance curriculum for high school students."

Later, part of this research paper was added to a life skills course taught to tenth-grade students in Qatari public schools.

After graduation, Al-Salahi returned to Qatar and managed the scholarship department at Sidra Medicine before moving to the Qatar Finance and Business Academy. He is currently working as Director of Student Affairs and a lecturer for job skills and professional development at Northumbria University in Qatar. Last year, he began studying at Lancaster University in Britain to obtain a doctorate in higher education, specifically in transnational higher education management.

Career Counseling Field

Al-Salahi urges young people to consider studying career guidance, since it is a unique, in-demand specialization in Qatar. He gives the following advice to those who seek to discover it: "There are many ways to find out if this major is right for you. You can take career orientation tests that help you explore careers and fields. You can also participate in the courses offered by the Qatar Career Development Center, which serves as a good introduction to this field and a good way to learn about it."

Communication skills and the ability to search for information are two essential skills to succeed in this field. Al-Salahi adds: "You need to be patient and fond of helping others, as you will deal with people of different ages and mindsets. You should also be wise in deciding when to listen and when to ask questions and be up to date with the latest developments about the labor market, universities, and majors."

Al-Salahi points out the importance of knowing the



difference between academic or career counselors, life coaches, and human resources specialists when seeking advice regarding future employment. He says: "A career counselor utilizes all the theories he studied in the field to implement the necessary interventions that help different groups join the labor market, make wise career decisions, and define future career goals based on achievements. On the other hand, a life coach focuses more on helping them improve prospects in general. As for human resources professionals, their primary focus is on recruitment, CV analysis, and workforce care and development."

Working in several Qatari institutions, Al-Salahi noticed that Qatari students' educational and career-specific decisions are affected by two crucial factors: friends' influence and parents' interference. He says: "In many cases, students sought to enroll in the same university and even the same specialty that their friends had chosen. In other cases, parents applied pressure on their children to study specific specializations for different social reasons, such as obtaining the status associated with certain professions, or economic ones, given the material income expected from certain jobs."

He added: "Such factors will remain and are difficult to change, but we have to teach students to pay attention to these factors and deal with them cautiously, so that they can make decisions that suit their interests and abilities without that influence."

Career Guidance Challenges in Qatar

Studying and working in the United States allowed Al-Salahi to closely see the impact of career guidance on different groups and the great interest that major countries give to developing this field due to its economic benefits. Career guidance and development services are provided in the United States at various levels for school and university students. Additionally, there are services for job seekers and those wishing to advance their careers, along with benefits for retirees and people with disabilities.

Al-Salahi says: "These services contribute to hiring the right person in the right place. Moreover, when a person studies a field he has a passion for, loves his work and feels happy with his accomplishments, and has a clear vision of his future career, he masters his work and gives his best. This greatly benefits the state and its institutions and bears fruits for the economy as a whole."

He adds: "Career guidance also contributes to the development of other areas. An example is entrepreneurship, which helps individuals better know their abilities and career preferences that motivate them to explore new areas besides professional fields."

Career guidance in Qatar faces many challenges, the most notable of which is the limited number of career counselors. In each government school, there is only one career counselor who, in most cases, must perform administrative functions unrelated to career guidance as



well. In addition, many counselors could not study the field academically because it is not available in local universities.

Furthermore, there are gaps between the labor market, basic education, and higher education. The counselor also struggles to obtain accurate information about the labor market due to a lack of data about companies, trending job requirements, and job descriptions, especially in the private sector.

Al-Salahi believes that the development of career guidance in Qatar begins with preparing career counselors academically. He says: "Career guidance should be studied in universities as part of a higher education program, such as a diploma or a master's degree. Many of those interested in career guidance cannot leave their jobs to study abroad."

He pointed out: "Developing career guidance entails including career counselors as part of the academic staff at schools, facilitating access to labor market data, and achieving greater integration between education and the labor market. Establishing an association for career counselors will also contribute to raising the level of career guidance and informing the community about this profession."

Despite the worldwide effects of COVID-19 on career guidance, including reliance on virtual counseling and lack of clarity regarding the future of professions, as many institutions and businesses have transitioned to provide their services via the Internet, Al-Salahi regards the future with optimism. He says: "Career guidance has faced many difficulties and crises throughout history, such as the Industrial Revolution, World War II, and the impact of technology, but it coped with all of them. There will be changes, but career guidance must have an important role in the post-COVID-19 period to help students perceive their career future more clearly."



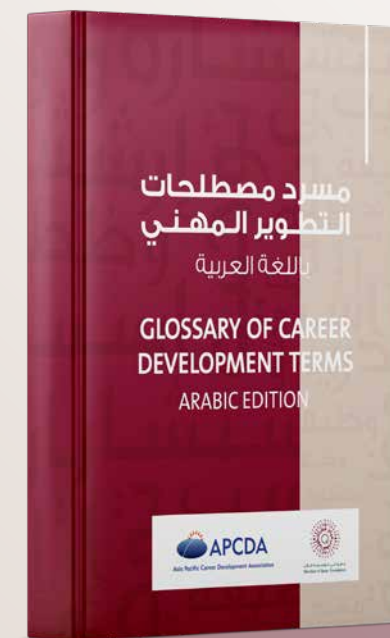
CAREER GUIDANCE TERMS

Work-Based Learning

Work-based learning is directly applicable to occupation and focuses on the application of theoretical knowledge and technical skills. It provides exposure to the challenges and real-life setting of a job to increase and develop employability. It can be in the form of an internship/externship, on-the-job training, or apprenticeship.

Lifelong Learning

All learning opportunities undertaken throughout one's life to continuously improve one's personal, social, and professional growth and development.



The above information is from the Asia Pacific Career Development Association's glossary, which the Qatar Career Development Center has translated into Arabic. The APCDA glossary contains terms of interest to professionals in the career guidance field, such as career advisors, academics, human resources staff,

trainers, teachers, and all those interested in the field of career development.

To read more of these terms in both Arabic and English, you can download the digital version of the glossary by scanning the following QR code:



THE POWER OF MEDIA LITERACY

Do You Consider Yourself Media-Literate?

