

CSO

2018-19

ANNUAL REVIEW







The LUMS Career Services Office (CSO) ensures student success through a number of activities. CSO offers career advising, graduate school advising, employment and internship opportunities, and career development resources. The CSO team works with students and faculty to clarify career aspirations, identify opportunities, and offer support at every stage of their career development. The Office also maintains relationships with corporate partners and always goes the extra mile to establish linkages to match the skill set of LUMS graduates with the industry's requirements.

The CSO team also engages corporate experts to develop LUMS students professionally, through a range of coaching activities including simulated interviews, guest speaker sessions, mock assessment centres and more. In addition, CSO connects industry leaders with the respective Schools at LUMS for industry linkages.

LUMS graduates, placed in organisations around the world, confirm the academic excellence and world-class education they receive at the University. We are proud to see how these placements turn into leadership positions of impact across a variety of sectors in Pakistan and beyond. Our graduating batch of 1,100 will join the ranks of our 12,000+ alumni who have proved themselves in positions of influence and are LUMS most valuable ambassadors.

The graduating students of 2019 have the full support of our incredibly dedicated and committed CSO team who deserve our thanks and appreciation. I also want to applaud our recruiting partners for taking interest in our graduates, and welcome new organisations to explore the talent at LUMS that can further their goals and contributions to the communities they serve.

Congratulations again to the CSO team to support our graduates for the deserving positions they have earned through their hard work, their perseverance and for cherishing LUMS values.

Dr. Arshad Ahmad
Vice Chancellor



ABOUT THE CSO

The Career Services Office (CSO) offers an ever-increasing range of services to undergraduate and graduate students in all areas of career planning, including job and higher education placements. It facilitates employers to identify appropriate candidates and connects students with successful professionals from multiple industries, which helps them develop their professional skills and match their skill set with the needs and requirements of potential employers.

We strive for excellence in career guidance and placement services to benefit undergraduate and graduate students by providing a variety of career opportunities through job and higher education placements within and beyond Pakistan. For career progression, we aim to place our graduates in professionally developed organisations and provide a platform for our students to interact with renowned professional trainers of the industry to enhance their skill set at advanced levels.

Our vision is to be recognised as a premium career service provider, facilitating LUMS students and graduates. We encourage them to pursue optimal academic and professional careers, while inculcating ambitious policies and practices and maintaining the highest degree of personal and professional integrity in our endeavors.

CSO ACTIVITIES AT A GLANCE



Recruitment Activities

| Career Fair | | Recruitment Drives | | Other Recruitment Activities <small>(Interview & Assessment Centres)</small> | | Jobs Published | | Internships Published | |
|------------------|-------------------|--------------------|---------------------|---|---------------------|------------------|------------------|-----------------------|------------------|
| 121 Companies | 1,800 Visitors | 54 Companies | 4,828 Candidates | 108 Sessions | 2,300 Candidates | 357 Companies | 530 Vacancies | 244 Companies | 650 Vacancies |



Grooming Activities

| Simulated Interviews | | Off Campus Corporate Exposure | | Interactive Sessions & Industrial Visits | | Personality Traits & Competencies Assessment | | CSS Mentorship Sessions | |
|----------------------|---------------------|-------------------------------|-----------------|--|---------------------|--|--------------------|-------------------------|---------------------|
| 27 Sessions | 126 Interviewees | 24 Sessions | 200 Trainees | 12 Sessions | 344 Participants | 1 Session | 132 Assessments | 4 Sessions | 140 Participants |



Higher Education

| One-on-One Counselling | | Study UK Expo | | Education Fair | | Asia Tour (USEFP) | |
|------------------------|-----------------|---------------|--------------------|----------------|----------------------------------|-------------------|-------------------|
| 36 Universities | 154 Sessions | 1 Event | 16 Universities | 1 Event | 28 Universities / Consultants | 1 Event | 9 Universities |



Targeted Audience

| Students | Recruiters | Recruiters Outreach |
|--|---|---------------------------------|
| 4,218 <small>Primary audience-Graduates / Undergraduate Juniors & Seniors</small> | 940 <small>Recruiting Partners</small> | 218 <small>Companies</small> |

CSO INITIATIVES



Following are a few key initiatives taken this year to sharpen the employability skills of LUMS students and support recruitment activities.

- Client Specific Outreach
- Sustained Law Graduates and Law Firms' Interface
- Winter Internships for sophomores to senior year students
- Recruiters Engagement in Karachi and Islamabad Alumni Reunions
- CSO Brand Ambassadorship Programme
- Professional Personality Trait and Competencies Assessments by a Chartered MCIPD UK expert
- "Off Campus Corporate Exposure Programme": a day-long professional coaching programme
- Industrial Tours for Electrical Engineering Students
- Exclusive coaching sessions for law students by practicing lawyers
- Customised Coaching Sessions for Freshmen



CAREER GUIDANCE

Considering the requirements of a competitive job market, the importance of professional development along with academic excellence cannot be overstated. Providing professional development training opportunities to students enables them to gain confidence in the work they do and build credibility as they continue to acquire new skills.

