

# FROM PROJECTS TO PROMOTIONS

## Teamwork skills that drive career growth



ILLUSTRATION: ZARIF FAIAZ

**In teamwork, being a mentor means more than guiding; it's about actively listening and being open to feedback. Every team member brings unique insights, and recognising this diversity strengthens the collective."**

The term 'team player' gets thrown around a lot in corporate environments these days, and for good reason: teamwork skills are, undoubtedly, an essential factor in driving the growth of your career. From projects to group assignments to meeting deadlines, knowing how to work in a team setting can make or break your professional success. Whether you are new at your job or an experienced professional, it is important to brush up on the essential know-how of ensuring good teamwork in a modern work environment.

**Building teamwork skills as a new employee** Even if it isn't your first time in a full-time job, a new job can be a daunting endeavour. Being the 'new guy' in a work environment means you have to go out of your way to introduce yourself to all your new colleagues and higher-ups; and of course, start building a healthy relationship with the team you are assigned to work with.

**Stay attentive:** The first few days in a new job are crucial towards honing your teamwork skills, and as such, you should take your time and observe your surroundings before jumping to any drastic decisions. Pay close attention to how your team members communicate, collaborate, and interact with each other.

Understanding the team's dynamics is the first step to becoming a valuable member.

"Effective teamwork goes beyond mere collaboration. It's about understanding the strengths and weaknesses of each member, respecting diverse perspectives, and fostering an environment where every individual feels valued and empowered to contribute," says Nadia Jahan, a Communications Officer at a leading development organisation. "The true essence of a successful team lies in its ability to communicate, adapt, and grow together."

**Remain informed:** Handling a multi-person team requires necessary information about your colleagues' work ethic, goals, and strengths and weaknesses. Stay wholly informed about the task at hand, including how your team is equipped to handle particular group projects or assignments. Don't hesitate to ask questions about the team's processes and expectations. Seek clarification when needed to ensure you have a clear understanding of your role and how it fits within the team.

**Be open to feedback:** As a new employee, you should never hesitate to accept feedback or criticism from your coworkers. Being open to feedback means you are willing to listen to others, and ready to learn how you can improve

yourself. Use every feedback as an opportunity for your personal growth and improvement, and keep learning as much as you can about your position and expectations in the new team setting.

**Taking teamwork skills to the next level** If you are an experienced professional, chances are you have already had your fair share of experience working in a diverse team, and have had the chance to hone your communication skills to be able to collaborate with any new team you are assigned to work with. However, teamwork is an ongoing process, and there's always room for improvement. As such, here are some important things to consider even if you have considerable teamwork experience.

**Be the mentor your team needs:** As an experienced professional, you will find yourself working with colleagues who are newer and less experienced at the job than you. In such a team, it is your responsibility to offer these coworkers the necessary mentorship and guidance they require to improve their professional skills. Build a practice to regularly share your knowledge and experience; in that way, you can enhance your own leadership skills and contribute to the growth of your colleagues.

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**Clarify roles and duties:** If you are a team leader, one of the most important responsibilities you will have is ensuring everyone is aware of their individual roles and duties within the team. This includes properly guiding new team members to help them understand the quality and quantity of work expected from them. You should also maintain a transparent feedback culture so everyone, especially inexperienced team members, can have an honest communication channel to express their confusion or opinions.

**Always show empathy:** As an experienced member of a team, you should be well aware of how your actions might affect others. Before attempting an unpleasant or strict conversation with a coworker, put yourself in that person's shoes and try to empathise. Doing so will help you better understand the perspectives and needs of others. Conversely, you should also reflect on your own contribution to the team and identify areas that need improvement. Keep in mind that self-improvement is the first step towards ensuring successful team-based collaborations.

## JOBS SPOTLIGHT

**BRAC - Programme Manager, NCD & CC, BRAC Health Programme (BHP)**

DEADLINE: 9 NOVEMBER



**ELIGIBILITY:**

- Postgraduate from any field.
- Capability to utilise strong communication and interpersonal skills to proactively establish and manage partnerships with government entities, such as CCHST, CBHC, and NCDC.
- Proficient in maternal, neonatal, and child health, non-communicable diseases, sexual reproductive health, and rights.

**Minimum experience:** 5 years

Apply through the Careers section on BRAC's website or their official LinkedIn page.

**UNHCR - Shelter Officer**

DEADLINE: 9 NOVEMBER



**ELIGIBILITY:**

- Undergraduate, Graduate or Doctorate degree in Civil Engineering or Structural Engineering.
- Prior experience in humanitarian shelter and infrastructure projects, and coordinating with partners and government departments.
- Expertise in emergency shelter strategy, project planning, and cost estimation for sustainable solutions.