This does not mean only being a good follower of various media outlets and aware of current world events. The truth is: media literacy is a personal skill that has now become extremely important.

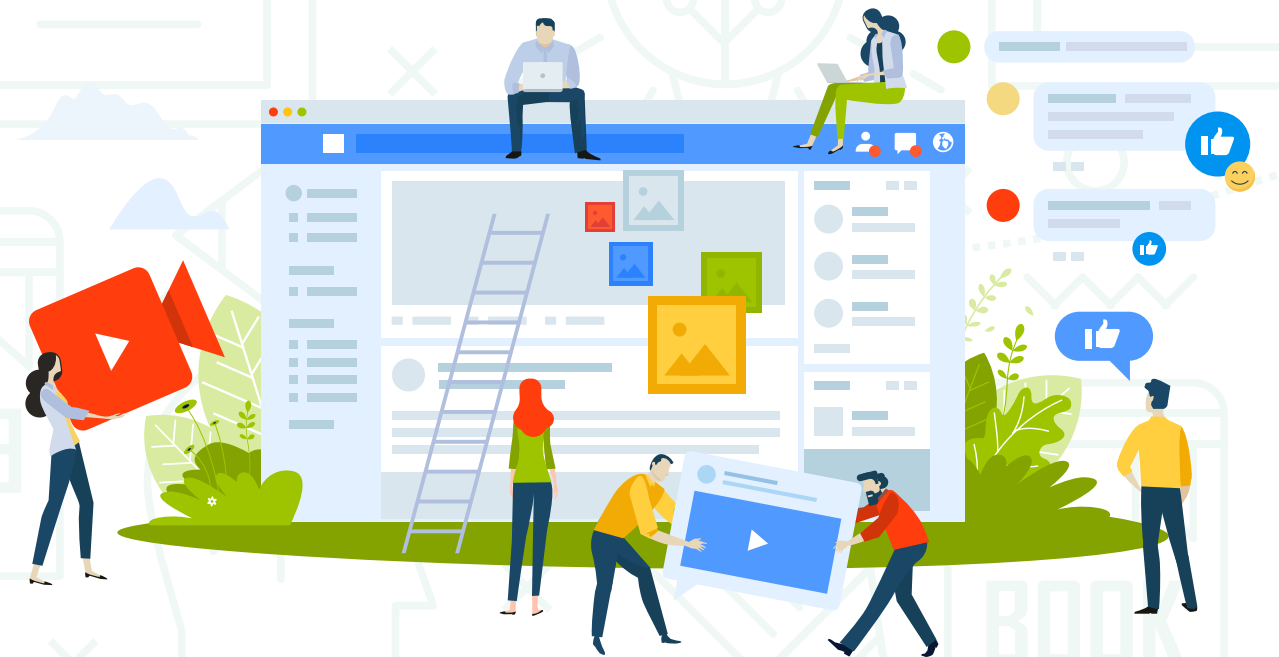
The more you improve this skill, the more you can make better decisions in all aspects of your life, including your career. This skill enables you to accommodate different viewpoints and express your opinions adequately as an active member of society. So, what is this skill exactly? In a nutshell, media literacy is the ability to use critical thinking to analyze the messages you receive through media outlets and ascertain their purpose, validity, credibility, and bias.

Media outlets are not limited to traditional mass media like television, radio, newspapers, magazines, books,

and films. The list also includes any platforms that carry media messages, including advertisements, blogs, whether written or audio, and content on social media platforms which have become an essential part of almost everyone's life.

You should realize the significance of becoming media-literate when you notice how you became surrounded by screens containing thousands of media messages from the moment you wake up until you go to sleep. Of course, it is difficult to pay attention to all these messages, but it is crucial to have enough awareness to analyze what attracts your attention.

Being media-literate is not exclusive to receiving media messages. It also entails utilizing the messages made and broadcast by mass media to express your own ideas.



HOW TO BE MEDIA-LITERATE?

To be sufficiently conscious of any media around you, you need to think carefully when you receive a media message and look for answers to at least some of the following questions:

- Who is the message's owner? Is it a reliable person or entity? Is it trustworthy?
- What is the message's purpose? Does it aim to inform, or does it promote a product or a service? Is there a political purpose behind it?
- Does the message target a particular audience? Will everyone understand the message the same way I did? Or will there be different viewpoints about it?
- How was the message expressed to attract my attention in terms of the images and the titles? Why

were these particular images and titles chosen?

- Is there something lacking in the message? Is it from a single viewpoint? Is there information that should have been mentioned?
- Does the message invite you to think in a particular way, have a particular feeling, or believe in a specific idea? What effect does it have on you?

This may be difficult at first because it entails more focus, but as time goes by, you will train your brain to become more able to analyze any message you receive, which will significantly benefit you in all aspects of life.

How Could That Affect Your Career?

Let's know the answers on the following pages:

We directed the following question to American Writer Julie Smith, Media Literacy Expert and Author of: *Master the Media: How Teaching Media Literacy Can Save Our Plugged-In World*. She answered with the following: "There is no career that does not either use, create, or consume media. For instance, here in the United States, inflation is rising, so if I am a business owner, I want to be able to consume messages about our economy critically and effectively, or it will affect my business. Being media-literate can affect decision-making when it comes to business, healthcare, finance, environment, and politics."

This does not mean we should assume ill-intention in all the messages we receive from mass media. Smith says: "When we encourage people to be more media-literate we don't say that the media is bad, we just advise them to learn to ask questions about all the messages that they receive."

Parents' Role

Interest in teaching media literacy to younger students in several US states has recently increased, especially following the negative atmosphere surrounding the presidential elections and the massive amount of misinformation that has been circulated via the Internet. Julie Smith explains: "Beyond any doubt, the past few years have proven that the vast majority of people believe what they want to believe, not necessarily what is true, so we should start teaching our children to be more media-literate when they are still young."



The American writer urges parents to play a more significant role in teaching children to keep asking questions about the messages they receive through the media, discuss the movies and programs they watch on television, and recognize the effect that media have on their minds. "These parent-child discussions about media messages are an effective way to become more media-literate. Since our children now spend more hours with mobile phones and computer screens. I feel that these media literacy conversations should happen at the dining table, in the living room, in the cars, and everywhere where media could be consumed," she said.