For the said purpose, we frequently organise a wide range of coaching activities which include simulated interviews, guest speaker sessions, and mock assessments to polish cognitive skills and enhance their employability. All these activities are conducted by high profile, experienced professionals from the corporate sector, and a fairly large number of students attend these activities. We exclusively focus on the following specialised areas for skill development of LUMS students:

- Interview Skills
- Resume Writing
- Corporate Ethics
- Personal and Interpersonal Skills
- Personal Branding and Employability Skills

- Goal Setting and Exploring Progressive Careers
- Negotiation Skills and Accepting/Declining an Offer
- Optimising the use of LinkedIn and Networking Techniques
- Challenges of Fresh Lawyers
- Criminal Litigation by Conduct
- A series of mentorship Sessions for CSS Examination

The CSO team also provides specific guidance to students to help them explore appropriate careers based on their individual requirements and skills. Students ardently visit our office to make enquiries and seek counselling on the following:

- Exploring Prospective Careers & Internship Opportunities
- Employability and Interview Skills
- Effective Resume Writing
- Graduate study abroad & Scholarship Opportunities

RECRUITMENT DRIVES

Hunting top talent is a heated competition in the corporate world and every company wants to grab talented individuals at the earliest. To quench this thirst for talent, leading companies rush towards academic institutions, creating a competitive atmosphere within universities and colleges.



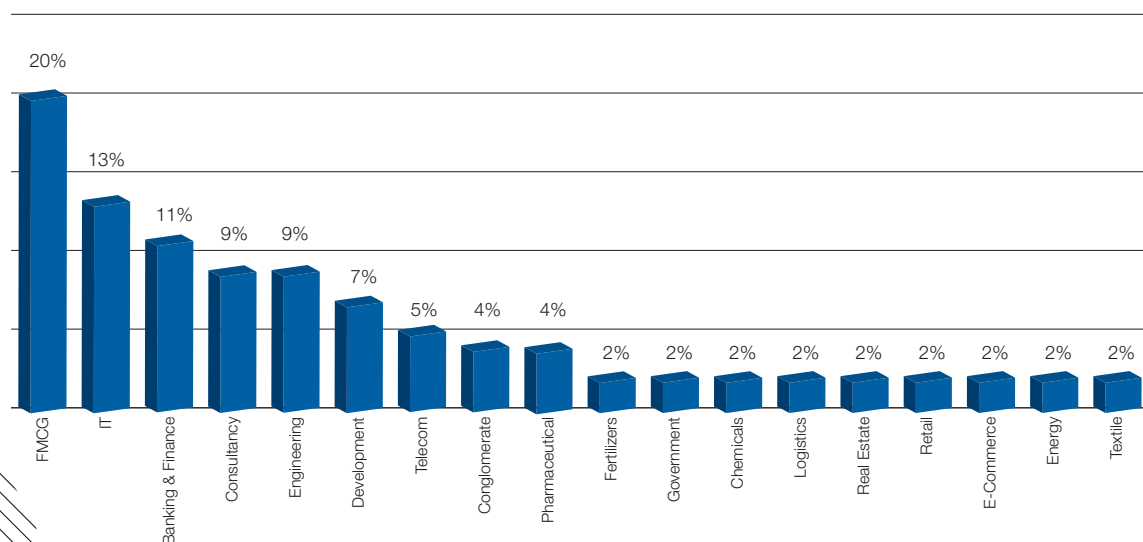
A notable number of national & international recruiters come to LUMS to tap the top talent of Pakistan. We facilitate LUMS recruiting partners even during these early recruitment periods efficiently and provide full support in conducting their On & Off Campus hiring processes. Students are also motivated to actively participate in all recruitment activities.

This year, 55 recruitment drives of national and international companies including, McKinsey & Company, A.T. Kearney (Middle East & Africa), PwC Middle East, P&G, Standard Chartered Bank, Pepsico, Unilever, Reckitt Benckiser, Cargill USA, Fauji Fertilizers, L'Oreal, Fatima Group, HBL, Nestle, Haleeb Foods, Packages Group, Ufone, GSK, English Biscuit Manufacturers (PVT) LTD etc. were organised at LUMS to target the Class of 2019.

Around 150 recruiters conducted other On & Off campus recruitment activities to hire LUMS graduates and undergraduates from the Class of 2019 and 2020 to fill their permanent positions and internships.



On Campus Recruitment Drives: Sector-wise Division





Mr. Fahad Ashraf
 General Manager, RB Pakistan – Health.

LUMS graduates are well rounded individuals – they are extremely agile and that is evident during their internship period at RB. They have the confidence to deal with stakeholders, are quick in decision making and are very adaptable to varying situations. The zeal to deliver and intelligence stands out amongst others.

Ms. Shanzeh Asif
 Director Curriculum Enrichment - United We REACH

Over the past year, I have had the pleasure of hiring many LUMS graduates from the batches of 2016, 2017, and 2018. I have found them to be quick learners who are ready for the challenges of the workplace. Through their academic and extracurricular activities, most LUMS graduates have developed a wide array of skills and experiences that are conducive to the diverse needs of our organisation.



LUMS ANNUAL CAREER FAIR 2019

LUMS hosted its Annual Career Fair on February 2, 2019 to connect its students with prospective employers and introduce them to a myriad of job and internship opportunities offered by various public and private sector organisations.



