



# **ANTHROPOLOGY**

# CONTENTS

## [OVERVIEW](#)

## [CAREER PROFILES](#)

[Anthropologist](#)

[Foreign Service Officer](#)

[Paleontologist](#)

[Archaeologist](#)

[Museum Technician](#)

[Cultural Resource Management](#)

## [EDUCATION](#)

## [WHO EMPLOYS GRADS IN...](#)

## [PROGRAM RELATED SKILLS](#)

## [POSSIBLE CAREER PATHS](#)

## [SAMPLE JOB POSTINGS](#)

## [HOW TO GET EXPERIENCE AND BUILD A NETWORK](#)

## [ADDITIONAL WEB RESOURCES](#)

## [REFERENCES](#)

## Overview

Are you naturally curious, interested in solving mysteries, and passionate about understanding the world around us? Those are the questions that Anthropology may help answer. Anthropology is a multi-disciplinary field that transcends time by exploring humankind from its beginnings all the way to modern day society. Reflecting today's interconnected world, those that study anthropology gain insights into various cultural values, beliefs, and practices all around the world.

A background in anthropology opens the doors to many possibilities including careers related to anthropology but also, within sectors such as the government, health, and private sector careers. Some graduates may hope to further pursue graduate studies such as a masters or doctoral in anthropology or related fields such as archaeology to conduct research as an anthropologist or archaeologist in the field. Other graduates on the other hand, may head into the workplace or pursue post-graduate diplomas to work in certain areas such as the museum.

Anthropology provides students the opportunity to build an unusually broad skill-set that is easily transferable into the work-world and into many graduate study fields: qualitative and quantitative methodologies, cultural awareness, critical thinking, and problem solving. More importantly, a background in anthropology helps build a toolset for students to examine and work to tackle human problems by examining the past to support and shape the future.<sup>1</sup>

# Career Profiles

## Anthropologist

### Job Description

Ever wanted the ability to travel through time? By studying humans from past and present societies, anthropologists can. Anthropologists explore a wide range of topics from culture to linguistics and even biology. In their work, anthropologists seek to know why things happen and try to tackle human related problems by examining both past and present to help understand and shape the future. They can explain physical attributes, cultural traditions from around the world, and even settlement patterns. Some of the ways they tackle these problems is through their work in teaching at institutions or consulting for companies to help them adapt to changing times. Anthropologists also conduct research that analyzes trends regarding human behaviour to then write reports or books.<sup>2,3</sup>

Most working anthropologists typically have atleast a master's degree or doctoral degree in anthropology. Many also focus on their area of expertise within subfields of anthropology that includes social, biological, linguistics, and other fields both within and outside of these disciplines. Whether it is to study social norms or primates, there are many questions anthropologists seek to explore.<sup>2,3</sup>

### Core Tasks and Abilities

- Conduct research in area of expertise (can vary from primates, humans, social trends, languages, etc.)
- Written communication to write essays, reports, books
- Gather and analyze data on social trends, human behaviour, or other research areas

### Earnings and Education

Anthropologists' earnings can vary from \$38000 - \$145,000 depending on their education, employer, experience, and the location of their workplace. According to the U.S Bureau of Labor Statistics reports, the median annual salary is around \$62,410 while the average salary is approximately \$77,000.<sup>4</sup>

To become an anthropologist, after earning a bachelors degree, — generally in anthropology or a related discipline — most also earn a masters degree or enter a PhD program. Completing a masters will allow individuals to apply their knowledge in various industries such as the government, non-profits, or in the private sector in analyzing or consulting. Other qualifications that may be helpful depends on individuals' research interests. For example, taking language courses in undergraduate studies can benefit someone interested in social or cultural anthropology research areas while ecology/geology knowledge can be helpful within the physical anthropology field. Research and teaching positions at post-secondary institutions typically require a doctoral degree.<sup>4,5</sup>

## **Informational Interview**

### **Interview #1**

#### **What do you do?**

I'm a cultural anthropologist. Cultural anthropologists are scientists who study people living today or in the recent past. What we call "culture" is everything that makes up the way a group of people live, like how they eat, celebrate, and worship.

It would be an impossible job to study everything about one culture and all the different people — men and women, children and adults — who are part of it. So an anthropologist usually focuses on just one part of a culture. My research focuses on Korean culture, and in particular, Korean religious rituals, women's lives, and marriage.

#### **Did anyone inspire you to become a cultural anthropologist?**

In college, I was in awe of the things that my anthropology professors did, like studying and living in another culture. And they wrote and spoke about the people and places with a lot of insight and feeling.

My very first anthropology class made it clear to me that this is what I wanted to do. I wanted to be an anthropologist.

#### **What did it take for you to become an anthropologist?**

A lot of studying! Besides learning all about different Asian cultures, I took a whole range of courses in all fields of anthropology. That included archaeology, biological anthropology, linguistics, as well as my own interests in religion and women's lives.

To specialize in Korean culture, I had to read a lot about the country's society, history, politics, religion, and folklore. I also had to learn how to read, write, and speak Korean. Plus, I spent two summers studying Japanese, since books about Korea were sometimes written in Japanese. I had studied some Chinese in college and that helped me because Korean writing sometimes includes Chinese characters.

#### **How did you decide you wanted to specialize in Korean culture?**

That was the luck of the draw. I spent my junior year of college studying Chinese in Hong Kong. After graduation I joined the U.S. Peace Corps and they sent me to Korea. I spent three years teaching English to government officials, students, housewives, and businessmen. Since I was teaching at a language institute, I could also study Korean at the same time.

The more time I spent learning the language, the more friends I made, the more I learned, and the more I wanted to do fieldwork in Korea.

#### **What happens to the information you collect in your fieldwork?**

I write books and magazine articles to share what I've discovered about Korean society. I also teach college classes and make presentations at conferences and as public lectures.<sup>6</sup>

### **Interview #2**

#### **How did you find out about the industry?**

Having grown up around doctors, as a child I was very aware of forensic medicine and pathology, but I also knew I did not want to study medicine. When I was in fourth year at high school, an admissions representative from Dundee University came to give a careers presentation

and mentioned the new BSc honours programme in Forensic Anthropology. After some research, it was clear that this was the career path for me.

### **How did you get there?**

After hearing about the BSc honours programme, I researched the entry requirements to decide which subjects I needed to study for my higher exams. As there was no requirement to study higher mathematics, I made the decision to swap this subject for higher history.

Although it may seem a little strange to study a subject like history when wishing to pursue a science degree at university, the skills in researching, critically analysing and writing extended answers were certainly useful during the application process.

I received an unconditional offer to study BSc (hons) Forensic Anthropology in March 2006, and started my undergraduate degree in September of that year.

After the hard work of my undergraduate degree, I continued to study in the Centre for Anatomy and Human Identification (CAHID), initially undertaking a Masters by Research which was then transferred to a PhD in September 2011. I graduated from my PhD in November 2013 and after a brief spell at the University of Leeds, I returned to CAHID to work as a lecturer in Forensic Anthropology.