Social Media Influence

For many people, social media is the first source of information and the main tool to send messages. Smith believes that we need to dig deeper into the questions we ask ourselves when using social media. "First of all, you need to be aware of what you want from social media. Are you looking for more fame? When strangers like your content, does that add up to your confidence? Are you trying to appear differently on social media compared to your real life?" she says.

"You should be aware of your media usage and think how it makes you feel. Does it bring you joy or stress? How do you cope with these feelings? Some research found that girls end up having low self-esteem after spending time on platforms like Instagram. We need to talk to our children so that they realize the impact that social media have on them," she adds.

For more about Julie Smith, visit her official website heyjuliesmith.com which provides information about her books and valuable resources on media literacy.

Should We Boycott Social Media?

Recently, there have been increased campaigns to boycott social media due to their negative impact on people, but Smith believes that this is impossible. She says: "There are calls to delete or boycott social media. There is a tendency to have them painted with a broad brush that they're all bad, and they're not. This will not happen because social media has become a huge part of our lives. We just need to manage them in a better way. There are great things that can come from them."

She adds: "Your story is going to be told online one way or another. It would help if you were the author of that story. It would be best if you controlled it. When you Google yourself, the whole first page of results should be excellent stuff that you have put up by yourself."

Seven More Tips from Julie Smith for Becoming More Media-Literate in the Digital World:

- Recognize not just how you use the media, but how the media use you. If you are using an app or a website for free, you are not the customer; you are the product being sold. These apps and websites sell your eyeballs to advertisers, and that's how they make their money. They are not a public service.

- Identify who owns the apps that you use and how much money is involved.
- Read the terms of service of any app you download.
- Learn about how your data is being used.
- Build strong passwords.
- Know the laws of the country you are tweeting from. You could be breaking these laws without even realizing it.
- Understand that even though something might be funny or meaningful, it could be offensive to someone else and could cause you some problems later.

LEARNING TEAMWORK SKILLS

To pursue a promising career in any field, you will need to develop your personal skills constantly in the same way you developed the technical skills you built through study and work.

Teamwork, or the ability to work in a team, is an essential interpersonal skill that you need to acquire, especially as part of your first steps in the workplace. This skill is a prerequisite for success in any organization, and it is never less important than other skills such as creativity, communication, and time management.

No matter what positions you have reached or how much experience you have gained, you still need to improve your teamwork skills regularly. Even when you are more productive working on your own, you will have to work in a team now and then. The primary goals of any organization are often achievable only when everyone cooperates and combines their efforts.

Teamwork is simply the ability to cooperate with other colleagues to be effective members of one team that achieves a unified goal under the leadership of the team's leader.

You might have learned this skill during school or university years, or even through a team sport, but teamwork in the workplace is entirely different due to its paramount importance. An organization may incur material losses, and its resources may be wasted, if collaboration cannot achieve the desired goals. Moreover, demonstrating your ability to work efficiently in a team will increase your evaluation as an employee.

Why do some teams succeed and others fail?

A team's success or failure does not solely depend on the teamwork skills you have. Other vital factors ensure the team's success in achieving its goals.

Many may consider the team leader as a person who is ultimately responsible for the team's success or failure, but several other important factors are involved. In his book, *Leading Teams: Setting the Stage for Great Performances*, Richard Hackman, Professor of Social and Organizational Psychology at Harvard University, sets a number of questions that we need to answer before blaming the team leader for any failure. Does the existing group of individuals make up a real team? Are they well-connected with one another? Does the team have a clear and well-defined goal? And does the team's organizational structure enhance or hinder teamwork?

In the early 2010s, Google conducted a famous study about teamwork under the name "Project Aristotle," with the participation of 180 working groups within the company. The study followed up the performance of these groups over two years to identify why teams succeed or fail in achieving their objectives.

This study identified five factors that contribute to successful teamwork, the most prominent of which is psychological safety; that is, the ability of team members to express their opinions freely with no fear of any consequences, even if these opinions oppose the top management views.

The other factors are as follows:

- Each team member is reliable and able to undertake the responsibility of achieving the required tasks on time and according to expectations.
- Elements of the project are clear and the roles and tasks assigned to each team member are well-defined and unambiguous.
- Each team member receives a personal or professional incentive that motivates him/her to work.
- Team members feel the impact of their efforts on the organization's success.

Future of teamwork

An important question remains: what impact did the COVID-19 crisis have on group work?

The crisis changed the way most companies and organizations operate. Many of them were not prepared for remote working, which has more to it than just the employees' ability to communicate via technology. Work plans and methods changed a lot, forcing employees to adapt their skills, including teamwork, to suit the virtual world requirements.

In the book *Re-Imagining Cooperation*, technology expert Phil Simon says that cooperation between colleagues at work will never return to what it used to be before

COVID-19. He adds that reliance on remote working and the various technological tools associated with it will inevitably increase; therefore, companies will have to train their employees to derive maximum benefit from the advantages offered by these tools.

Moreover, it must be considered that the future will be for Microsoft Teams, Zoom, Slack, and any similar platforms that can benefit from emerging technologies, such as artificial intelligence. On the other hand, reliance on tools such as email will diminish due to its limited features.

