



Module Name: Professional Career Development

(Rework BMSW4005-LON)

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INTRODUCTION

Since my childhood I have loved sport passionately and wanted to become a professional player. In spite of knowing that there were many obstacles and barriers in head of me I started my journey.

The first two three years because of lack of experiences and knowledge it was very complicated and hard for me (I call those dates dark dates) so that I had to put extra effort and prove my self to achieve my goals.

My first goal was to become a member of the national youth team and convince some club to invest on me for their own benefit as well as me to make some money. With hard working and constancy and commitment in age of 17s my wish came true, and I became a member of national handball team as well as I was offered by two clubs to be a member of them with a substantial salary for my age.

The first things that I noticed after I became a member of national youth team that there were lots of opportunities as well as threats.

As we all know every single job has got opportunities and threats so I would say in sport threats are more than opportunities . The reason why I am saying that, in sport you not only have to fight for your place, but you need to put extra effort and focus on your knowledge, mentality and physically. Because in sport you need to be always prepper and in a good condition (in terms of mentally and physically) for survival.

In my 20s after gaining 7 years experiences knowledge and skills as a professional handball player I had to change my attitude and daily routine (for example one of my weakness being up to late) so I call those days 'golden days' .

In spite of being a professional player and well-known player I never stopped hard working because there were numbers of things that threatened me such as 'corrupt' and 'injury'.

Also, this career that I almost spent more than half of my life was not east at all because I felt at times utterly, exhausted with no energy left for me to continue.

I knew in sport ain't all sunshine and rainbow it's very mean and nasty place and I knew it will beat me on my knees and keep me there permanently if I allow it, but with constancy, commitment, hard working, positive attitude loyalty, passion I changed all employer thought and their treats(clubs, federation) to opportunity.

Finally, I attended to two championships and got a title of Olympic games in 15 years as well as several medals in primary league in Iran.

In the future, I would like to become a coach and I will use all those years experiences, knowledges and skills to be a successful coach and pass all my knowledge to my students.

In this report I am going to discuss the employment relationship and how it is evaluated and after that I am going to look at the recruitment the candidate's process and will reference to the interview role play exercise that is done in week 9.

Also, I am going to talk about career development, and I am going to discuss on my own position and talk about strengths, weakness, opportunities and threats.

EMPLOYMENT RELATIONSHIP

2. Employment relationship is mainly legislated by acts of parliament enforced by court and tribunals.

Employment relationships are a set of standards that the employers should follow when it comes to their employees, and they should make sure that everything is legally complied with. (in terms of health, safety, salary, sexual harassment, age, gender, race, religion etc).

In a nutshell, employees are responsible for (1. taking reasonable care of their own health and safety. 2. co-operating with employer. 3. not putting others in danger. 4. report any hazard, illnesses or injuries.

There are 3 main legislations:

2.1. **Health and safety at work act (1974):**

The health and safety at work act 1974 is a very important piece of legislation for workplace in the UK that all employers have to make sure they follow when it comes to their employee's workplace safety.

It ensures that all employers provide a safe working environment and look after the health of their employees. The key points of the act are:

- ❖ Provide a safe place of work
- ❖ Provide safe equipment
- ❖ Ensure staff are properly trained
- ❖ Carry out risk assessments
- ❖ Provide proper facilities
- ❖ Appoint a competent person to oversee health and safety

2.2. Employment Rights act(1998):

All employers must produce policy and procedures for their employees.

Employees working hours have to be into a formal agreement(employer contract). This employer contract will also contain salary, overtime and sometimes commissions. And holidays and bank holidays they must be included too.

Also, the company disciplinary and grievance procedure should be included .

Finally, a sexual harassment policy has to be included and personal conduct and behavior.

2.3. EQUALITY ACT (2010):

The equality act became law in 2010:

The equality act became law in 2010. It covers everyone in Britain and protects people from discriminations, harassment and victimization.

It simply means in the Britain now one(employers) has right to treat you badly because of your age, gender and some other things that I shortly explain them.

In Britain everyone is protected. This is because of the equality act protect everyone against discrimination and harassment. In order there are several equality act in Britain which are included:

- ❖ Age
- ❖ Disability
- ❖ Gender
- ❖ Pregnancy and maternity
- ❖ Marriage and civil partnership
- ❖ Race
- ❖ Religion
- ❖ Sex
- ❖ Sexual orientation

3. THE RECRUITMENT PROCESS:

When you want to recruit for your company you need to employ someone. So, you need to first of all advertise the vacancy then send out an application form with job description and person specification and then short listing and finally interview which I will briefly break it down one by one.

3.1. ADVERTISEMENT:

I believe advertising is the most important part of recruit for your company or organization. You can not restrict yourself to posting your job especially(new brand) adverb in just one place, then you are limiting your reach. The more palace you post your job adverb, the more chance to finding the right person.