### **What is a typical day like?**

A typical working day for me begins around 8am, catching up on emails or paperwork from the previous day and doing final preparation for that day's teaching. This year, I will spend between two and four hours teaching each day.

I am the programme leader for the MSc Forensic Anthropology degree at the University of Dundee and lead a number of modules that are delivered across our MSc and final year BSc (hons) Forensic Anthropology degree programmes. So part of my day will normally be spent updating the resources for students on these courses, marking their assessments or providing feedback.

In addition to my lecturing role, I am also a certified forensic anthropologist. On a typical day, this will mean responding to emails from police officers regarding bones that have been found, usually by people walking their dogs or digging up their gardens, and informing them whether the bone is from a human skeleton or from an animal.

This is part of a service officially called the Virtual Anthropology Consultancy Service, colloquially known as the "bones service". We respond to emails from all UK police forces, including those in Northern Ireland, the Isle of Man, Bailiwick of Guernsey and States of Jersey.

A typical working day for me ends around 6pm, although I will frequently work beyond this, either at the office or when I get home where marking or feedback needs to be finished.

The typical day for a university lecturer in forensic anthropology is no different to any other university lecturer — but the extraordinary days are just that: extraordinary.

### **What's the best thing about your job?**

Without a doubt, the best thing about my job is the people that I get to work with and meet, including both our students and staff. The job can be very stressful, for students during exam times to staff during busy periods, or as a result of forensic casework. Without the people that we have working together, it would not be possible.

### **What is the most challenging thing about your job?**

There are lots of challenging aspects of my job, both as a lecturer and as a forensic practitioner. The most challenging aspect is maintaining a work/life balance.

It is the nature of both lecturing and working in forensic practice, that those who are involved are extremely dedicated to their work. You have to be in order to succeed. The downside of this is that you can lose the balance between work life and home life. This is a challenge that we all have to deal with, and some are better at it than others.

### **What advice do you have for people who want to do what you do?**

As with any scientific discipline, to pursue a career in forensic anthropology, you need to have a solid foundation in biological science. At school, this means taking biology and chemistry. And at university this could mean taking a first degree in human biology, human anatomy or one of the available undergraduate programmes in forensic anthropology. This can be supplemented by postgraduate study in forensic anthropology through taught or research streams.

Aside from the academic aspects, there are a number of traits that are common all people who work in the forensic sciences, including forensic anthropology: determination, dedication, integrity, honesty and teamwork.

It is vital that you have the determination to succeed, it will help to sustain you through the difficult times. You have to be honest, with yourself and with others. Building your CV to include activities that allow you to develop and show these characteristics may be beneficial.

If you choose to pursue a career in forensic anthropology, it is important to be aware of the challenges that you will face during your education or your working life. As a discipline that focuses on the examination and analysis of human remains, you must be aware that you will be faced with situations that are potentially stressful or traumatising.

Your teachers will try to introduce this to you in a controlled, clinical manner, giving you time to process your thoughts and feelings, but it is important to realise that this job and the stresses that accompany it, are not for everyone.

### **What things do you wish you'd known before starting your career?**

There are not many things that I wish I had known before starting my career, other than the importance of maintaining a life outside work. It is very easy to become consumed by your work and very difficult to break the habit of long working days once it is established.<sup>7</sup>

## **Foreign Service Officer**

### **Job Description**

Representing Canada may sound like a tall order but foreign service officers are up to the task! Foreign offices work both in Canada and in diplomatic offices around the world to provide advice to the Canadian government on foreign policy and international relations. Foreign service officers are responsible for federal activities that involve scientific exchanges, economic or political reporting, negotiations with their host countries, public affairs, managing immigrating programs, and assisting Canadians living, working, or studying abroad. People working in foreign service act on Canadians' behalf in more than 100 countries.<sup>8</sup>

Foreign service officers gain acceptance into this field of work based on an exam and can work on a rotation of various roles or tasks that involve areas including management and consular affairs, political and economic affairs, international trade, and immigration:

Consular affairs officers (CAOs) conduct their work both in Ottawa and overseas to manage finances, hire staff, or help support Canadians living abroad.

Political and economic affairs officers (PEAOs) often work abroad. They research and analyze global issues. They also make policy recommendations and negotiate on many topics. They may work on issues such as the environment or human rights. Others work on peacekeeping missions.

Trade commissioners work in international business. They promote Canada's economic interests. They help our country's companies compete on the world market. They set up trade agreements and give advice to the nation's exporters.

Immigration officers work for Citizenship and Immigration Canada (CIC). Some people work for visa offices overseas. Others work at the CIC offices in Ottawa. Those working abroad make decisions about people who want to become residents of Canada. Others work on temporary visa applications.<sup>4,8</sup>

### **Core tasks and abilities**

- Develop, implement, and manage foreign policy programs
- Negotiate with foreign governments
- Monitor and analyze international political and economic issues to advise government officials
- Oversee financial and operational activities of consulates
- May review documents (i.e visa applications) for Canadians living abroad
- Adaptable and knowledgeable of international trade and other cultures
- Can involve travelling or living abroad

### **Earnings and education**

Foreign service officers are a part of the group referred to as “program officers” who earn between \$25/hour - \$58/hour in Canada. The average wage for foreign service officers is around \$38/hour or around \$72,000/year and work on average 35 hours/week. In addition to salaries and other health benefits, foreign service officers can receive a premium if they work abroad.

To become a foreign service officer, a bachelor’s degree is usually required. A master’s degree may be required or with several years of experience as a researcher, consultant, or program administrator. Foreign service officers get accepted based on a competitive exam.

Applications are accepted once a year (typically around the fall time) by the Public Service Commission of Canada that involve various streams such as political economic, international trade, immigration, and management. To be eligible, applicants must be Canadian citizens, able to reach a certain level of bilingualism (English and French) within one year, willing to accept assignments anywhere in the world, and be medically able to travel abroad.

Applicants first write a written exam that takes place in university or government settings across Canada that measure applicants’ verbal, numerical, reasoning ability, situational judgement, and written communication skills. Those with satisfactory scores will then engage in a screening

process for reference/security checks and an interview to assess their competencies and language abilities of Canada's official languages. Employment offers get sent after the selection process and when a match is made with available positions. Newly recruited officers are placed on a one year or more probation depending on the stream they are under with additional training as required under the streams.<sup>4,9,10</sup>

## **Informational Interview**

### **Interview #1**

**Tell me about your job. Is what you do different in any way from what others in your occupation do?**

I work as a trade commissioner, so my job is to help Canadian companies export their goods and services. To help promote Canadian products, I do things such as encourage foreign investment in Canada and facilitate technology transfers.

I was posted in Mexico, where I concentrated on helping Canadian companies export to that country by teaching them about Mexican culture and possible pitfalls.

Now that I am back in Ottawa, I'm working in the media relations division, explaining Canada's position on international affairs to journalists (for example, why our government changed trade relations with another country).