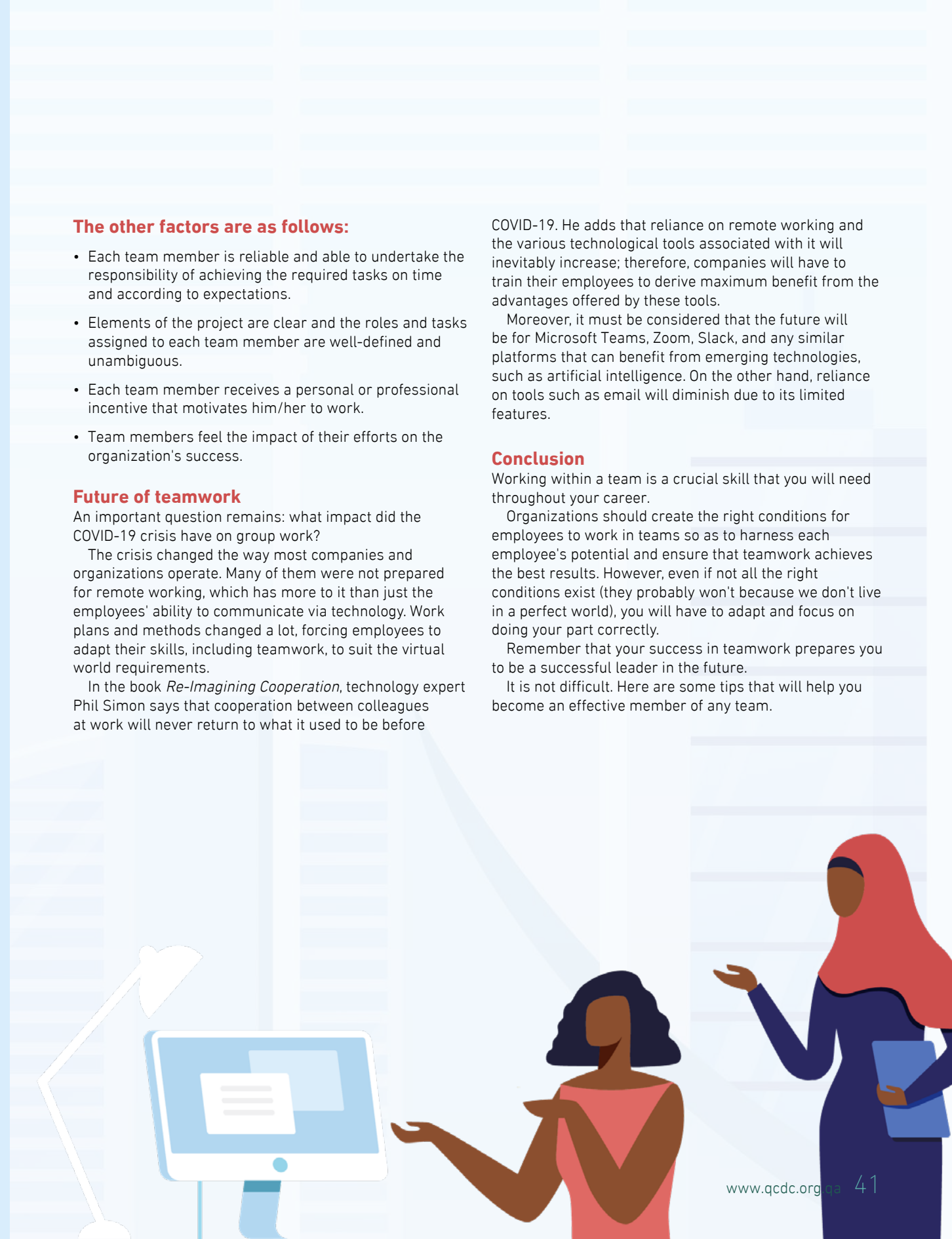
Conclusion

Working within a team is a crucial skill that you will need throughout your career.

Organizations should create the right conditions for employees to work in teams so as to harness each employee's potential and ensure that teamwork achieves the best results. However, even if not all the right conditions exist (they probably won't because we don't live in a perfect world), you will have to adapt and focus on doing your part correctly.

Remember that your success in teamwork prepares you to be a successful leader in the future.

It is not difficult. Here are some tips that will help you become an effective member of any team.



10 TIPS FOR BETTER TEAMWORK

Take responsibility

Be reliable. Accurately identify the tasks entrusted to you and finish them on time. If you do not achieve what is required of you, do not blame others. Instead, if you make a mistake, admit it without being stubborn or feeling embarrassed.

Accept differences

It is not a big deal to disagree with your teammates; healthy disagreement is essential and leads to better results. Discuss issues with the persons disagreeing with you so that you can all reach satisfactory solutions. Be open to new ideas, listen attentively to the other

points of view, respect them, and do not underestimate them even if you believe that it is unsuitable as per your experience.

Consider the team's goal

Always keep in mind the main goal that the team seeks to achieve. Think of the impact your work will have on the organization. You will become more motivated when you believe in the value of your role in achieving success for the team and the organization. The team's success in achieving its goals will add to your personal and professional development.

Stay away from distractions

Do your best to avoid arguing with your colleagues about issues such as the organization's policies or any other matters unrelated to the team's common goal so that you may not drain your energy or distract yourself.

Be positive

Nobody likes a negative person, and negativity can affect the overall performance of the team. Therefore, try to inspire your colleagues by always remaining positive. If you are unable to do this, then at least try to perform your tasks without distracting other colleagues with your pessimism.

Support your colleagues

Praise the efforts exerted by your colleagues and encourage them to finish their tasks. If you have time, give them a helping hand. As mentioned earlier, the goal that the team will achieve is the result of everyone's cooperation.

Communicate

Do not isolate yourself within the team. Be in constant contact with the team's leader as well as your colleagues. Inform them of your progress and any problems you may have encountered, and ask about theirs. In case you have any concerns or a

different perspective, be honest with the team leader. Ask about any issues that are not clear, and listen to your colleagues' advice and criticism. Learn how to control your emotions and understand the feelings of others. This is all easily achievable if you improve your emotional intelligence.

Be flexible

Accept doing tasks that are different from the ones previously defined as long as you have enough experience to perform them for the team's best interest.

Follow the leader

Maybe you have a strong personality and are not used to working within a team led by someone else. But, as long as there is a chosen team leader, you must perform the tasks that he/she assigned to you on time, even if you disagree with him/her, so that you may not be the cause of a failed project.

Believe in team spirit

Competition among colleagues at work is healthy, but you should neither be selfish nor attribute team success to yourself, even if you put more effort than your colleagues to achieve the team's goals. Do not feel jealous if a colleague performs better than you; on the contrary, celebrate their achievement. Teamwork means that the outcome of the team's efforts as a whole will ultimately affect the organization's profits and losses.

For this to happen, you must first believe in the organization's mission and work passionately to make a positive impact.



Do not feel embarrassed when dealing with foreigners if you do not speak their language as fluently as you speak Arabic. Being proud of your mother tongue will leave a good impression on them, and several of them may wish to learn even as little Arabic as what you know of their language.