Mr. Hassan Adnan

Director HR & Director Public Affairs & Communications, Coca-Cola İçecek (CCI) Pakistan

At Coca-Cola İçecek (CCI) Pakistan, our people remain our greatest assets. Our goal is to attract, develop and retain high-caliber individuals with the skills, attributes and drive to help the Company achieve its current and future strategic objectives. In order to find and attract such talent, CCI Pakistan has often relied on LUMS. The undergraduates/graduates from LUMS who join CCI Pakistan come with strong commercial acumen and analytical skills that serve as the foundation of their successful career at the company. Furthermore, the career fair organised at LUMS is a wonderful platform for the corporates to connect with future leaders of the country. It has proved not only a platform for CCI Pakistan to source future talent from, but it has also provided us with an opportunity, through a structured Employee Value Proposition (EVP) programme, to communicate our values and culture at our work place to the students. Through this EVP, we encourage students to join CCI Pakistan while also challenging them to create value for our Community, Customers and People- something that all employees live by at CCI Pakistan.

CCI Pakistan is proud of its association with LUMS and hopes it continues to remain a breeding ground for the future leaders of this country.

Mr. Wasif Mazhar

Vice President, People Excellence, Human Capital Division, Systems Limited

It's always great to be at LUMS, one of the pioneer institutions when it comes to creativity and innovation. LUMS Career Fair is an amazing opportunity for the employers to tap into the best talent of the country and also to share what future holds for these young guns of Pakistan.

I am sure LUMS will continue to take this Career Fair a step ahead every year by not only inviting corporate sector to the fair, but also have them being the mentor to the students which can surely add a lot of value to the programme and students.

If you are not at the LUMS Career Fair, you are surely missing out an amazing opportunity to make it happen for the graduates and for your brand.

Mr. Fraz Aslam

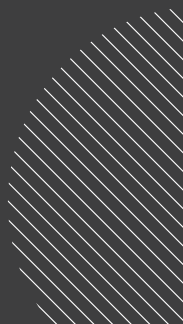
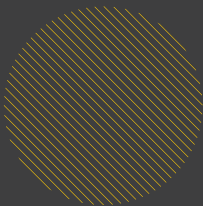
Head of HR Siemens Pakistan

Coming to LUMS has been always a great pleasure and I feel that in many ways, LUMS stands out because of its rigorous academic plan and diversified co & extracurricular activities, like sports and many others. These altogether sharpen the skills of LUMS graduates and make them stand out in personal and professional life. There is a wholesome experience at the campus which they bring to organisation and they are up to speed within next couple of months after joining.

Ms. Uzma Wajid

Senior Manager Human Resource, Pakistan Stock Exchange

As a talent-oriented organisation, PSX is always on the look out to acquire the best possible talent available. Participating in LUMS Career Fair has really been a superb experience and worth attending as an employer – it is a great platform to interact with diverse audience which includes LUMS students with multiple academic background and exposure, as well as its alumni, which bring with them vast and multi-faceted experiences. Here, we are having a stupendous time with LUMS students, the top talent of Pakistan, visiting our booth enthusiastically and we are considering them for multiple opportunities available at the Exchange.



LUMS ANNUAL CAREER FAIR 2019

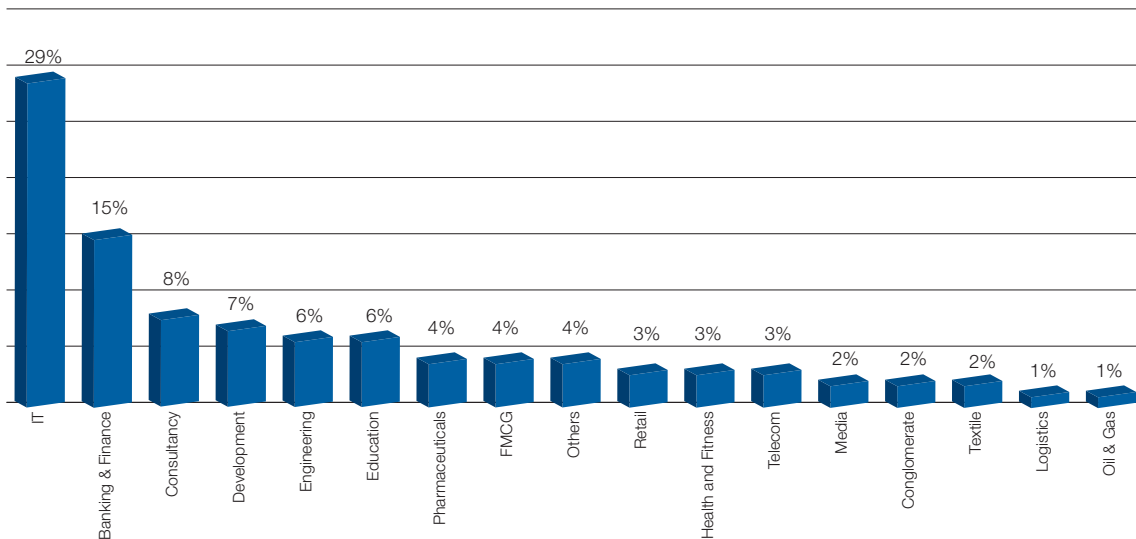
Being held for ten consecutive years, the Annual Career Fair this year welcomed 121 national and international reputed organisations, representing multiple industries. Every organisation had setup a recruiter's booth to conduct on-spot screening interviews, collect resumes and engage with the students. The company representatives also counselled the students regarding their career choices and the job market requirements.