**Can you tell me about your background and how you got into this field?**

I studied chemical engineering in university. After graduating, I read about the foreign service examination in a student paper and decided to give it a shot. I was attracted by this career because I wanted the opportunity to travel the world and see history happening.

Very few people with engineering degrees go into the foreign service. Usually, officers have studied law, economics, political science, or business administration. It was difficult for me at the beginning, but now I find that my degree in engineering helps me understand the Canadian companies I work with.

**What personal characteristics are required for someone to be successful in your job?**

It is crucial for foreign service officers to have excellent interpersonal skills. They must be credible to Canadian and foreign clients, and be able to work efficiently through a network of contacts. Also, they must often advocate Canadian public and private interests.

A foreign service officer must also be cool under pressure and have the ability to think quickly. Tight deadlines and high-pressure events such as ministerial missions are common. When you are at a post, you are responsible for your sectors and projects. There is no fall-back position.

**How much job security is there for people in your field?**

I would say that most foreign service officers can count on having their job for life. If you work hard, it is a secure position. The only risk would be severe downsizing, and that is unlikely.

**What other jobs could you do with the skills you have gained in this field?**

The skills and contacts you acquire as a trade commissioner would allow you to work in any position related to international trade and finance. For example, you could work for a multinational company in a management position.

**What do you think the future holds for people in your occupation?**

The number of officers recruited depends on a number of factors, such as the rate of expansion of international trade. While it's obvious that electronic commerce has reduced geographical barriers between countries, the fact remains that human contact is essential to good business. Technologies support our activities; better technologies do not change our occupation but make it easier and quicker to access and distribute information.

**What are the biggest challenges in your job?**

The most challenging part of being a foreign service officer is constantly being on the spot, having to deal with a variety of requests all at once. Politicians, businesspeople, and potential buyers in other countries all demand your attention at the same time.

Also, this job demands that you be an expert on just about everything. When I was in Mexico, the Mexicans expected me to know everything about Canadian exports, and the Canadians expected me to know everything about Mexico.

**Are there many opportunities in your field? What should people do to get started?**

There are opportunities out there, but it is very competitive. The best thing to do is get as much multicultural experience as possible, learn a second language, and get a good university degree in a related field. Business administration is a good idea. Then write the foreign service exams.

**Interview #2**

**Tell me about your job. Is what you do different in any way from what others in your occupation do?**

Like all political officers, I promote Canada and Canadian values. I am involved in areas such as academic and cultural relations, public affairs, and the promotion of Canadian democratic values in other countries.

I was posted in Venezuela for my first assignment, where I learned as much as possible about social and political issues in the Central American region. I reported back to Ottawa. Now I work back at Foreign Affairs and International Trade Canada in Ottawa, assigning officers to different positions both here and overseas.

**Can you tell me about your background and how you got into this field?**

I studied public administration at university. The program combined economics, political science, and law, so it was a great preparation for my work for the foreign service. I have also worked for the Department of the Solicitor General and as a computer consultant at the Department of National Defence.

I was attracted to the foreign service by the possibility of working in interesting and challenging areas (for example, being present at the chemical weapons convention and being a part of peacekeeping missions). Being at these things really allows me to make a difference.

The foreign service exam is very popular with political science and other social science students, so it's quite competitive. I decided to give it a shot, and here I am.

**What personal characteristics are required for someone to be successful in your job?**

A foreign service officer must have excellent people skills. We are chosen to advocate Canadian public and private interests, and should be able to handle this responsibility well. It is also crucial that you handle pressure well. There are always deadlines to meet, and you've got to be able to think and work quickly.

It is important to have good analytical abilities. A political officer, in particular, has to be able to identify trends and predict changes in world politics and the economy (such as the effects of a drop in oil prices on a certain country).

**How much job security is there for people in your field?**

I think that most foreign service officers can count on having a job for life. This is a very secure position once you're in and doing a good job. The only problem would be in the case of drastic government downsizing, but I don't expect this to happen.

**What other jobs could you do with the skills you have gained in this field?**

The skills and contacts you acquire as a political officer are useful in organizations such as the United Nations (UN) as well as non-governmental agencies that require skills in public relations. For example, any company that needs to gather information and analyze events in other countries would be likely to hire someone with my experience.

**What do you think the future holds for people in your occupation?**

The demand depends on a number of factors. For example, there are more Canadians travelling to other countries, both for business and pleasure. This means that the future demand for foreign service officers will increase.

Technological changes are affecting this career, but not drastically. Videoconferencing has certainly been useful in consulates, but it will never replace the staff that works overseas.

**What are the biggest challenges in your job?**

It is challenging to represent your country every second of every day. When a foreign service officer is working abroad, he or she is always "on duty," even at social functions. This can cause a lot of strain on people, because it means that you can never fully relax.

**Are there many opportunities in your field? What should people do to get started?**

There are opportunities out there, but it is a highly competitive field. The best thing to do is develop an awareness of global issues and foreign policy and learn as many languages as you can. The only way into this career is through the foreign services exam, and it's not the kind of thing you can cram for 2 days in advance. The interests have to be there for years.

**Interview #3****What organization do you work for and what is your role there?**

I work for Global Affairs Canada, and I'm currently on language learning placement. I am a foreign service officer, and I've been posted to Moscow, Russia since the end of August. Some of these postings require language learning, and so I have been doing that since July 2016. I will do that until August and will move to Russia for the next three years.

**How did you get to where you are now? Tell us about your career trajectory.**

After I graduated, I decided I wanted to do an internship in one of our government missions abroad. I knocked on some doors - it was my personal initiative - and I ended up working at the Canadian Embassy in Algeria, back in 2008.

After that experience, I actually wrote the post-secondary public service exam but I was not successful. So I decided to pursue a master's degree at the University of Ottawa in Public and International Affairs, from 2009 until 2011. While I was studying, I undertook another internship through my program, this time at the Embassy of Canada in Syria. This was back in 2010, before the war. I was working in the political section, covering the human rights file, which was a very interesting experience.

Before graduating, I had the opportunity to work for the Canadian Mission to the UN in Geneva, and that was my first experience in a multilateral environment. I covered humanitarian affairs issues. So that takes me to the end of 2011. I graduated from the University of Ottawa and I was looking for a job, and it was the worst time ever because the government was not hiring. So, I actually tapped into my network, and I was able to get what we call a "casual contract" - a six-week contract which led to a determinate contract. At the end of 2013, I had the opportunity to work for the UNDP, which is the UN Development Agency, in Tunisia. Meanwhile, I applied again for the competition to become a foreign service officer and this time I was successful. So, I returned to Ottawa in 2015, and this is how I joined the Department of Foreign Affairs. So, I would say my journey to get here involved a lot of unpaid internships, a lot of short stints in the department, and one international experience at the UN, before finally - seven years later - I became a foreign service officer. It was about seven years. So, it wasn't a direct path!

### **Can you tell us more about the post-secondary public service exam?**

So the post-secondary campaigns are launched every year around September, and you have to apply for it. You have to have at least a post-secondary degree before applying, and then you're invited to write an exam.

