

LCLM4005 – Employability and Career Development

Assignment 2: Selection of Written Reflective Tasks

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Submission Deadline: Monday 27th April 2026

Task 1: Comparing Job Advertisements

To complete this task, two real job ads related to the position of management of warehouses in United Kingdom have been chosen and evaluated. The first is the position of a Warehouse Manager at Poole Bay Holdings Management Ltd, Poole, Dorset, and posted to Indeed in March 2026 (Poole Bay Holdings, 2026). Under this role, full responsibility is to make sure that warehouse operations, such as stock integrity, people leadership, pick, pack and despatch, health and safety compliance, and KPI reporting to the Senior Management Team is established. The salary is between 40,000 and 45,000 every year and the role comes with a heavy strategic load in the areas of supply chain, logistics, and operations.

The second advertisement is a Warehouse Operations Manager at one of the family businesses in Lancing, West Sussex, which has been recruited through UBT and is advertised on Reed.co.uk in March 2026 (UBT, 2026). This position has a salary of between £55,000–£70,000 and has a wider scope of work which involves warehousing, IT and ERP systems, fleet management, supply chain coordination, facilities management, and cross-functional stakeholder leadership. Both jobs are included in the top management team system of the respective organisations.

Upon comparing the two advertisements, there are some similarities in some of the skills and knowledge areas. Both positions clearly demand a good leadership and people management skills, deep understanding of what is happening in the warehouse, health and safety standards, good communication skills, experience in performance management against KPI and familiarity with either warehouse or ERP management software. These findings can be compared to the works of Tushar and Sooraksa (2023) who name communication, leadership, analytical thinking, and adaptability as the most essential employability skills that employers require in the 21st century workplace.

The common skill that can be pointed out to be of significant relevance in both advertisements is that of leadership. It has been listed by both Poole Bay Holdings (2026) and UBT (2026) as an essential requirement, with specific emphasis on managing managers, driving accountability, and setting clear performance expectations. In a warehouse management context, leadership is particularly important since the position entails manipulating the behaviour and productivity of an operational team, as a whole. Cambridge University Press names strategic leadership and organisational ability as some of the competences most desired by employers because it allows the team to achieve the target and sustain operational standards directly (Blue, 2023). For an aspiring warehouse manager, it is thus not merely desirable, but a necessity to build a good leadership, by training, mentoring and accepting responsibility of outcomes, with the aim of advancing in his or her career.

Task 2: Self-Assessment and Evidence of Readiness

SWOT Analysis

I have completed a SWOT analysis, a self-assessment technique, to understand my employability and preparedness to develop in my career. This evaluation method assesses my internal Strengths and Weaknesses and external Opportunities and Threats (CareerVision, 2023). It is also a well-known fact that the SWOT model is one of the effective tools to use during career planning because it allows a person to identify which personal abilities fit the external market environment and which gaps have to be addressed, and create the specific action plan (LiveCareer, 2023). The results of my personal SWOT analysis are presented in the table below.

STRENGTHS	WEAKNESSES
• Strong work ethic, reliability and punctuality • Hands-on warehouse operations experience at Farrow & Ball • People management and communication skills from hospitality • Trilingual: English, Romanian and Italian • Currently completing a business degree (UWTSD)	✓ No formal management title held to date ✓ Limited experience with WMS/ERP systems ✓ No formal Health & Safety qualification (e.g., IOSH) ✓ Limited KPI reporting and budgeting experience ✓ Relatively early stage in professional career
OPPORTUNITIES	THREATS
➤ Warehouse Manager vacancy at Poole Bay Holdings ➤ Expanding UK logistics and e-commerce sector ➤ Degree qualification creating leadership pathways	❖ Competition from candidates with formal management experience ❖ Rapid warehouse automation and technology change ❖ Economic pressures affecting hiring in logistics

➤ Multilingual ability valued in diverse workplaces ➤ Growing demand for operations managers (UBT, 2025)	❖ Skills gap between current experience and senior role requirements ❖ Limited professional network in management circles
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Evidence of Readiness for Employability

A combination of academic development, professional work experience, and personal qualities show that I am prepared to be employable and develop my career towards the position of a warehouse manager. When combined, these are good reasons to believe that I have a base needed to move forward, as well as indicative of my understanding of myself as to what I still need to work on.