Commenting on the occasion, the LUMS Vice Chancellor, Dr. Arshad Ahmad said, "LUMS hosts the Career Fair as its signature, milestone event for both students and employers. It is an exciting networking event showcasing reputable local, national and international companies, as well as outstanding students from LUMS who learn about internship and full-time positions to explore future career opportunities. Employers recruit the best talent in Pakistan, while our students consider life-changing prospects. We are very fortunate to have our recruiting partners collaborate with our LUMS Career Services Office to make this event more successful than ever before."

The fair has consistently grown in terms of, both students and prospective employer attendance and this year was no exception as the event provided the employers an opportunity to engage with a large pool of talented students, while enabling the students to scout prestigious employment opportunities.



Sector-wise Division of Companies at the Career Fair 2019



SCHOOLS AND PROGRAMMES AT LUMS

Undergraduate Programmes

Suleman Dawood School of Business (SDSB)

- BSc (Honours) Accounting and Finance
- BSc (Honours) Management Science

Mushtaq Ahmad Gurmani School of Humanities and Social Sciences (MGSHSS)

- BSc (Honours) Anthropology and Sociology
- BSc Economics
- BSc (Honours) Economics and Mathematics
- BSc (Honours) Politics and Economics
- BSc (Honours) Political Science
- BA (Honours) English
- BA (Honours) History

Syed Babar Ali School of Science and Engineering (SBASSE)

- BS Biology
- BS Chemistry
- BS Chemical Engineering
- BS Computer Science
- BS Physics
- BS Mathematics
- BS Economics and Mathematics
- BS Electrical Engineering

Shaikh Ahmad Hassan School of Law (SAHSOL)

- BA-LL.B

Graduate and Doctoral Programmes

Suleman Dawood School of Business (SDSB)

- MBA Executive
- MBA
- PhD Management

Mushtaq Ahmad Gurmani School of Humanities and Social Sciences (MGSHSS)

- MS Economics

Syed Babar Ali School of Science and Engineering (SBASSE)

- MS Biology
- MS Chemistry
- MS Computer Science
- MS Electrical Engineering
- MS Mathematics
- MS Physics
- PhD Biology
- PhD Computer Science
- PhD Chemistry
- PhD Electrical Engineering
- PhD Mathematics
- PhD Physics

Syed Ahsan Ali & Syed Maratib Ali School of Education

- MPhil in Education Leadership and Management (ELM)

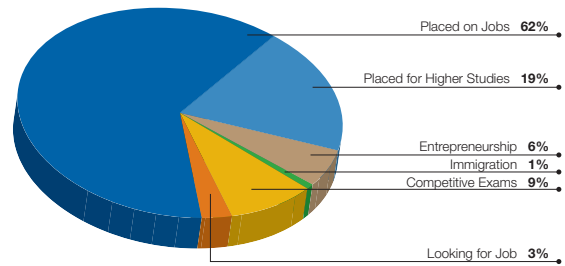
PLACEMENT ANALYSIS UNDERGRADUATE CLASS OF 2018

\$ 3,422.58 per month
Average International Salary

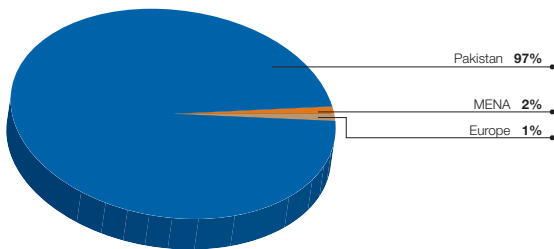
PKR 200,000 per month
Highest Local Salary

PKR 60,930 per month
Average Local Salary

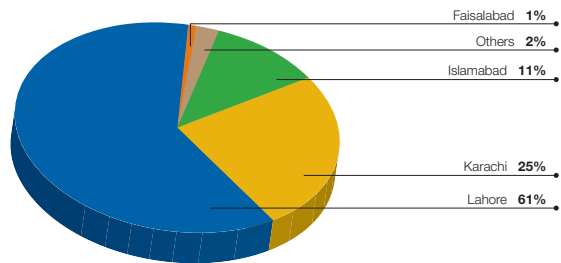
Placement Summary



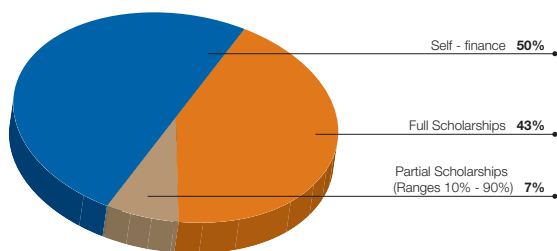
Job Placements - Pakistan and Overseas



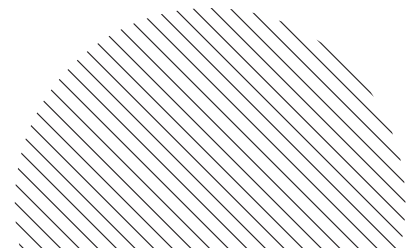
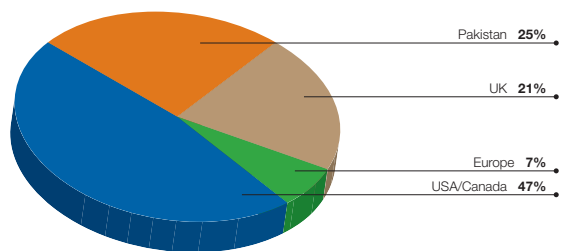
Job Placements - Break Up within Pakistan