**Minimum experience:** 4 years

Apply through the Careers section on UNHCR's website or their official LinkedIn page.

**Robi Axiata Limited - Data Science Manager**

DEADLINE: N/A



**ELIGIBILITY:**

- B.Sc. in EEE, ECE, Statistics, or Computer Science with relevant hands on experience.
- Must be proficient in R/Python. Experience with Oracle or Hadoop is preferred.
- Prior experience with developing algorithms, following AI guidelines, and communicating with stakeholders on AI use cases.

**Minimum experience:** 4 years

Apply through the Careers section on Robi Axiata Limited's website or their official LinkedIn page.

## Government offices to offer internships for graduates

Bangladeshi graduates and postgraduates will now be allowed to intern at government, semi-government, autonomous, and private institutions, as per the new 'Internship Policy 2023' issued by the Ministry of Public Administration.

As per official sources, this policy aims to make the local youth more professionally qualified through internships in government, private, and commercial institutions. The objectives of this policy also include helping graduates combine work experience with textbook knowledge, receive practical training from local institutions, and get familiarised with the workings of government offices.

**Who can apply?**

This internship opportunity will be available to any Bangladeshi citizens with a graduate/postgraduate degree. However, they must apply within two years of completing their graduate/postgraduate or equivalent degree. Each candidate can apply for an internship in a government office only once.

The internship will not be available to military/civilian/paramilitary law enforcement, security forces, intelligence agencies, key point installation (KPI) establishments, or institutions declared by the government and in any work that disturbs the security of the state.

**How will the applicants be selected?**

Applicants will be selected based

on merit as well as their subject matter knowledge, as determined by the concerned institution. The government will be in charge of determining the number of internship opportunities for each financial year.

Furthermore, government agencies will now be required to publicly publish internship recruitment advertisements to attract fresh graduates. The recruitment posts will need to include contact details of the organisation, required eligibility, and clear instructions on how to apply for the internship.

The selection process will be conducted by a specially formed selection committee for each concerned institution. Special consideration will be given to women, minorities, and individuals with special needs.

**How long will it last? Does it pay?** According to the policy, this internship period will last three to six months per year. Additionally, each intern will be entitled to a stipend in the form of a 'monthly allowance', with the amount to be determined by the government.

The policy also states that alongside the stipend, each intern will be given a monthly report from their supervisor which will outline their quality of work thus far in the internship period. After the internship has been completed, the intern will receive a certificate from the concerned institution as well.



## Investment in Bangladeshi startups sees significant decline

Cautious investment climate marks Bangladesh's Q3 startup scene, reveals report by LightCastle Partners

The local startup scene is experiencing notable downward shifts in funding trends, even as the global startup ecosystem indicates slight growth. On a global scale, startup investments have risen marginally by 7%, totalling a formidable USD 73 billion in the third quarter of this year. But funding in Bangladesh plummeted to a mere USD 4.0 million in Q3 2023, a drastic 77% decline in comparison to the same period last year.

This trend was revealed in the recently released Bangladesh Startup Investment Report for Q3 2023 by LightCastle Partners.

The decline is even more

poignant when considering the previous year's figures. Excluding a significant USD 30 million deal secured by ShopUp, quarterly investments have consistently hovered below the USD 10 million mark, showing a 42% dip from the preceding quarter.

Furthermore, the total startup funding over the first three quarters of 2023 stood at USD 47.5 million, marking a stark 50% reduction from the previous year's figures.

In Q3 2023, Bangladesh's startup funding sphere saw active involvement from just two investors. This limited participation signals an air of caution, with most players maintaining a risk-averse posture throughout the year. Meanwhile, angel investors maintained their influence, mirroring their

contributions from the second quarter.

Amidst these fluctuations, local investors have risen to dominate the investment landscape in Bangladesh. They accounted for an impressive 84% of total investments in Q3 2023, marking their presence in all six deals during this quarter. This significant involvement from local investors underscores a strategic shift, with local entities becoming key stakeholders in Bangladesh's startup journey.

Early-stage funding, which makes up a significant portion of the startup ecosystem, remained stable and showed no sign of waning. It constituted 62% of the total investments in the third quarter, maintaining its previous quarter's momentum.

Drawing a broader regional comparison, China sustained its stronghold in Asia with a modest 23% spike in funding during Q3. Notably, Singaporean startups experienced a remarkable threefold surge in investments, amounting to an impressive USD 3.4 billion. This Asian uptrend sharply contrasts with the diminishing enthusiasm in India and Pakistan. Indian startups experienced their lowest quarterly funding, amassing only USD 1.5 billion. Concurrently, Pakistan underwent a significant 88% dip in funding compared to the same period last year.

Within this Asian spectrum, Bangladesh, unfortunately, trailed behind, attracting the smallest funding chunk among the mentioned nations.