ENHANCING YOUR ARABIC LANGUAGE ... IS IT WORTH THE EFFORT?

Mastering the English language is undoubtedly crucial if you want to lead a successful career in any field. Still, you would be making a big mistake if your mother tongue is Arabic and you do not give it the same amount of attention.

You may not be convinced of how important it is to learn and cherish the Arabic language if we just list its aesthetics and mention its distinction as one of the world's richest languages in terms of vocabulary. Nor will you be convinced if you realize its historical status and its role in developing science, mathematics, and philosophy during the flourishing period of Islamic civilization.

You may think that highlighting the role of Arabic in preserving national identity, cultural heritage, and history is an overstatement. Nevertheless, all developed countries have enacted laws and exerted efforts to protect and promote their native languages, knowing that a lack of communication in the mother tongue may result in the extinction of customs, traditions, and heritage.

In Qatar, fluency in Arabic is imperative if you seek career success. Qatari Law No. (7) of 2019 obligates governmental and non-governmental entities to protect and support the

Arabic language in all of their activities and events.

The same law obligates ministries, government entities, and public institutions to use Arabic in their meetings and discussions as well as in all decisions, regulations, directives, documents, contracts, correspondence, labels, programs, and publications, along with visual, audio, and print advertisements and other formalities. This also applies to private associations and organizations, private foundations of public interest, and entities whose budgets are financed by the state.

All the above means that you will have to use Arabic on many occasions, so you better be prepared, if you want to appear professional.

Compared to any other language, Arabic is certainly the most suitable for those who desire to pursue a career in Qatar in fields such as media, history, and Sharia.

Moreover, being fluent in Arabic gives you the benefit of better understanding the local and regional market needs, and thus increases your chances of joining international companies. It also helps you build your business better if you choose to become an entrepreneur.

A key question remains: can you improve your Arabic even when you rarely use it during your studies or work or if it has weakened after years of neglect?

The answer is yes. You can develop your Arabic or even learn it from the beginning no matter your age, just like learning any other language. To master any language, all you need is to know its grammar and develop its four basic skills: listening, speaking, reading, and writing. Practice them constantly; even a small step every day goes a long way.

Listening

Listen carefully to Arabic-language radio newscasts, podcasts, and audiobooks. Understand the meanings and note the pronunciation of words.

Speaking

You may be a good Arabic speaker, but there is always a chance for further improvement. Try to use Arabic more when speaking with your friends and family. If you find it difficult to talk to them in Standard Arabic, at least focus on not mixing Arabic and English words in your conversation. The best way to improve Arabic pronunciation is to learn how to recite the Holy Qur'an correctly. Moreover, consider learning the art of public speaking by taking a course or joining a public speaking club.

Reading

Reading expands your mind and enriches your vocabulary. Read magazines, articles, books, literature and poetry according to your interest. If you learn a new word every day, your vocabulary will increase by more than 350 words every year.

Writing

Writing requires harder work compared to the previous three skills, and it is an excellent way to gauge your overall language learning progress. Use Arabic as much

as possible during your daily correspondence. Why not try writing a diary or a short story? Share the results with your friends or relatives who are fluent in Arabic.

Grammar

Some believe that Arabic is complex because of its extensive grammar rules. This is probably due to the habit of memorizing the rules without understanding them or how the subject was taught at school. There are now more fun options to learn grammar through mobile applications, interactive websites, and videos on YouTube. Try them out and choose the method that works best for you.

Arabic is one of the six official languages of the United Nations. The estimated number of its speakers worldwide is more than 400 million.

Five WAYS TO ENHANCE YOUR ARABIC

Learn Arabic with Al Jazeera

Al Jazeera Network has dedicated a free website on its digital platform for those wishing to learn Arabic. The website suits all levels and provides various materials that develop different Arabic language skills interactively, allowing learners to ask questions and take tests to determine their level and the extent to which they benefit from the lessons. The site is also suitable for non-Arabic speakers, as they can easily change the interface language.

Visit the website via the following link:
learning.aljazeera.net

Doha Historical Dictionary of Arabic

The Doha Historical Dictionary of Arabic records the usage of Arabic words throughout history, which makes it the largest linguistic dictionary ever. You can benefit from the dictionary's website to enrich your vocabulary by identifying the meaning of words in a simple way. Since many may have difficulty dealing with Arabic dictionaries, the Doha Historical Dictionary provides a guide on how to benefit from its portal through simple videos on its YouTube channel.

To use the dictionary, visit the following link:
dohadictionary.org

Qatar National Library

Qatar National Library contains hundreds of books that help you learn Arabic, along with thousands of literary works that improve your reading skill. Besides, the library's electronic resources section allows you to access dozens of digital platforms containing thousands

of literary and scientific titles. Read a few pages a day on your mobile screen. A free library subscription will not take much of your time and will help you gradually improve your Arabic.

Find out more through the following link:
www.qnl.qa

TEDinArabic

TEDinArabic is a joint initiative launched by Qatar Foundation and the TED organization. The platform provides diverse content produced by opinion leaders, influencers, and innovators worldwide. You will find articles, blogs, and videos that will help you develop many personal and professional skills. This platform is characterized by the ease of navigation between its Arabic and English versions, allowing you to compare and learn some new vocabulary and expressions.

Visit the platform now via the following link:
tedinarabic.ted.com

Join a Toastmasters Club

Not only will this give you a chance to develop your Arabic-speaking skill, but it will also boost your confidence and ability to speak in public. The Tamim Toastmasters Club is the first Arabic-language public speaking club within the Toastmasters International Organization in Qatar. It allows its members to give speeches in Arabic.

You can contact the club via the following number:
[+974-33408063](tel:+974-33408063)



INVEST **30 MINUTES** OF YOUR TIME IN PLANNING FOR A BETTER CAREER FUTURE

Achieving your career ambitions depends on taking the right decisions as early as possible. Talk to one of our career guidance experts to understand your strengths and discover the academic and career paths that suit you.



Scan the QR Code to fill your details and book a session:



The Career Advising Sessions are offered exclusively online and are available to Qatar-based high-school students, pre-university students, university students, and graduates up to two years post-graduation.