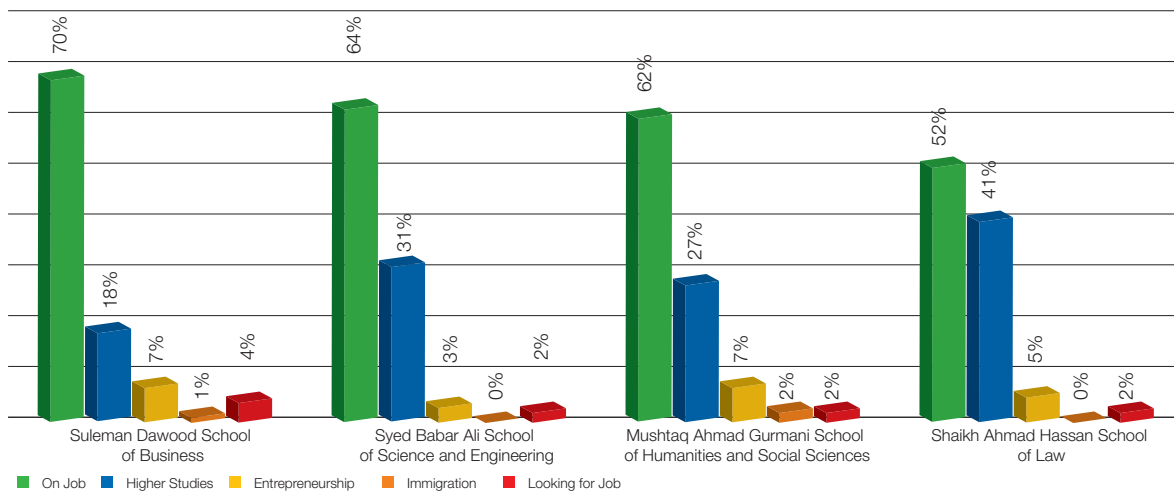
Placement for Higher Studies



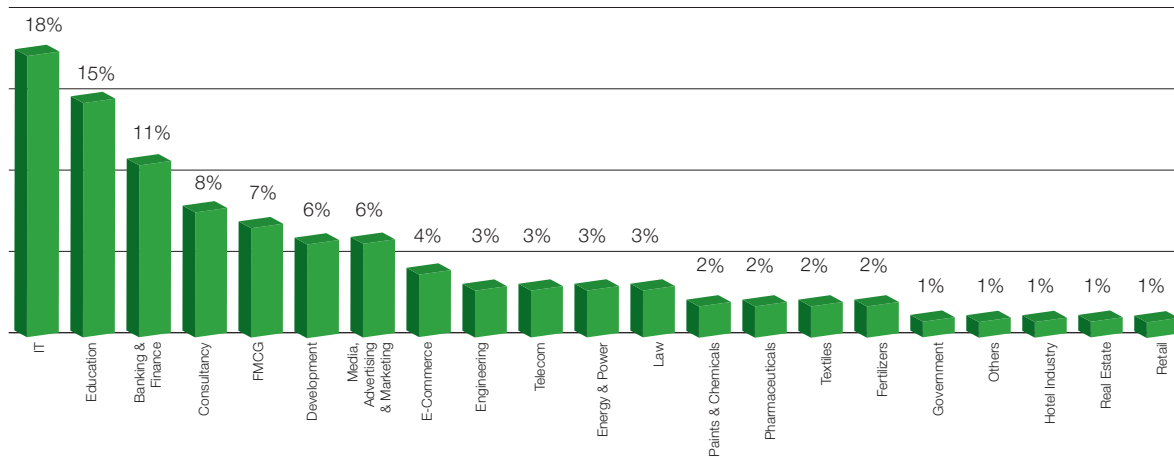
Pakistan and Overseas



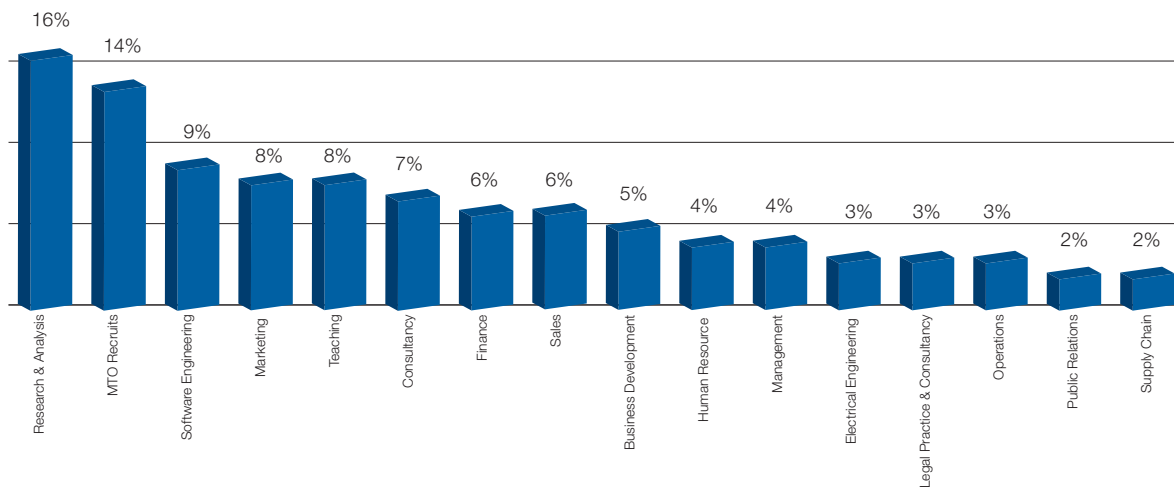
Placement Comparison of Schools - Class of 2018 Graduates & Undergraduates