Academically, I am currently student of University of Wales Trinity Saint David where I am undertaking a Certificate of Higher Education in Business Skills in the Workplace. The programme has equipped me with a systematic insight into the employability theory, leadership, and organisational management, all of which are directly applicable to a senior warehouse job. Taking courses like Employability and Career Development has helped me to use practical tools like SWOT analysis and personal development planning to my career path. According to a study by Cheong, Leong and Hill, (2019), curricula should no longer be textbook based learning, but they need to be able to instil in a student the skills that go beyond textbook learning and my programme has done exactly that; not only have I been enabled with theoretical content, but I am also now confident to apply the theoretical content in a professional situation.

Practically, the experience as a Warehouse Operative with Farrow & Ball since 2024 has provided me with first-hand experience in fundamental warehouse operations, including inventory management, stock accuracy, compliance with health and safety, and order despatch in a large-volume production facility. I have been able to achieve performance targets consistently and this reflects performance consistency which is the basis of any career in warehouse management. I worked in the hospitality industry in the Hermitage Hotel in Bournemouth, and spent two years there before my current role and thus, I gained good people management and interpersonal skills. I informally mentored new members of teams, coordinated with management when there were high-pressure situations, and managed to maintain the same standards of service delivery; all of which are the features of the leadership capability at the level of management.

My personal attributes also enhance my employability profile. I speak fluent English, Romanian and Italian, which is gradually becoming an important asset in the UK logistic sector, where the multicultural and diverse working masses are common. The most critical life skills that graduate recruiters demand, according to Scheuring and Thompson, (2024) include resilience and adaptability, both of which I have acquired in my career history in two sectors, as well as in training in competitive boxing, which has strengthened my sense of discipline and mental resilience. Husain et al. (2024) also emphasize that soft skills, such as communication, problem-solving and interpersonal ability are critical predictors of workplace success, which is also a competency that I have diligently cultivated at all the levels of my career.

Although I cannot say that I have already officially held a formal management title, I consider this fact to be not an obstacle but a specific, practical goal. My professional background combined with my academic achievements and personal ability makes me a viable candidate to advance to better position and that too, I am actively striving to bridge the gap between where I am and where I want to be.

Task 3: Employment Goals and Personal Development Plan

Short-Term and Long-Term Employment Goals

In order to counter the weaknesses identified in my SWOT analysis, I have developed a series of employment objectives based on the SMART framework proposed by Doran (1981); all the objectives will be Specific, Measurable, Achievable, Relevant and Time-bound. In the short term, in six months, my goal is to achieve the IOSH Managing Safely qualification, to fill the gap of a formal qualification in health and safety, which I was required to possess in both advertisements of jobs reviewed in Task 1 in the list of desirable. I also strive to finish a formal training on a Warehouse Management System (WMS) or ERP platform since this is a requirement on both Poole Bay Holdings (2026) and UBT (2026).

In the medium term, my goal is to work as a Team Leader or Supervisor in one to two years, which will provide me with the official management experience that I do not have at present. This is extremely important since, according to Scheuring and Thompson, (2024), the practical leadership experience obtained during work-integrated learning contributes greatly to the long-term career development and employability. My long-term goal is to be appointed to a Warehouse Manager role within three to five years; a progression that will be built on the combination of my degree qualification, IOSH certification, the ability to operate a WMS, and the track record in the managerial position. Those objectives matter to me since it is a clear, structured and reachable roadmap to the career that I aspire to, grounded in honest self-reflection and supported by evidence.

Personal Development Plan

Development Goal	Timeline	Resources Needed	How Progress Will Be Measured
Obtain IOSH Managing Safely certificate	0–6 months	IOSH-accredited course; employer support	Certificate awarded; apply for roles requiring H&S credentials
Complete training in a WMS/ERP system	0–6 months	LinkedIn Learning; Coursera online courses	Demonstrate WMS competency on CV and in interviews
Complete current university degree (UWTSD)	By 2027	Module coursework; lecturer support	Graduation; enhanced academic credibility and business knowledge
Secure a Warehouse Team Leader or Supervisor role	1–2 years	Internal promotion at Farrow & Ball; targeted job applications	Achieve first official management title
Progress to Warehouse Manager level	3–5 years	Degree + IOSH + WMS skills + management track record	Appointed as Warehouse Manager at a recognised UK company

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