The exam is three components, and all the details are actually on the Public Service website, so I'm not going to get into the details. But just to give an idea of the exam of one component is communication, whether in French or English. And one component is judgment. They want to make sure that they're recruiting people who have excellent judgment. Global Affairs is looking not so much for specific knowledge, but for people who have excellent judgment. This exam is the first step, and it is very competitive because sometimes there are 10,000 applicants, especially if the competition has not been run for a while.

If you're successful—and you have to actually have a really high score—you get invited to the second step which is the interview. It is a one-on-one interview and an interview in a group. For me, it was an internal competition, because I was working in the department at that time. So, it was a little bit different but equally competitive because everybody had experience in the department but they were looking to become a foreign service officer as opposed to a civil servant, or trying to switch streams. But, the process for the internal competition is pretty much the same steps.

It is a highly competitive competition, as I said. It used to be that if you spoke just English or French, then you would go on language training. But now, because they have so many applicants

who are bilingual, they are able to choose those who already speak French, English and sometimes even a third language. The department is always looking for people who speak Mandarin, Russian, Spanish, Portuguese—languages that require a lot of language training. So, for those who do have those languages, it is definitely an asset.

**When you look back, what do you think got you the position?**

That's a good question. I think it's hard to answer because I work with obviously very competent colleagues! For me, when I did the interview the second time around, I was actually living in Tunisia and working for the UN. That was definitely considered an asset. I was living abroad, and that international experience just tells them that you're ready to go anywhere. You have proven that you can live in very challenging environments. Also, my languages: I speak French, English and Arabic, so that was definitely an asset.

The interview is also really important. Some people are very scared of these interviews, myself included. But, I actually prepared really well for the interview—and there is a way of preparing for these interviews. How well you score at the interview is important, because at the end of the day it is a big bureaucracy, and they rely on the scores. Of course, if you speak Spanish or another language, or if you have relevant experience it's always good—but, if you can't get through the interview process then you won't get in.

So I think it's a little bit of both relevant experience and a strong interview. But I've always been sure that this is what I wanted to do. At the time I graduated, it was very unlikely because as I said Global Affairs was not recruiting foreign service officers—but I just kept going. I had this goal in mind, and knowing that it's a very competitive environment, I was ready to take chances. For example, I quit my job at Department of Foreign Affairs as a "term employee" to get experience at the UN, and that's a decision I made because it would open more doors for me. I think people should always keep in mind that they have to kind of live outside of their comfort zone in order to succeed in this type of environment. It's not a linear trajectory. You have to keep that in mind, and accept that life will take you in many directions so you have to be super flexible and adaptable. Those are also skills that the department is looking for. You mentioned that there are ways of practising for the foreign service officer interview. Can you tell us about that?

In the interview, basically, the department is assessing a set of skills. One of them, as I mentioned, is judgment; others are interpersonal skills, communication, initiative. The interview is about six or seven questions, and for each question, you have to demonstrate how you have these skills. So, it's not about your knowledge. You could have studied engineering at school—or maybe you were a doctor and now want to become a foreign service officer. It doesn't really matter what background you have because the interview is based on situational questions as opposed to knowledge-based questions. So, know that those are the skills that you'll be assessed against, and draw from your previous experience to try to demonstrate how you actually have those skills.

**So what's an average day or week like for you, as a member of the Foreign Service?**

Right now, I am on language training full day. So, my day is pretty much going to class or to school every morning, and I have six hours one-on-one with a teacher, trying to speak Russian. And an hour and a half in the evening, doing homework and revision. Sometimes it's good, sometimes it's bad. It's very intensive, and it's definitely not for everybody. I'm still enjoying it, but there are some days where, you know, I don't know if I'll get there. We have to get to "level three", which is like professional proficiency, by the end of the year, so it's not your regular nine-to-five job. Maybe Russian is more difficult than other languages, but it's definitely challenging. Again, not every Foreign Service officer will actually have to go through language training, it really depends on the posting. Some of them just require that you know French or English—and, actually, with French and English, you can work in a lot of countries so that's pretty good for Canadians.

This is actually my day-to-day routine until the end of August and I'll be going on immersion as well in St. Petersburg, which is part of my language training. And actually I always encourage people early on in their career if they are interested in learning a new language, I think it's a great opportunity. You don't really get that very often in your lifetime, to be paid to learn a language. So, I think it's great and it will open many, many doors for sure.

**You mentioned having strong interpersonal skills. Can you talk to us about the soft skills that can help you in this field, and how you can go about developing those?**

I think that on a daily basis, we're all trying to develop those skills! When we think of a diplomat, for instance, we always think of someone who's an extrovert—trying to meet people and create connections. But, not everybody who works in the department is an extrovert. So, for a lot of people, myself included, I have to work on those skills on a daily basis.

People don't come with a fixed skillset. It's something that you continue working on, and you also have to recognize your weaknesses and things that you can develop. I think it's important to focus on your career, your professional path. But sometimes what will get you the job is what you do on the side—like if you're an avid soccer player, you're like involved in a theatre troupe, anything that can actually make a difference. Because it is about connections and creating those connections.

Of course, I'm not talking about the post-secondary recruiting event because that's very much based on the interview and nothing else. I'm just talking about, you know, getting a job abroad and, for example, working for an NGO where there are so many opportunities. These things that you do on the side can become an asset. It's important to introduce yourself not just as a professional in international relations, but also as a human being! What could be your other contributions? I think that's something that people tend to put aside, but I think it's equally important.

**You have a master's degree. Is that necessary to succeed in this field? Are there certain degree subjects that will make you stand out?**

I don't think a master's degree is necessary, but also it is definitely considered an asset. You can definitely join Global Affairs, or the Foreign Service, with a bachelor's degree. But, at the same time, they have so many applicants and a lot of people have a lot of experience and do have a master's degree. So, if all else is equal, they will go with the person who does have a master's.

I think there is an element of personal choice. For me, I didn't finish my bachelor's degree and go directly to start my master's degree. I took a year off and that was actually a good break. I wanted to kind of reflect on what I wanted to do, what are the next steps—and I worked during that time. I would always encourage people to get a master's degree—that's just my personal opinion—but I think you also have to understand the reasons why you are doing a master's degree. A master's degree will not make you a foreign service officer, but maybe it will help you down the road. And in terms of what you could study at university, it does help if you're into international relations. The department is looking for any kind of background, but I think you have to kind of have a general idea of how the world works and not be completely disconnected! So, getting a degree in political science international relations, or even a law degree, can help a lot and open a lot of doors. You can also actually work for Global Affairs Canada as a lawyer as well, so that could be another opportunity.

I would encourage people definitely to get a master's degree just because it is highly, highly competitive and if you want to work for the UN, for instance, they only take people who have a master's degree. So if you want to be competitive not only in Canada but internationally, definitely, that's the road to take.