Sector-wise Job Placements



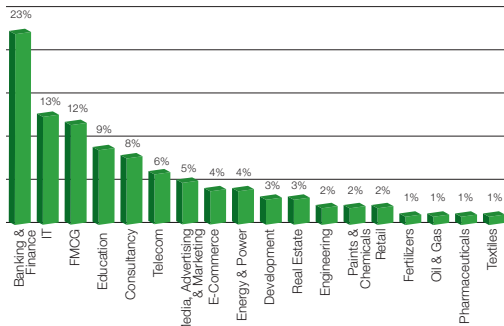
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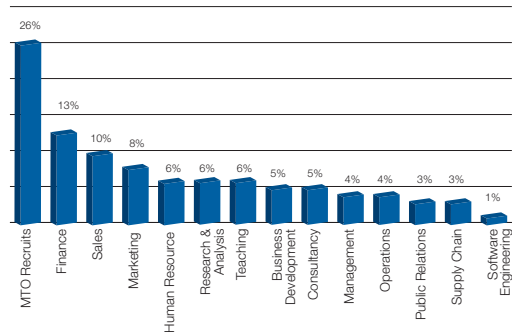
PLACEMENT ANALYSIS - SCHOOL WISE UNDERGRADUATE CLASS OF 2018

Suleman Dawood School of Business (SDSB)

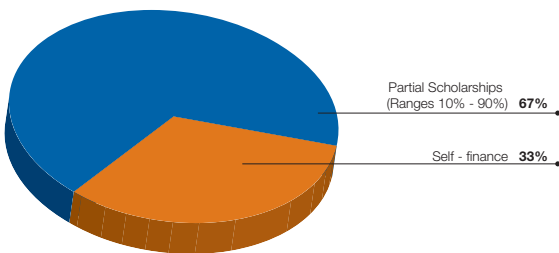
Sector-wise Job Placements



Functions



Placements for Higher Studies



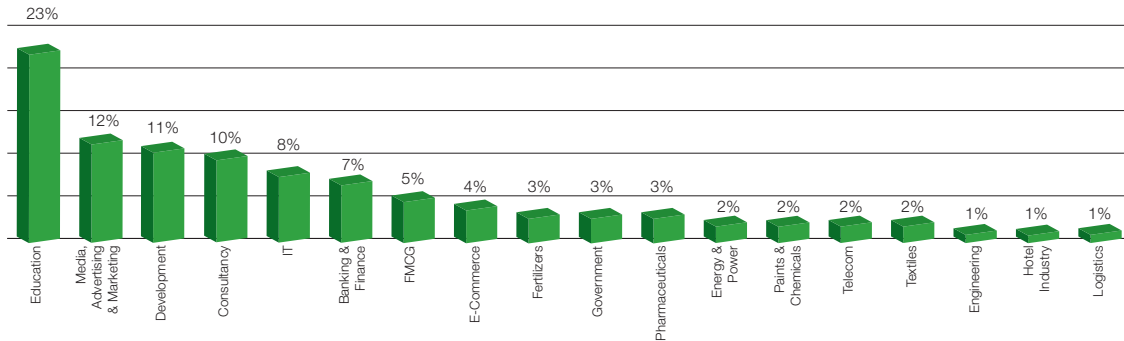
\$ 4,384 per month
Average International Salary

PKR 200,000 per month
Highest Local Salary

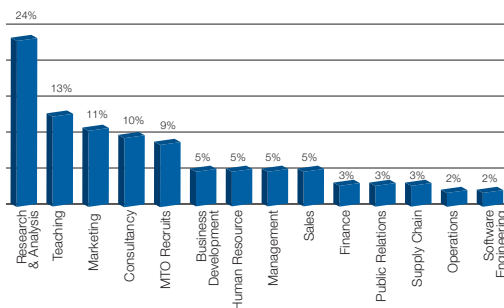
PKR 59,866 per month
Average Local Salary

Mushtaq Ahmad Gurmani School of Humanities and Social Sciences (MGSHSS)

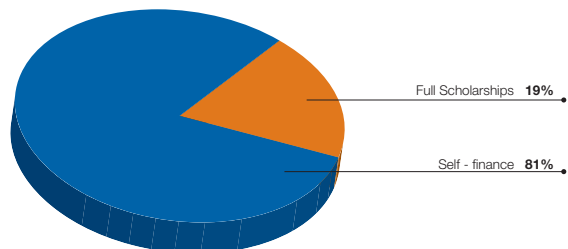
Sector-wise Job Placements



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Placements for Higher Studies