In order the perfect person for you company we need to make sure all applications get in one location to maximize your chance of finding the suitable person.

Here are a few key places to post your job advert:

- ❖ your company website
- ❖ Social media
- ❖ Dedicated job website
- ❖ Jobcenter

3.2. JOB DESCRIPTION:

Write a good job description is vital because you will attract better candidates for your company . I believe for a good job description we need to be very clear about the job and give people all the required information and should be very clear about the kind of person you are looking for.

As a result, there are several key areas to consider when we want to write an effective job description which included:

- ❖ Job title
- ❖ Department
- ❖ Aim and objectives
- ❖ Opportunity for progression and promotion
- ❖ Responsibilities
- ❖ Required qualifications, education
- ❖ Location and travel requirement
- ❖ Salary and benefits
- ❖ Working hours
- ❖ Company culture

3.3. APPLICATION FORM:

In an application form obviously, we need to give the chance to candidates to see job description and candidates give us some specific information about their qualifications and skills and experiences.

3.4. PERSON SPECIFICATION:

In this part the candidates should fill up the application form and give you some information about their self as well as qualifications and their skills.

3.5. SHORT LISTING:

in this part we should give each applicant a score, this should be based on how well they meet the criteria of your company that you set out in your job and their understanding of the job that your have adverted, and candidates who do not meet the criteria and do not have a good understanding of the role should be removed from the equation.

3.6. THE INTERVIEW ROLE PLAY(IS DONE IN WEEK 9):

In the begging of the term, we were told very briefly about role model interview by Dr Beharry, and he was mentioned about importance of role model interview.

In week 2 or 3 we were explained in more details and what do we need to do and what instruction we need to fallow for a good interview, and we were told that the role model interview will be take place in week 9.

The further we went, the more I became confused, because I had no idea and what to do and overall, what is this role model all about. A few days later we were told that everyone hat to find a partner and team up with someone else. It was becoming harder while I was thinking about how do I should be with, I received two request and then I decided to team up with Francesco.

In week 5, if I am not mistaken, we were given an application form job interview that we had to fill it up with our own information each one of us and handed it over to our pair and sometime later I had to create 4 to 5 question based on the information in the application form job interview which was given to me by Francesco.

Then I sent my application job to Dr Beharry as well as my question to get his feedback and one day later I was told that I had to change some of the information from my application form and the question overall were fine.

In the week seventh we were given the chance in team to practice, and I called my partner and we spoke and discussed around 20 minutes which it was very helpful.

I want to make a confession that the closer I got to the day of the interview exam, the more nervous I became. Finally, we were both placed in group B and we were almost ready for the interview day.

It would not be fair if I did not want to talk about all the hard work that Dr Beharry did for us during the term and he really made everything easy especially in case of interview role play.

In the day of interview, I was so nervous, but I was saying to myself that is nothing you could not do .

We were called after two interview that took place and we started our interview which I did not have any stress anymore and it went very well. My partner started to interview me by asking 5 question and after that I started to ask my question from him.

The end of interview I learned so many things and after that we were told 'very well done' and Dr Beharry said I will send my feed back to you soon and you can use my feedback for your assignment(2000 words) in reflection part which the feedback was:

- ❖ you demonstrated good body language, maintaining eye contact throughout
- ❖ You asked a good range of question designed to bring out the skills of your partner
- ❖ Fairly relaxed, though a few smiles would have helped
- ❖ You answered your question well and showed a good understanding of coaching
- ❖ This was quite a good role play in which you worked well with your partner

4. CAREER DEVELOPMENT

Career development is the process of managing life, learning and work over the lifetime and I believe it applies to everyone.

Both employer and employee have joined responsibilities for the employees continues professionals' development. It means that the employer has the quality of staff required and that the employee progress to reach their full potential.

In the future my aim is to become a professional coach in sport. To a enable to achieve this I am at present studding higher education skills for the workplace at University of Wales (Trinity Saint David).

Then I hope to study for undergraduate master's qualification in sports science and exercise in next 3 to 4 years and update my previous skills and training.

I feel I am eminently suitable for this because of my many years experiences and qualifications as an international athlete and Olympic medalist, I believe I will be able to convince my future employer about my commitment and hard working and good knowledge of sport and my previous skills and learning.

Off course there are some strengths and weakness as well as opportunities and threats.

As I explained in interdiction part, I have got good sense of team working which is very important in sport because you can not work for yourself individually.

In sport you have to work very hard so if you don't push your self hard enough and don't put extra effort, you can not achieve your goal so that in the begging you can be beat on your knees and never get up! So that's why I am familiar with hard working under pressure and also, I believe on willpower .

The next things that I would like to mention is passion and eager to learn new things and very determined to update my pervious skills and training.