### **Are there specific hard skills that are in demand in the Canadian foreign service?**

It's nice to have an area of expertise, but Canada has such a small foreign service, compared to say France or the UK. We're also looking for people who are generalists— people who can move from one region to another who, who speak Mandarin and are going to learn Spanish. So I think it's better for your career to actually develop many areas of expertise and to sell yourself as someone who is adaptable and who's willing to work in different countries in different areas, as opposed to one area. But, it does help to actually join the Foreign Service with one particular area of expertise, especially if it's something that is sought after—it's easier to sell yourself that way. So I think you have to find a balance between the need to be an expert, but the expertise cannot close doors in the future. The balance sometimes can be a bit tricky to find, but it's definitely the right approach to take because it is such a small Foreign Service. It's the way to go. But, if you were a French diplomat or an American diplomat, maybe being more of a specialist is what you need. But for the Canadian foreign service, it's a bit different.<sup>11</sup>

## **Paleontologist**

### **Job Description**

Interested in Unearthing more than 99 percent of all species that have ever lived? A paleontologist certainly is, as they piece together the record of life on earth by studying ancient animals and plants' fossils. From plants, mammals, fish, to even insects and fungi, paleontologists conduct research to understand prehistoric life forms. They examine how organisms change over time and what our planet was like long ago by uncovering, transporting, and studying fossils. While paleontologists are directly involved in on-site digging and discovering, they also tend to remain indoors to use a variety of tools such as X-ray machines or microscopes to examine details of discoveries that they find out in the field. As they assess these discoveries, their work primarily involves spending time collecting information from data and observations to analyze, teaching or writing reports about their findings.<sup>12</sup>

Paleontologists usually specialize in a certain area of interest such as plants or animals, vertebrates or invertebrates, and other specialties. A doctoral degree is usually necessary to become a paleontologist. Having experience in labs and fieldwork is also vital for a paleontologist as they will need to know standards and procedures for both on-site and in-the-lab.<sup>12,13</sup>

### **Core Tasks and Abilities**

- Preserve and catalogue fossils in museum's/institutions
- Search and extract fossils using excavation tools
- Study fossils to learn about animals, plants, ecologies, and climates
- Analyze data and findings in lab
- Teach or consult for various institutions (museums, oil companies, government)

### **Earnings and Education**

Starting salaries for paleontologists in a university setting can range from an annual \$45,000 to \$65,000 and can increase to more than \$100,000 by mid-career. These earnings depend on factors including position, experience, education, and quality of research. For other settings within the government or private sector, earnings with a master's degree may start out making \$40,000 a year while experienced research directors or consultants can earn more than \$70,000 a year.<sup>4</sup>

To work in the paleontology field, an advanced degree such as a PhD is generally common. The first step towards an advanced degree is completing a bachelor's degree. While only a few universities may have paleontology bachelor's programs, paleontology courses may be offered within similar departments such as geology while others in the field may major in related fields. To pursue further education, students in masters and PhD usually specialize in a certain paleontology area (i.e study vertebrates or invertebrates). On the other hand, non-academic jobs may only need a master's degree however, which will qualify you to work in the private sector, government, or museums. A PhD may still benefit in a higher salary and promotions. Other qualifications involved in paleontology can include gaining hands-on fieldwork experience with fossil collections, excavations, or other experience in analyzing paleontological data.<sup>4,14</sup>

## **Informational Interview**

### **Interview #1**

**Tell me about your job. Is what you do different in any way from what others in your occupation do?**

I am a collections manager in a large museum. My area of responsibility is the collection of invertebrate fossils. The word "invertebrate" means "without a backbone"—invertebrates are animals that don't have a spine. The collection includes fossils of insects, plants, and micro-organisms. I make sure they are catalogued and stored in a way that keeps them safe and easy to access.

I also assist visitors who come to see or study the collection, process loans or fossils, and answer public inquiries. I even get involved with developing exhibits—both permanent and temporary displays.

**Can you tell me about your background and how you got into this field?**

I have always loved the whole feeling of the museum I work at today. My father used to bring me here every week as a kid. I love working here now. It just feels right.

As an undergraduate student, I studied geology and paleontology and worked in a university biochemistry lab. One summer, I worked as an assistant in the geobotany lab at this museum. Then I returned to my work at the university lab.

My next chance at museum work came while I was completing my master's degree. My thesis was on geology and invertebrate paleontology. The museum hired me to help computerize all the catalogue records of fossils. It was pure fluke. There just happened to be a job here when I was around the city and I've been here ever since. It's been 31 years!

**What personal characteristics are required for someone to be successful in your job?**

You need to be organized and able to keep track of several ongoing projects at a time. For example, I'm on lots of committees, I'm the managing editor of an academic journal, plus I have to stay on top of my main responsibility as a museum collection manager.

You also need academic and research skills. There's lots of knowledge involved in this job—even in the mundane tasks, like entering data.

**How much job security is there for people in your field?**

My job is fairly secure, both because my museum is dedicated to the care of its collections and because I have seniority in my position. It's difficult for me to comment on jobs at other museums.

In general, I think there is an increasing recognition of the need for collections care. That means that people with my skills are in a good position. On the other hand, a lot of universities and museums with collections are having their budgets cut. Money is more likely to be saved for research than for collections care. This puts the collection manager position at risk of being cut, with researchers taking over collections responsibilities instead. This is especially true of university collections.

**What other jobs could you do with the skills you have gained in this field?**

Collection management skills learned in paleontology should be transferable to any type of museum collection, or to teaching at a post-secondary museum studies program. My editorial work could lead me into editing. With some additional training, I could also become a librarian or an archivist. The work has a similar philosophy, except that you're looking after books instead of objects.

**What do you think the future holds for people in your occupation?**

There is an increasing need for and reliance on computer skills, especially database skills. All fossil catalogues are on computer databases. Many paleontologists use computers to analyze statistics and calculate trends in their research areas.

**What are the biggest challenges in your job?**

The most challenging part of this job is keeping up with changes in technology and developments within the discipline of paleontology. I have to stay up-to-date so I can recognize important aspects of the collection.

**Are there many opportunities in your field? What should people do to get started?**

There are very few openings in paleontology. There are far more paleontologists than there are jobs, so it's important to get involved in the paleontological community and make contacts. The

best way to secure a job is to gain relevant experience through volunteering in a museum or a university collection. Obviously, an academic background helps. A hobby like collecting can be useful too—even if it's collecting something other than fossils.

## **Interview #2**

**Why do you like paleontology, and what is your particular interest or concentration in this subject?**

I like Paleontology because it's a really synthetic field, because it combines lots of different sciences into one thing. For instance that there's a lot of biology, there's a lot of geology, there's even things in...things people wouldn't really expect like computer science and engineering in some of the stuff that we do. Because it combines all these different things, it makes it really, really interesting to be both a project and leader and a paleontologist because you get to learn so much about so many different things. My particular interest in paleontology is multifold, I'm interested in both some of the theoretical aspects of it, but also I concentrated the last several years on the relationship between what we traditionally call "dinosaurs" to modern birds.