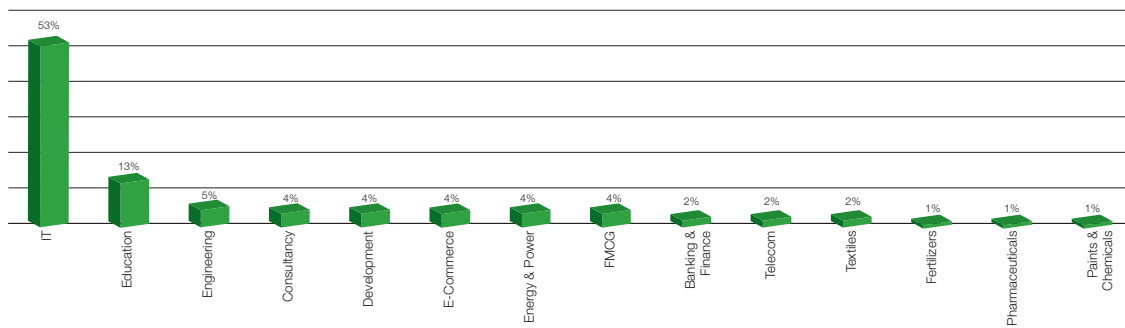
\$ 3,628 per month
Average International Salary

PKR 125,000 per month
Highest Local Salary

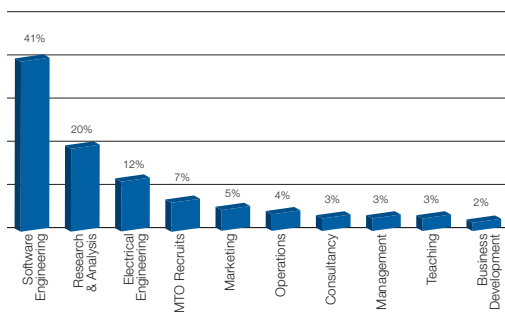
PKR 58,563 per month
Average Local Salary

Syed Babar Ali School of Science and Engineering (SBASSE)

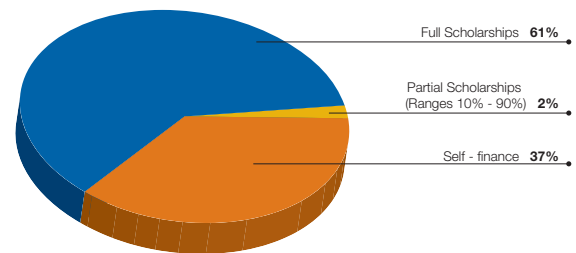
Sector-wise Job Placements



Functions



Placements for Higher Studies



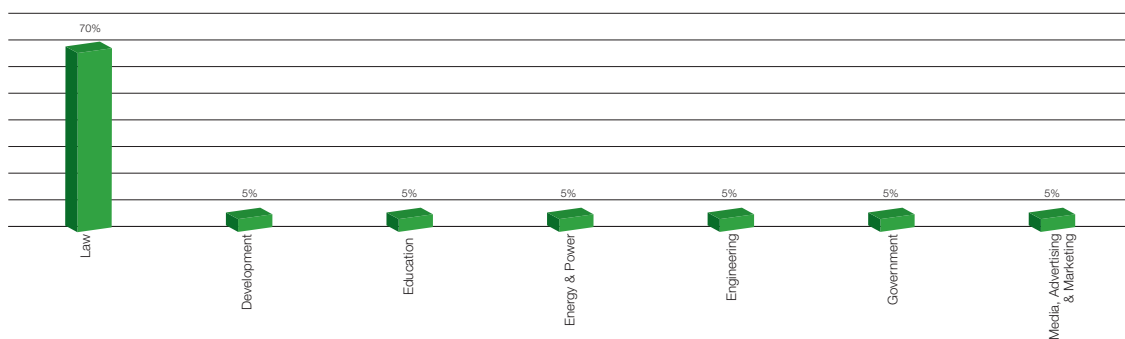
\$ 4,014.45 per month
Average International Salary

PKR 150,000 per month
Highest Local Salary

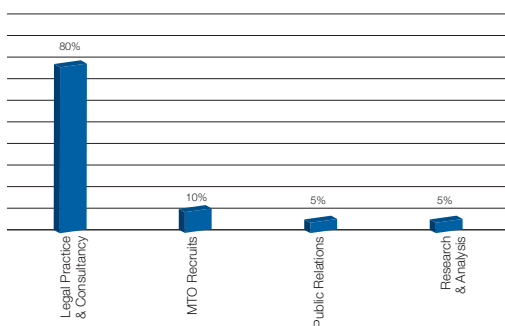
PKR 63,982 per month
Average Local Salary

Shaikh Ahmad Hassan School of Law (SAHSOL)