QCDC'S CAREER ADVISING SYSTEM

A WORLD-CLASS SYSTEM DESIGNED FOR STUDENTS IN QATAR



In order to make the right career decisions and achieve future professional goals, you need proper planning. But at times, you might feel overwhelmed due to the abundance of resources that can help you discover different career paths and stories of successful people in every field.

Your first step in the planning process should be exploring your career interests, then determining the appropriate academic and career path before ultimately achieving the desired goal and attaining professional and personal stability. You can now build the perfect career plan from the comfort of your home by using the new Career Advising System (CAS) developed by Qatar Career Development Center (QCDC) in collaboration with Kuder Inc., a world leader in career planning services. The CAS is designed to help students in Qatar better plan their careers and make career decisions that match their interests, abilities, and future labor market needs.

Students in Qatar can now purchase a CAS license valid for one year for 200 Qatari Riyals. Previously, the system was only available for students in Qatar's public secondary schools as part of the framework of a memorandum of understanding between QCDC and the Ministry of Education and Higher Education (MOEHE).

Millions around the world have used the career planning services and tools designed by Kuder Inc. over the past eight decades to discover their career interests and plan a bright career future. The CAS offered by QCDC was amended to meet the needs of students in Qatar and the region. It features six diverse and innovative modules that cover every career planning area, including exploring personal interests, exploring professions, planning for academic and career paths, and searching for jobs.

The CAS helps students explore their interests using psychometric and personality assessment tools. Based on the results of these assessments, the system then offers the students suggestions of the appropriate academic and career options. It also helps them in the planning process to meet future career requirements. In addition, it suggests appropriate training in specific institutions, informs students of available opportunities, prepares them to enter the labor market before graduating, starting the job search process. It also trains them on some career development skills and how to search for the right profession such as learning how to write a curriculum vitae (CV) and a cover letter, prepare a list of references, conduct an interview and other activities that help students reach their desired career path.

"

We are extremely proud to partner with Qatar Career Development Center to empower their Career Advising System. Since 1938, more than 164 persons around the world have used Kuder's award-winning career assessment, education planning, and guidance resources to visualize which industry, career, or field of study to pursue next in life."



Phil Harrington
Chairman and CEO
Kuder

What makes the career advising system special?

The most comprehensive system

It is the most comprehensive career advising system in Qatar and the region. The CAS includes every career planning tool a student could need and offers a wide range of educational, training, and career options inside and outside Qatar.

Early preparation for labor market challenges

Undergoing psychometric and personality assessments can benefit you later during your professional career as they are widely used during the hiring process in many major companies that rely on them to learn more about the candidates' personality, skills, and abilities before hiring them.

The e-portfolio

The CAS contains an e-portfolio that includes all the information users save while exploring it, including the profile, assessment results, lists of preferred professions and colleges, career goals, professional development plan, and all uploaded academic and professional documents like resumes and reference letters. It also allows users to share these files or edit them at any time in the future.

Fully online

The CAS is an online system that allows you to plan your education and career paths from the comfort of your home using your personal computer. No visits or face-to-face interviews are required. The system provides an ideal and safe career advising solution during the COVID-19 crisis.

Great price

The CAS license only costs QR200, and it is valid for one year, during which you will be able to benefit from all the system's features.

Free virtual career advising session

When you purchase a CAS license you will be eligible for a free virtual career advising session where you can discuss the assessment result with one of our career advising experts.

Valuable insight for parents and career advisors

Parents often see their children confused when it comes to making educational and career choices. The CAS helps parents learn more about their child's interests, career preferences, and work values by simply visiting their e-portfolios to be able to offer them career advice based on reliable information.

This information can also allow career advisors to have a clear picture of the student's career plan, interests, and goals, which will enable them to continuously follow up with them, and provide them with the necessary assistance ensuring their progress towards a sound career journey.

How to purchase a CAS license?

- 1- Download the Education City APP.
- 2- Search for Career Advising System in the events section.
- 3- Fill in the required information and pay the subscription fees.
- 4- You will receive the activation code via email within two working days.
- 5- Log into the system, undergo the assessments, and enjoy all its features.
- 6- Book a free virtual career advising session with one of our career experts to discuss the results.



For questions or inquiries, please call our hotline



33006673

To watch a tutorial video on how to use the CAS and benefit from its features, please scan this QR code:



www.qcdc.org.qa 49



A BETTER FUTURE FOR PEOPLE WITH DISABILITIES STARTS BY CHANGING PERCEPTION TOWARD THEM

Interview with Khansa Maria Disability Rights Activist

Over the past two decades, the State of Qatar made great efforts to protect the rights of people with disabilities and facilitate their integration into the labor market. Issuing Law No.2 of 2004 in respect of people with special needs was a milestone in protecting their rights for employment, as it led to more job opportunities being given to people with disabilities in various fields. But despite all the progress the country has achieved, challenges still exist when it comes to job market accessibility and social perception.

To discuss this topic, we spoke to disability rights activist Khansa Maria who will also tell us about her career ambitions and how she aims to change the cultural perception of people with disabilities through political and social activism.

Khansa Maria graduated in the summer of 2021 from Georgetown University in Qatar (GU-Q), a member of Qatar Foundation, with a Bachelor of Science in Foreign Service and a major in Culture and Politics. Born blind, the young Pakistani woman had experienced challenges facing people with disabilities herself, but thanks to her courage and strong desire to succeed, and the support of her family, she overcame them all. She studied at one of the best mainstream schools in her hometown of Lahore instead of joining a special school. She also made a huge

effort to help people with disabilities in her community. In 2016, she founded 'Hope for Tomorrow,' an organization that aims to combat stigmas surrounding disability and equip disabled individuals with practical skills to carve a better future for themselves.

While studying at GU-Q in Doha, Khansa has excelled academically and has had other notable achievements, including winning the national debate championship at Qatar Debate League and giving a TEDx talk. She also worked with people facing disabilities in Qatar's labor market. In 2019, Khansa was awarded a research grant by the Qatar National Research Fund, a member of the Qatar Foundation, to study the extent and impact of initiatives in Qatar towards the inclusion of disabled persons in the workforce. In addition, she interned at Qatar Career Development Center, a member of Qatar Foundation, where she conducted focus groups with people with disabilities and officials from different companies in Qatar to contribute to a report about challenges faced by people with disabilities among the workforce in Qatar.