**What do you enjoy most about being a scientist at the museum? What do you enjoy most about the museum itself?**

Being a scientist at the museum is great. There's a lot of resources here, we have excellent collections, we attract wonderful students, and there's always a lot going on. It allows me to be involved both in my scientific research as well as in exhibitions and education. The American Museum of Natural History is a real New York City icon. It's one of the most famous natural history museums in the world, both ... If you like working at museums, it's probably the best place on the planet to pursue your career.

**Tell us a bit about the research you do here. What are you working on now?**

The research I do here is a combination of lots of different things. Probably the biggest percentage of my time though is devoted to studying small, carnivorous dinosaurs and how they relate to modern birds. There's a lot of field work involved in this, both in the Gobi desert and in parts of China, where we found the feathered dinosaurs, and we found a whole host of other animals that bear in this question. It's really been fun working with my Chinese colleagues in Beijing on these projects and I think it's really changed the way in which we look at dinosaurs.

**What were your early scientific influences?**

I was always really interested in science as a child. My father was an architect and an engineer and he was always really interested in science also. I was always catching animals, having pets, doing experiments, taking apart machines when I was a child. I was always interested in paleontology too, and I started collecting fossils...when I was quite young. Growing up, I did volunteer work at the Los Angeles County Museum and there I was really introduced for the first time to real professional scientists who were doing their work, and even in my teens I was able to accompany them to expeditions to Mexico and in the California deserts and things, basically doing what I do now. I've done lots of different kinds of things in science. As a graduate student,

I departed from paleontology and was working in molecular genetics and some computational biology, so, I came back basically to paleontology shortly before I moved to the Museum here. The important thing is that science educations are great ones. You can do lots of different kinds of science, but just learning about how science works and how to analyze data, because it's all just data sets which are pretty much analyzed in the same way. Also I think a science education allows you to do other things. Many of my friends who have gotten science educations do everything from working on Wall Street to working as attorneys to working in conservation biology.

### **What advice would you give to kids who might want to pursue paleontology as a future career?**

To pursue paleontology, because it is such a synthetic field, it really requires lots of different skills. So I would suggest that people get as broad-based an education as possible. Of course, you have to know something about mathematics, you have to know something about basic biology, but there's lots of things which are important also. I mean, if you do expedition work in foreign countries, it's important to learn how to be good traveler, perhaps to speak a different language. Also, to feel comfortable outdoors and under extreme conditions, so there's a lot of different skill sets that people really need and the best way to do that is to pursue as many different things as possible.<sup>15</sup>

## **Archaeologist**

### **Job Description**

While archaeologists may not be Indiana Jones or Tomb Raider, with the past hidden under their feet, they use evidence from earlier civilizations to understand historical mysteries and the present. Archaeologists' work generally starts with finding sites to extensively study such as ancient cities and engage in carefully inspecting the sites, better known as excavations. Archaeologists also work in labs to collect and observe objects or findings discovered from their excavations. From these discoveries, archaeologists hope to reconstruct extinct cultures to find patterns that may clue them in on how human behaviour and civilization was like. Analyzing these findings provide archaeologists evidence to report and publish in journals or articles to provide more insight to the world.<sup>16</sup>

There are several topics archaeologists can explore such as: prehistoric, historic, classical, or even underwater. To study these topics, archaeologist generally pursue a master's degree or doctoral degree accredited by Archaeologists institutes or associations.

### **Core Tasks and Abilities**

- Collect information from observational data, interviews, and records
- Analyze laboratory samples and other sources to understand patterns in human life, culture, and origins
- Advise and consult organizations on cultural impacts of proposed policies and programs on individuals

- Develop research projects to examine human activity through environmental data left behind

### **Earnings and Education**

Archaeologist salaries can range anywhere from \$20/hour to \$54/hour, with a median wage of \$35/hour. Academic anthropologists' salary can also depend on their research and school's funding. New professors may earn from \$40,000 to \$75,000 whereas those in their mid-career can earn from \$60,000-\$130,000 annually. Those working within non-academic areas such as private sector or government have wages that depend on their experience and type of role they are applying for where experienced research director or consultant roles may earn more than \$80,000 annually.<sup>4</sup>

The road to becoming an archaeologist typically involves at least a bachelor's degree along with additional training in archaeological fields or laboratory techniques. In this level, positions offered are generally restricted to field or laboratory assistants. To become a professional archaeologist, as part of the Register of Professional Archaeologists, you would be required to pursue a master's or doctoral in anthropology. In Canada, each province and territory have their own standards, as Ontario's Ministry of Tourism, Culture, and Sport maintain a tiered licensing system. Some areas, such as Alberta, may require an archaeological research permit to carry out archaeological research. In order to qualify, applicants must have at least a master's degree in anthropology, specifically archaeology, along with additional supervised training in excavation and lab analysis techniques.<sup>4,17</sup>

Those interested in becoming archaeologists can also develop their skills in related fields such as anthropology as well as work experience on field and lab projects. For students interested in archaeology, in North America, there are generally field school courses within anthropology classes. A field school is a credit course where students can learn and actively participate in active archaeological fields and lab based research. Some schools may also have an archaeology lab or museum that offers training for students to develop their qualifications within this field.<sup>18</sup>

## **Informational Interview**

### **Interview #1**

**Tell me about your job. Is what you do different in any way from what others in your occupation do?**

Archaeologists use specific field techniques to uncover old artefacts from the ground to learn about people who lived in the past.

My specific job is to make sure that archaeological sites remain intact. For example, we don't want construction companies building parking lots over archaeological sites because it would destroy all the artefacts buried there.

I also teach courses at a university. This includes giving lectures, preparing classes, helping students with their research, and marking their papers. At certain times of the year, I take high school students out into the field and teach them how to do an archaeological dig.

**Can you tell me about your background and how you got into this field?**

In high school, I had one particular teacher who got me interested in archaeology. I didn't believe much of what he told me. I guess I was a troublemaker. I challenged him one day and he suggested I write an essay to prove him wrong. Well, I couldn't prove him wrong. I've been interested in archaeology ever since.

After graduating, I studied geography in university. Geography is a broad subject, related to archaeology in some ways. I went on to complete a master's degree in archaeology.

While studying, I got a summer job taking high school students on archaeological digs. At first I didn't like the job, but it grew on me, and I've been doing it ever since. I got my current job at the conservation agency after graduating from university.

**What personal characteristics are required for someone to be successful in your job?**

There are two important personal characteristics you should develop if you want to become an archaeologist. First are your communication skills. Archaeologists usually do a lot of teaching, which includes university students, the general public, and children. You must be able to explain scientific concepts in lay terms.

Second, you have to be detail-oriented. Archaeologists examine artefacts for minute details, like scratches on bones or the erosion on rocks. You have to focus on these details then organize massive amounts of information, while at the same time keeping the big picture in mind.

**How much job security is there for people in your field?**

Most people who don't reach a supervisory position usually remain in their jobs for 5 to 10 years. Senior positions can be lifelong, but they are difficult to get. Most senior personnel are 35 to 45 years of age.