Some other strengths that I have got are years experiences and skills as well as commitment and trustworthiness which I believe nowadays every single employer are looking for some one who has got all those above elements.

Off course, the opposite of my strengths I've got some weaknesses which includes being harsh on myself and judgmental about my self and sometimes perfectionism and strict with my self. I believe there are not somethings that I could not change them so all I need to do is to work on myself to minimize my weaknesses.

In my future job there are range of opportunities and range of different job in sport such as: personal trainer, PE teacher, coaching and so on...

Also, in sport as a coach the salary is amazing, and I will be paid well.

On the opposite of opportunities off course there are some threats such as: failing the course and losing concentrate whoever they might be problematic in my future job.

My long-term goal is to become a professional sport coach in the next 3 to 5 years. My specific career goal is to become sport coach either club or international coach.

The key skills for this job are included: coaching skills which I have to gain it from university as well as communication skills which I got it from this one-year course.

The other key skills for this career are undergraduate in sport science and exercise and get some other experiences and qualifications from other country.

The actions that I am going to take are to finishing my current course, training course and obtain my undergraduate in sport as well as getting some experiences in sport by volunteer work.

The next action would be taking some short course in France in coaching.

I am planning to finish my current course and obtain my undergraduate in next 3 years and afterwards taking some course in France to get my international coaching card in next 4 to 5 years.

CONCLUTION:

In conclusion, I would like to talk about employability that is a set of achievement-skills , understanding and personal attributes that make graduates more likely to gain employment and be successful in their chosen occupation, which benefits themselves and economy.

There are several factor that employers expect from employee such as: good idea, positive attitude, entrepreneurial sprit, loyalty and team working.

I believe the recruitment process is when you as a employer want to employee someone for your company. You need to first of all advertise the vacancy then send out an application form with job description and person specification and then short listing and finally interview to find a perfect person for your company or organization.

The employment relationship is mainly legislated by acts of parliament enforced by court and tribunals.

There are 3 main legislation which are:

- 1. Health and safety at work(1974):** (provide a safe place of work, provide safe equipment, ensure staff fully trained.)
- 2. Employment Rights act(1998):**(salary, holiday, working hours)
- 3. Equality act(2010):** (age, gender, race, religion).

I believe for the career development both employer and employee have joined responsibility for the employees continues professional development. Also, employer has the quality of staff required and the employee progress to reach their full potential.

I believe with all year's experiences and skills that I have and currently studding higher education skills for the workplace, I will eminently be suitable for my future career, off course with further study in sport and gain required qualifications and skills in next 3 to 4 years.

Finally, I would say that off course I have got strength and weakness which I believe i should work on my weakness and maintain my strength, if I want to have a good job in the future...

references

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APPENDIX 1(QUESTIONS)

1. Tell me more about yourself please?
2. What experiences and skills make you a good candidate for this job?
3. What are the most strength and weakness about you?
4. Can you describe a major workplace problem you have faced and how you handled it?
5. What are your career goals and hoe do you plan to achieve them in 5 years?

APPENDIX 2(application form)

Job application form

Sport coach

Your details

Name: Javad khorramipour khoshdaregi

Education and training

Please give details:

Personal body trainer.
Handball coach.
PE coach.
Higher education skills for the workplace.
I was for 20 years a professional handball player and 5 years spend coaching professional handball teams.
Olympic medallist.
Intend to study Sports Science and Exercise.

Qualifications

Please give details:

Higher Diploma in sports education.
GCSE in Maths in English and PE.
Level 2 and Level 3 international coaching card.
Diploma in mechanical engineering.

Employment history

Your current or most recent employer

Name of employer: Harlow sports canter.

Job title: Personal trainer and coach

Length of time with employer: 2 years

Reason for leaving:
looking to further my career in sports education
Duties:

Personal body trainer.
Head coach to 50 players.

Previous employers

Please tell us about other jobs you have done and about the skills you used or learned in those jobs.

I was working as a professional handball player for Iranian federation for over 20 years.
I spent a further 3 years in handball primary legal as a coach.

Supporting statement

Please tell us why you applied for this job and why you think you are the best person for the job.

I have had 20+ years' experience of managing and coaching students and professionals and am an Olympic medalist.
I am very disciplined and hardworking and passionate about what I am doing.
I am an excellent team player and have a very good communication and people skills.
I believe I have all the necessary skills and qualifications for this role.
I very much look forward to hearing from you soon and working with you in the future .

Right to work in the UK

Do you need a work permit to work in the UK? No

References

Please give the names and contact details of 2 people who we can ask to give you a reference. We may ask them before an employment offer is made. We will not ask your current employer until we get your permission.

Declaration

I confirm that to the best of my knowledge the information I have provided on this form is correct and I accept that providing deliberately false information could result in my dismissal.

Name:

Signature:

Date: