

Management Career Options

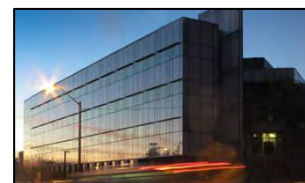
Specialist Major Minor Co-op Joint

Exploring career options involves researching **occupations** and **industry sectors** that fit your **skills**, interests, personality preferences and values. An *occupation* relates to the activities of the work you perform, whereas *industry sector* classifies the organizations that employ people in such occupations.

Example: “Management Consultant” is an occupation that involves using active listening, complex problem solving, and critical thinking skills to analyze gathered data from various angles and develop solutions or alternative methods of proceeding. Management Consultants work in many industry sectors — particularly but not exclusively in the government sector. They might also work in the insurance, real estate and professional services sectors.

Management graduates have many skills. In particular, they can:

Advise corporations on their business strategy	Lead teams and motivate employees
Analyze a business problem and provide solutions	Generate revenue and cost cutting strategies
Analyze potential business investments	Prepare financial statements
Develop and maintain business support systems	Record business transactions
Establish and maintain business relationships	Research and implement business forecasts



With these skills in mind, how can I research my career options?

Occupational Research

Canada’s **National Occupational Classification (NOC)** system categorizes over 30,000 occupational titles into 10 broad classes listed in **Table 1**. The 4-digit titles in **Table 2** are examples of occupations related to Management within these classes (NB: Some require further education).

Table 1: NOC Occupational Titles (www5.hrsdc.gc.ca)

0 Management Occupations	5 Occupations in Art, Culture, Recreation and Sport
1 Business Finance and Administration Occupations	6 Sales and Service Occupations
2 Natural and Applied Sciences and Related Occupations	7 Trades, Transport and Equipment Operators and Related Occupations
3 Health Occupations	8 Occupations Unique to Primary Industry
4 Occupations in Social Science, Education, Government Services and Religion	9 Occupations Unique to Processing, Manufacturing and Utilities

Table 2: Sample Occupational Titles Related to Management

0111 Financial Director	1122 Management/Business Consultant
0113 Merchandise Purchasing Manager	1223 Human Resources Officer
0121 Real Estate Developer	1232 Loans Officer
0122 Bank Manager	2161 Statistician, Actuary, Operations Research Analyst
0412 Economic and Trade Analysis Director	4112 Lawyer
0611 Sales and Advertising Manager	4121 Teacher/Professor
1111 Chartered Accountant, Auditor	4162 Investment Economist, Industrial Relations Economist
1112 Financial Analyst, Credit/Securities Analyst	4163 Economic Development Officer, Lobbyist
1114 Financial Planner	5124 Public Relations Officer
1121 Compensation Analyst, Job Analyst	6231 Insurance Broker

Occupational Research Links

The two excellent occupational databases below provide you with details about job prospects, nature of work, educational requirements, working conditions, pay and related occupations:

Career Cruising: www.careercruising.com (Access our subscription through your Career Centre Online account)

ONet: <http://online.onetcenter.org> (U.S. site)

Industry Research

The **North American Industry Classification System (NAICS)** is a hierarchical industry structure that divides the economy into 20 broad sectors of activity listed in **Table 3**. **Table 4** provides examples of specific industry groups relevant to Management graduates.

Table 3: NAICS Industry Sectors (www.statcan.gc.ca/subjects-sujets/standard-norme/naics-scian/2007/list-liste-eng.htm)

11 Agriculture, Forestry, Fishing and Hunting	53 Real Estate and Rental and Leasing
21 Mining and Oil and Gas Extraction	54 Professional, Scientific and Technical Services
22 Utilities	55 Management of Companies and Enterprises
23 Construction	56 Administrative, Support, Waste Management, Remediation
31-33 Manufacturing	61 Educational Services
41 Wholesale Trade	62 Health Care and Social Assistance
44-45 Retail Trade	71 Arts, Entertainment and Recreation
48-49 Transportation and Warehousing	72 Accommodation and Food Services
51 Information and Cultural Industries	81 Other Services (except Public Administration)
52 Finance and Insurance	91 Public Administration (= Government)

Table 4: Sample Industry Groups Relevant to Management Graduates

5221 Chartered Banks	6113 Universities
5312 Real Estate Agencies	6114 Professional and Management Training
5411 Law Firms	9114 Foreign Economic and Social Development Services
5416 Consulting Firms	9119 Federal — Communications Policy Planning
5417 Business Research and Development Services	9122 Provincial — Industrial Relations Services
5611 Business Management Services	

Industry Research Links

To learn more about job prospects in your sectors of interest, visit:

Industry Canada: www.ic.gc.ca/eic/site/company-entreprises.nsf/eng/home

Career Links Related to Management

Professional Associations

Project Management Institute	www.pmi.org
Canadian Marketing Association	www.the-cma.org
Chartered Accountants of Canada	www.cica.ca
Canadian Centre for Ethics and Corporate Policy	www.ethicscentre.ca
Canadian Association of Management Consultants	www.cmc-canada.ca
Human Resources Professionals Association	www.hrpa.ca

Other Resources

Industry Canada	www.ic.gc.ca
International Monetary Fund	www.imf.org
Canadian Securities Institute	www.csi.ca
The Chartered Financial Analyst	www.cfainstitute.org
Canadian Women’s Business Network	www.cdnbizwomen.com
Social Sciences and Humanities Research Council	www.sshrc-crsh.gc.ca

E-Journals Available through the University of Toronto Library (www.library.utoronto.ca/utsc)

Academy of Management Review	California Management Review	Harvard Business Review
Accounting and Finance	Entrepreneurship Theory and Practice	Management Science
British Journal of Management	Group and Organization Management	Marketing Science

Resources Available at the Academic Advising & Career Centre

Not sure how your skills, values, personality and interests fit your career options? Book an appointment with a Career Counsellor or sign-up for the *Discover Your Skills and Career Options* workshop via the Intranet. The Academic Advising & Career Centre has a very good collection of books related to career planning and job search.