Khansa has recently started her postgraduate studies at Oxford University in the United Kingdom to pursue a Master's degree in Development Studies and was awarded the 2021 Rhodes Scholarship, one of the most prestigious and selective postgraduate scholarships in the world.

Why did you choose to study politics?

Ever since I can remember, I was always interested in politics. When we were having family conversations around the dinner table, we discussed news about politicians and their latest escapades and talked about what was happening in different countries and how that impacted my own country. We discussed topics like the effect of political activism on people's lives and how much they know about their rights. I always knew that whatever I did when I grew up would somehow be related to politics, understanding political activism, and the role of civil rights. When I was in high school, I decided that my future career would be in politics and started planning my academic path accordingly.

Based on your research at Georgetown Qatar, what is the biggest employment challenge facing people with disabilities in Qatar?

My research project was with Qatar National Research Fund. We used a combination of qualitative and quantitative methods to understand the employment landscape, the role people with disabilities play in it, and what barriers are causing their exclusion. When it comes to employment, multiple challenges face people with disabilities in Qatar. The first main challenge is that people with disabilities are not given the training that they need, whether that is vocational or educational, while the second is the wrong social perceptions of their competency and what they can achieve.

What are the solutions that can help people with disabilities overcome these challenges?

We need to organize campaigns that alter this mindset. We also need to provide more internship opportunities to people with disabilities. We need to allow them to join mainstream schools and get equal extra-curricular opportunities. In summary, to give them the same opportunities that would be given to non-disabled persons to allow them to develop themselves, polish their skills, and find employment. People with disabilities rarely get these opportunities, and if it happens, they usually face social barriers that hold them back.

How can we change the cultural and social perception of people with disabilities?

It will happen when society starts looking at people with disabilities as everyone else and not only as a source of inspiration. For true progress to happen, we need to get rid of such a mindset. Society must see people with disabilities doing the same things as everyone else and getting equal opportunities. I think governments can help achieve this by making sure that equality becomes a part of the societal framework. Everyone has a role in achieving this, including media, teachers, parents, and people with disabilities themselves.

I think this narrative will truly change when people look at persons like me or hear about stories of people who are disabled achieving things like the Rhodes Scholarship and don't make it into news headlines. That's when true progress will have occurred. The Rhodes is a big accomplishment and many factors helped me get it. My disability is definitely not one of them. Yet, it is always on top of every headline. I think that's where the change needs to begin.

How can this change impact policies?

When policymakers think of people with disabilities differently, they will change the language they use and raise their expectations of what people with disabilities can achieve, and this should help them create policies that build better societies.

Can you tell us more about the Rhodes Scholarship and what are you planning to study?

It was a surprise to me. I still cannot believe that I got it, and I am very grateful. It just feels like a dream. The Rhodes Scholarship is a real privilege, and you need to be very lucky to get it. I will use it to study Development Studies because I want to understand the development process itself, why people with disabilities might be excluded from it, and how to change this exclusion into inclusion.

MOHAMMED AL-ATIQ

A REMARKABLE CAREER IN ART

"Art is like oxygen."

With these words, Qatari artist Mohammed Al-Atiq began his conversation with us, answering what art means to him. This answer was no surprise, coming from one of the most prominent Qatari visual artists in recent decades. Al-Atiq's work was showcased in the most distinguished art exhibitions worldwide and has won several awards from regional and international organizations.

In the following lines, we will become acquainted with this veteran artist's path in the world of fine art. He will tell us about notable milestones in his career and the significance of art in our lives. He will also touch on the future of fine art in Qatar and share his advice with anyone desiring to follow in his footsteps.

Early Talent

The credit for discovering Mohammed Al-Atiq's talent goes back to his school teachers. Being naturally talented and the encouragement and unlimited support of his family helped him to develop his abilities over the years. He began to strive, research, and learn everything related to arts. Later, he took part in competitions and won them.

"I became convinced that my career should be in art, but I didn't just want to be a painter. I wanted to be a full-fledged artist who could create his own works. It was a personal challenge for me as my father passed away while I was in school, and he was my biggest supporter. I wanted to fulfill my promise to him and become an artist who will raise the name of Qatar in the world."

"I honed my skills by learning art in youth centers and through reading, traveling, visiting exhibitions and museums, joining art festivals, and attending seminars. I was keen to know everything new in the field of art and this enriched my knowledge and gave me a visual impetus through which I created my own art later."

Turning to motion graphics and digital design programs, the ambitious young man established the Graphics Department at Qatar TV in 1991. This field was a new method for him to reach the audience through a different kind of art. Despite his success at Qatar TV, he never forgot his dream of becoming a global visual artist representing Qatar in international exhibitions, so he continued developing his artistic talent and setting up local exhibitions. About this time of his life, he says: "My graphics work in television entailed learning and acquiring considerable skills in digital design and motion graphics. This momentum in information, experiences, and highly technical knowledge contributed to my artistic work; it enabled me to apply the techniques and tricks that I learned to present a different kind of art to the audience."

Atiq 99

Atiq 99 was the title of the exhibition held in 1999 in Al Bidda Park and constituted a real turning point in Al-Atiq's career. In this exhibition, he displayed nearly 50 artworks that received a lot of praise from the public. Afterward, people began to know him as an expert artist who seeks to put his mark on Qatari visual art by presenting different art experiences.

Following years of hard work, the Qatari artist's first international exhibition was held in Italy in 2002. He then participated in several international exhibitions, including the "Venice Biennale," one of the most famous art exhibitions worldwide, culminating in many awards, the first of which was during the "Dhaka Biennale" in Bangladesh that had 1,500 artists from all over the world.

In addition to his work for Qatar TV, Al-Atiq chaired the Qatar Fine Arts Association from 2006 to 2013, during which he began a new assignment in managing Regency Art, a private non-profit organization that aims to support artists in the State of Qatar.

Over the past years, the organization has exerted great effort to attract and develop Qatari artists and educate the community about the meaning of art by organizing seminars and workshops that gather young artists from all over Qatar.