**What other jobs could you do with the skills you have gained in this field?**

Archaeologists would make good managers because we have to be organized people. We manage archaeology students, classes, and research projects, not to mention the masses of information we keep in databases.

**What do you think the future holds for people in your occupation?**

It is likely that the process of archaeology will remain the same. However, changing technology will likely have an impact on analytical procedures. For example, advances in computer software have changed the way archaeologists keep track of and analyze information.

**What are the biggest challenges in your job?**

Educating people on the importance of archaeology for understanding our past is the most challenging part of this job. Most people don't understand that North America has a rich history of about 10,000 years. This history should be preserved.

**Are there many opportunities in your field? What should people do to get started?**

There are some paying job opportunities, but not many. There are always archaeologists looking for volunteer helpers. If you are a student of archaeology, try this out to get your foot in the door.

You can also join a field school that will teach you all about archaeology while you participate in an actual dig.

## Museum Technician

### Job Description

Museum technicians bring the museum to life by maintaining the items in the gallery or museums' collection with the goal in mind to teach visitors the importance and history of each item. In doing so, they are skilled in handling artifacts, conducting and reviewing research, and working together in teams to build exhibits to showcase items to the public. Museum technicians are also an integral part of the museum as they closely work with curators, archivists, and conservators to restore and preserve artefacts for their exhibits.<sup>19,20</sup>

Museum technicians generally have a bachelor's degree and experience working in archives or museums through internships or volunteering. With this experience, museum technicians' efforts for maintaining the cultural and historical importance of artifacts they display in museums helps preserve a piece of history.

### Core Tasks and Abilities

- Work with team of curators, archivists, conservators in maintaining objects
- Prepare and display artwork or artifacts
- Help organize and research information on items in the gallery or museum
- Participate in preserving and restoring items

### Earnings and Education

Salaries for a museum technician can vary from \$21,000 to \$70,000 a year, where the median salary is about \$33,000 a year. Earnings largely depend on the location or institution you may work in, as technicians at larger museum or privately funded agencies tend to earn a higher wage. Full-time museum workers often do get benefits including paid vacation and sick days along with health coverage.<sup>4</sup>

To become a museum technician, it can be a good idea to get a bachelor's degree, diploma, or certificate related to museum studies or a related field such as history or anthropology. People are often able to gain experience in museum through volunteering or internships at museums through these programs. Completing a college program in technology or other technical on the job training programs may be also required depending on the duties of the job. While a master's degree or further is not required to become a museum technician, it can be an asset to advancing your position to, for instance, a curator role.<sup>4,20</sup>

## Informational Interview

### Interview #1

**Tell me about your job. Is what you do different in any way from what others in your occupation do?**

As a museum technician, I publicize the exhibitions at the museum and the programs that we offer to our local communities. My job is different from the work of other museum technicians because I have a specific emphasis on communications and publicity regarding art and art-related

material, including—but not limited to—paintings and sculptures. This is because I work for an art museum. Other museum technicians might work in different environments, such as for history, science, or sports museums.

**Can you tell me about your background and how you got into this field?**

I studied art history at university. Before I found a position in my current field, I worked as a freelance writer and copy editor, as a communication consultant, and as a marketing director. However, I wanted to make a switch to an art-related profession because I knew it would give me the opportunity to write about art, to communicate the importance of preserving art in our culture, and to create enthusiasm for art in my local community and beyond.

My first position in the field was as an administrative professional in an art-related non-profit, and I worked my way up to my current job in an art museum. I have now been working in this field for 10 years.

**What personal characteristics are required for someone to be successful in your job?**

To be successful as a museum technician, you need to have great organizational skills. On a day-to-day basis, you will be required to meet multiple deadlines and to submit various materials to the right people, such as press releases to local media outlets.

Another important personal characteristic to have is excellent writing skills, particularly if your position emphasizes communication with the public. You need to be able to communicate a clear message about programs and events happening at the museum to your intended audience.

You also need to have a strong belief in the mission of the museum, such as to educate the public about art, science, or history—depending on the type of museum you work for.

**How much job security is there for people in your field?**

I believe that if you do your job well, you achieve the goals of the institution you work for, and the institution remains financially stable, your job security will be fairly high. Financial security is a big part of being able to continue working for the same institution, but if you can write and communicate well about the type of museum work you do, you can increase your likelihood of finding a job if you have to change employers for any reason.

**What other jobs could you do with the skills you have gained in this field?**

With the skills that you acquire working as a museum technician, you can find work in a variety of fields. These include working as a freelance writer or editor, as an office manager, or as a personal assistant. You may have an increased likelihood of finding work in these areas within a museum environment because you can use the specialized knowledge that you acquired working at the museum to help you get in the door.

**What do you think the future holds for people in your occupation?**

Within museum environments, there has been an increased emphasis on utilizing social media as a communication tool, and I assume that this type of media will continue to impact how we publicize the events and programs happening at museums.

There will likely also continue to be a greater emphasis on communicating with the public through personal devices, such as smartphones and tablets.

**What are the biggest challenges in your job?**

One of the challenges I face with this job is being far too busy and spread very thin over the course of each day. If an institution has ambitious goals or an increase in the number of events happening each year, the staff can become overworked, particularly while publicizing large events.

**Are there many opportunities in your field? What should people do to get started?**

There are a lot of opportunities in this field for part-time workers and freelancers. During difficult financial times, organizations often eliminate full-time positions in favour of a part-time or freelance workforce.

If you would like to find work as a museum technician, consider obtaining an internship at a local museum to get started in the field. If you would like to specialize in communications and publicity work, like I do, you should also study communications at the post-secondary level. If you decide not to major in communications, at least take a few courses in the subject to prepare yourself for work as a museum technician.

## Cultural Resource Management

**Description**

Cultural resource management (CRM) is a broad interdisciplinary area that intersects fields of anthropology, history, business, law, and archaeology. CRM revolves around managing cultural heritage within guidelines and frameworks of laws and regulations. Cultural heritage involves maintaining objectives, structures, buildings, or other evidence that is used to preserving and appreciating past cultures. Examples of cultural resources include archaeological sites, historic buildings, paintings, museum objects, and other aspects related to culture. Those interested in CRM may work in museums, non-profits or government organizations dedicated to historic preservation, or for private firms.<sup>21</sup>

**Core Tasks and Abilities**

- Archaeological methods and analysis
- Interpret and communicating results
- Decision making and reviewing documents

**Education and Earnings**

There are several programs for CRM that range from certificate to masters programs. These programs generally prepare students for employment within the cultural management sector in non-profit, government, or even profit organizations. Certain certificate or diploma programs provide practical skills and cultural resource expertise to anthropology students to enter the workforce at entry-level. Masters programs provide students with additional skills in identifying, evaluating, and preserving cultural resources. Students may also gain fieldwork experiences and the ability to work with professionals through research projects or internships, overall gaining skills to allow them to work as professionals in the CRM industry. Professionals in this area of work can also include archaeologists, historians, and others who may have previous further education experience or backgrounds.<sup>22</sup>

Individuals working in the CRM industry may earn varying amounts of salary. For example, a CRM manager's earnings may range from \$45,000 to \$75,000, depending on the location, experience, and employer.