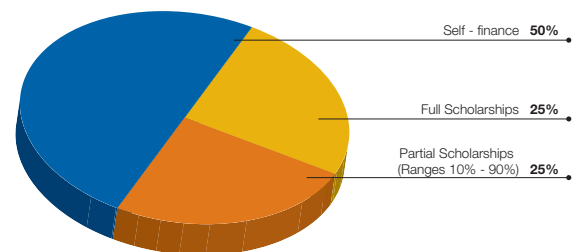
Sector-wise Job Placements



Functions



Placements for Higher Studies



PKR 80,000 per month
Highest Local Salary

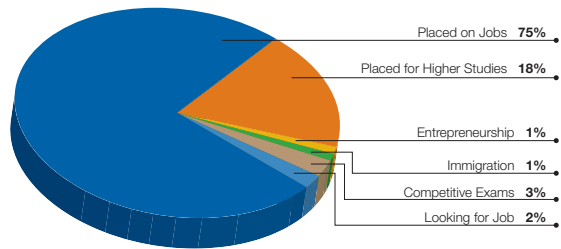
PKR 45,769 per month
Average Local Salary

PLACEMENT ANALYSIS GRADUATE CLASS OF 2018

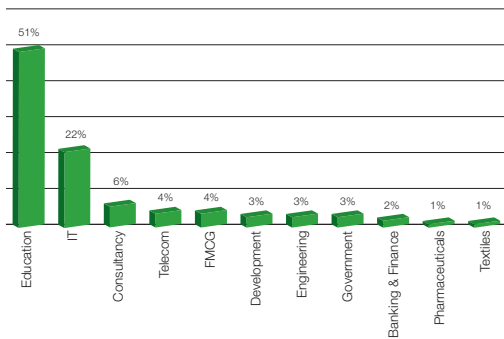
PKR 168,000 per month
Highest Local Salary

PKR 64,710 per month
Average Local Salary

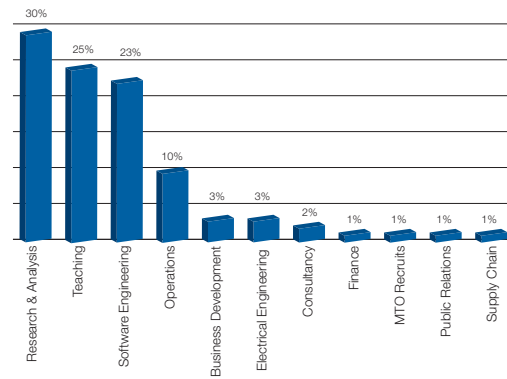
Placement Summary



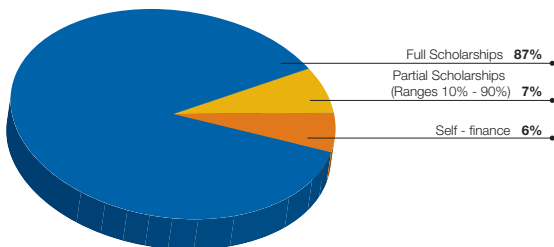
Sector-wise Job Placements



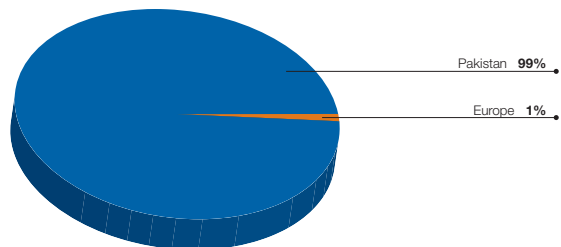
Functions



Placement for Higher Studies



Job Placements - Pakistan and Overseas



INTERNATIONAL RECRUITING PARTNERS



HIGHER EDUCATION ABROAD



Around 15% of graduates and undergraduates from LUMS pursue higher studies abroad every year and visit our office to seek guidance about similar opportunities. We invite leading international university representatives and local consultants for one-to-one counselling and information sessions.

To support LUMS graduates, we organise an Annual Education Fair every year. This year, LUMS Annual Education Fair 2018 was organised on December 5, 2018, in which 28 international offices of higher education institutions and Leading Educational Consultancies participated. Together, these represented more than 100 prestigious universities of the world.

We also host a Study UK tour in collaboration with the British Council and US universities tour with the partnership of USEFP to provide maximum information to interested students. Leading international universities and renowned consultants have also visited LUMS to provide one-to-one counselling regarding higher education abroad.

NORTH AMERICA



EUROPE



AUSTRALIA



ASIA



CSO PORTAL USER GUIDE

To register your organisation on the CSO portal, please follow these steps

1. Visit <https://connect.lums.edu.pk/> and click on 'Employer Registration'
2. Fill out the registration form, and tick any one of the following according to your requirements and submit the form.
 - Career Services Office (CSO)
 - MBA Placement Office (MPO)

As you will sign up on the portal and fill in all fields, the CSO team will formally approve your profile after a review and a confirmation email containing username and password details will be sent to your official account. Please use the given details to login and post job positions on the portal by following these steps

- Visit <https://connect.lums.edu.pk/> and click on 'Job Post' and fill out the brief vacancy form
- The CSO team will review the form and approve once it matches with the required criteria, after which you will receive a confirmation email accordingly

After your vacancy is posted, students will start applying against the position. In order to view the number of applicants, click on 'Application;' it will display three options

1. Download all resumes
2. Download only selected
3. Download Zip

You may choose any of the options as per your requirement to download the resumes; this will be followed by your organisation's own specific recruitment process.



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