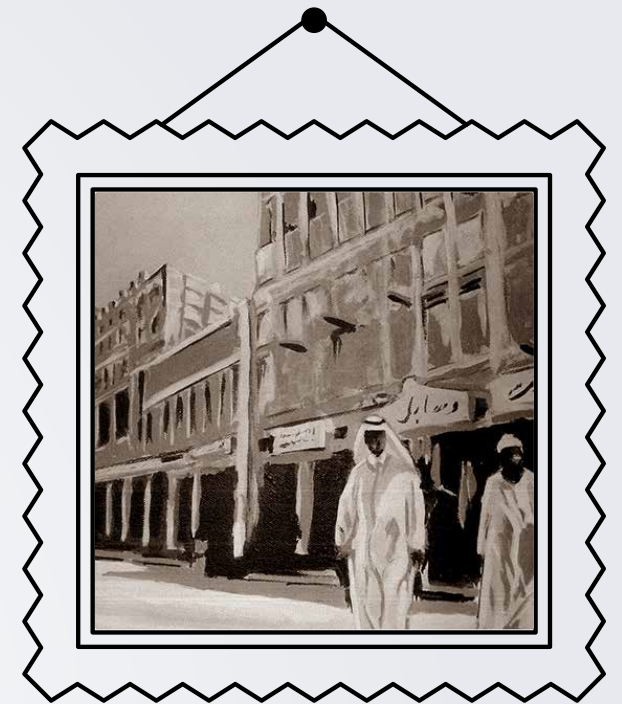
One of its most prominent achievements was the annual Al Asmakh International Art Symposium in Doha. This international arts gathering brings together

artists from all over the world in one place to work on their art and organize workshops and seminars, allowing them to learn about each other's methods and experiences. The event represented a valuable opportunity for young artists in Qatar to benefit from the expertise of international artists without incurring the cost and trouble of traveling to similar events abroad.

Al Asmakh International Art Symposium was also world-renowned for providing exceptional facilities for artists to attend and participate from all over the world. It earned the "Best International Symposium" award from the Bassamat Association in Morocco. Al-Atiq was also awarded the "Ambassador of Peace and Culture" title from the Peace and Culture Bridges Organization in California, USA, thanks to his efforts as the general coordinator of the Al Asmakh International Art Symposium.

Al-Atiq believes that the private sector's role in developing art is crucial. He maintains that fine art development in Qatar entails more art workshops, international lectures, seminars, and private sector initiatives that sponsor and support artists.

Despite the cancellation of this annual event and the suspension of other related activities due to COVID-19, the veteran artist is confident that conditions will improve in the future. He says: "Throughout history, artists have faced greater challenges and overcame them. I hope things return to normal quickly so that we organize exhibitions and workshops again, as art can play a major role in helping the society recover from the effects of this crisis."





Art in Our Lives

The veteran artist believes that experiences, observations and readings are what make a visual artist as they accumulate in his mind until the time he extracts them in the form of an art project, such as a painting, sculpture, or other works.

He explains: "Visual art includes multiple and open channels and involves more than just drawing. Unlike the past, artists do not succeed only because they have the skill of drawing, but because they present a set of related ideas. Even the exhibitions have become contemporary and not traditional. Everything has changed."

Al-Atiq adds that artists play an essential role in educating the public by presenting new and untraditional works that motivate them to be more insightful. His recent exhibition held in the "Fire

Station" building last April, was entitled 'Attention'. He used simple materials from waste in creating artworks that highlight the danger of waste to the environment and the earth's future.

Al-Atiq believes that although some may not realize it, art is an essential part of life. He added: "Art is all around us. At home, there is the art of interior design, wall colors, and lighting. When you go out, you get into a car designed by an artist. When you look around, you see the streets, sidewalks, trees, gardens, buildings, all of which contain art touches. You can also see art in the design of your mobile phone and the apps you use."

He concluded: "In short, we live in an artistic state from the moment we wake up till we go to bed, even if we don't notice it. Imagine if everything I mentioned wasn't there. We will surely become depressed."

Al-Atiq hopes to create artwork that remains in the history of Qatar, so he is currently working on a stereoscopic project that seeks to achieve this goal. He also aspires to play a role in training future generations of local artists.

Promising Future

Al-Atiq predicts a bright future for fine art in Qatar thanks to the state's interest in museums, art galleries, and organizations that encourage artists, such as Qatar Museums Authority as well as educational institutions, such as Virginia Commonwealth University School of the Arts in Qatar.

However, he maintains that the priority should be caring for young people, searching for talent in different regions, and developing them. He says: "I hope that art centers will return in different areas with some dedicated to girls. I learned art and graduated from one such center. There was a lot of interest in searching for talented people in schools, nurturing them, and providing them with all the amenities to harness their talent."

"Each center covered a specific geographical area, so children in Al Khor or Al Wakra did not need to travel a distance to come to Doha, and it was convenient for parents. We need to revive these centers and ensure that they keep up with the times and answer the needs of future generations. These centers should not be limited to teaching how to draw; they should also teach contemporary arts, such as



sculpture, animation, graphic design, and other kinds of art needed now."

The proficient artist also believes that educating children about the importance of art will build generations of Qatari artists from an early age. He explains: "Our children spend so much time playing video games, surfing the Internet, and browsing social media without a real purpose. We should introduce them to art at an early age and allow them to explore it. Children have a natural spirit of adventure, imagination, and the passion to try something new."

"I remember meeting a successful young artist who told me that she started taking an interest in art when she attended Atiq 99 at the age of 12. I felt so happy and proud."

Al-Atiq believes that the current generation's opportunity to pursue an art career is considerably easier compared to what his generation faced in the old days. Remembering those days, he says: "They were beautiful days, although we did not have the luxury of technology and social media for people to

know us. Materials are now more readily available. In the past, possibilities were limited; for example, we used to send CVs through fax, but now we can send a digital file containing all our information and work through a WhatsApp message!"

He extends his advice to anyone who wants to pursue a career in visual art, saying: "First of all, you must develop a passion for art and love this profession from your heart because it is not easy. You will need to put a lot of effort as you will face challenges, and you also must set a goal for yourself. It is also important to continue the journey where other artists have finished and not start from scratch as this will save you many years of learning."