### **Interviews and Discussions**

Panel Discussion

[https://www.youtube.com/watch?v=4VFe78\\_aZMs](https://www.youtube.com/watch?v=4VFe78_aZMs)

What is Cultural Resource Management?

<https://www.youtube.com/watch?v=BjQJnQFSRmA&t=1s>

## Education

**CLN > Resources > Career Cruising > *Search* programs**

**Petersons – for graduate programs**

<https://www.petersons.com/>

**Universities Canada**

<https://www.univcan.ca/>

**Gradschools.com**

<https://www.gradschools.com/>

**U of T, School of Graduating Studies**

<https://www.sgs.utoronto.ca/>

**Museum Studies Programs in Ontario**

[https://www.museums.ca/site/msp\\_on](https://www.museums.ca/site/msp_on)

## Who Employs Grads in....

### **Samples Areas of Employment:**

- Museums/Art Galleries
- Archaeological Consulting Companies
- Government and Community Org.
- Physical Anthropological Labs
- International Agencies
- Business/Market Research Firms
- Universities and Colleges
- Environmental Agencies
- Publishers

- Non-profit agencies

### Labour Market

According to the U.S. Bureau of Labor Statistics, the anthropology field is projected to grow five percent from 2019 to 2029, faster than average for all other occupations. Prospective anthropologists and archaeologists, however, do face competition for job positions. There are trends for short-term contract work rather than long-term employment with a single employer or organization. Those in anthropology largely work in industries related to scientific and technical services, healthcare and social services, and public administration.<sup>23</sup>

### Program Related skills...

Academic courses in this program provide opportunities to develop the following types of skills. Make a career counselling or an employment strategy appointment to discuss how you can demonstrate these skills to employers.

- **Cultural awareness and interpersonal:** ability to obtain information about attitudes, customs, and beliefs; deep understanding of the human condition and group dynamics; sensitivity to cultural differences and diversity; and work cooperatively with others.
- **Communication:** present and defend a position; summarize results; present theories/ideas/viewpoints in a comprehensive manner; and ability to write across a range of genres.
- **Technical:** draw maps and construct models to scale; preserve objects by selecting chemical treatment, temperature, humidity; and photograph sites, objects, people, occasions.
- **Research and analysis:** carry out data collection and evaluate research results; and catalogue information.
- **Critical thinking & problem-solving:** provide insight to social problems by supplying information as to how problems are dealt with in other cultures and adapt approaches used in public relations, marketing, or politics to different population groups.

### Possible Career Paths...

- |                                      |                             |
|--------------------------------------|-----------------------------|
| • Paleontologist*                    | • Kinesiologist*            |
| • Archaeologist*                     | • Social Worker*            |
| • University Professor*              | • Forensics Specialist*     |
| • Market Research Analyst*           | • Immigration Officer*      |
| • Primatologist                      | • ESL Teacher*              |
| • Forensic Scientist*                | • Archivist                 |
| • Medical Anthropologist             | • Conservator               |
| • Museum Technician                  | • Lobbyist                  |
| • Cultural Resource Manager          | • Rural Development Officer |
| • Ethnographer                       | • Coroner/Medical Examiner  |
| • Multicultural Education Specialist | • Linguist                  |
| • Ethnologist                        | • Librarian                 |
| • Human Resources Specialist         | • Foreign Aid Worker        |
| • Program Director                   | • Research Consultant       |

- Refugee Services Coordinator
- Survey Researcher
- Project Development Officer
- Epidemiologist
- Community Worker \*
- Foreign Service Officer\*
- Public Health Educator
- Museum Education Director
- Federal Government Policy Analyst
- Policy Scientist
- Volunteer Coordinator
- Anthropologist\*

## Sample Job Postings

- Policy/Research Assistant, Ontario Native Affairs Secretariat
- Archivist, Institute for Human Development, U of T
- Archaeological Assistant, Parks Canada
- Market Research Representative, The Canadian Institute
- Cultural Research Database Manager, Ontario Institute for Studies in Education, U of T
- Study Coordinator/Research Assistant, University Health Network
- Docent (Museum Educator), Bata Shoe Museum
- Historical Interpreter, City of Toronto

## How to Get Experience and Build a Network

### Professional Associations

There are many benefits of becoming a member of association(s), such as developing a network of contacts, learning about industry trends, accessing industry-related job postings and stating your affiliation on your resume.

Some associations related to this major are:

- [Canadian Anthropology Society \(CASCA\)](#) (with student membership)
- [Ontario Archaeological Society \(OAS\)](#)
- [Society for Applied Anthropology \(SFAA\)](#)

### Undergraduate Student Research Awards

This program is intended to support research partnerships between faculty at a post-secondary institution and undergraduate students. Students receive an opportunity to gain research experience over the summer with an award value to cover expenses.

<https://www.utm.utoronto.ca/cps/2017-2018-nserc-undergraduate-student-research-awards-usra>

### Student Organizations

Join a student club or an academic society at UTM to meet like-minded people, explore your interests, and make valuable connections. To view a list of current clubs and societies, visit the Centre for Student Engagement's [website](#). Some organizations you may consider are:

- UTM Anthropology Society
- Multicultural Club
- Language Exchange at UTM
- UTM Residence Council
- UTM Students' Union
- Anthropology Students' Association

**Other Opportunities for students:**

This page features links involving external job postings, professional development and conference opportunities, and professional associations for students.

<https://www.utm.utoronto.ca/anthropology/jobs/other-opportunities-students>

**Talk to Professors**

Connecting with your professors can be a great way to explore the different paths a major can lead you to, as well as learn about possible opportunities for research, volunteering or becoming a TA. Drop by during their office hours or request an appointment.

Learn more about anthropology department professors' research activities here:

<https://www.utm.utoronto.ca/anthropology/news-events/research-activities>

**Informational Interviews**

Informational interviews are a great way to connect with professionals in a career area of interest and gain valuable insights about a particular career, company, or industry that would otherwise be difficult to find in books or online.

**LinkedIn**

Create a [LinkedIn](#) profile to connect with professionals in various fields, explore the career paths of UTM alumni, research employers, apply for specific positions and more. Need help? Come to the Career Centre to book a LinkedIn profile critique.

## Additional Web Resources

**Top ten tips for Budding Archaeologists**

<https://www.bu.edu/archaeology/academics/undergraduate/becoming-an-archaeologist/>

**What Anthropologists can tell you about the US Immigration crisis**

<https://www.theguardian.com/science/2018/jul/18/what-anthropologists-can-tell-you-about-the-us-border-immigration-crisis>

**Society for American Archaeology**

<https://www.saa.org/about-archaeology/archaeology-as-a-career>

**How Cultural Anthropologists redefined**

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