



# START YOUR PROFESSIONAL CAREER IN THE ISLE OF MAN

Explore career opportunities for young professionals in the Isle of Man, including how to stay up-to-date, incentives, a skill-matching talent portal and industries in the spotlight.

## Isle of Man Graduate & Young Professional eNewsletter

Subscribe to our eNewsletter to take your professional journey to the next level. Designed for young professionals, this monthly newsletter features the latest information, insights, events and career prospects available in the Isle of Man.

### Why subscribe?

- ▼ **Stay Informed:** Receive the latest news, tips, and events for young professionals.
- ▼ **Sector-Specific Focus:** Tailor this eNewsletter to match your work interests and receive updates on career opportunities and industry news sent straight to your inbox.
- ▼ **Networking Opportunities:** Connect with other Isle of Man young professionals through events and networking opportunities.
- ▼ **Simple Sign-Up:** Subscribing is easy. Choose your preferences: sector-specific updates, general news or both!

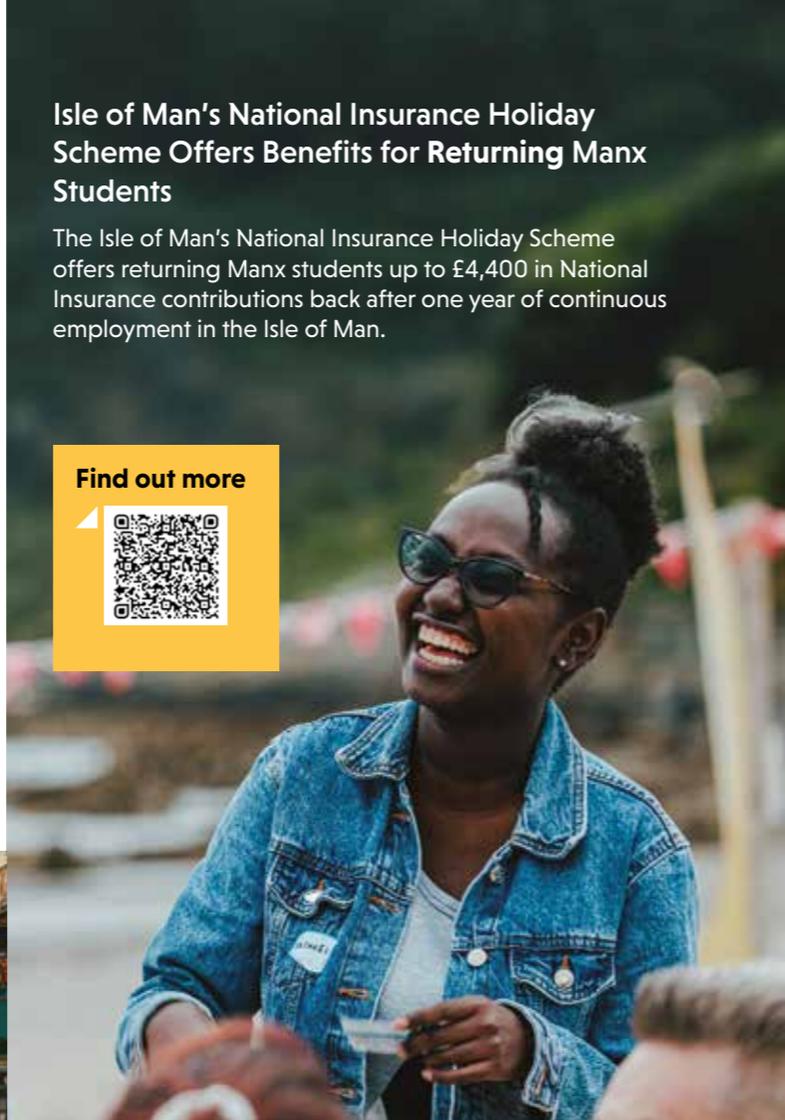
Sign up here



## Isle of Man's National Insurance Holiday Scheme Offers Benefits for Returning Manx Students

The Isle of Man's National Insurance Holiday Scheme offers returning Manx students up to £4,400 in National Insurance contributions back after one year of continuous employment in the Isle of Man.

Find out more



# THE ISLE OF MAN... GRADUATE CAREERS WITHOUT LIMITS

A wide range of organisations offering dedicated graduate and young professional schemes

KICK-START DEVELOP THRIVE

100+  
young professional opportunities available each year

20  
minute average commute

Supportive work cultures with continuous professional development opportunities

24 business sectors including finance, iGaming, tech, public services, healthcare, construction, engineering, hospitality and more!

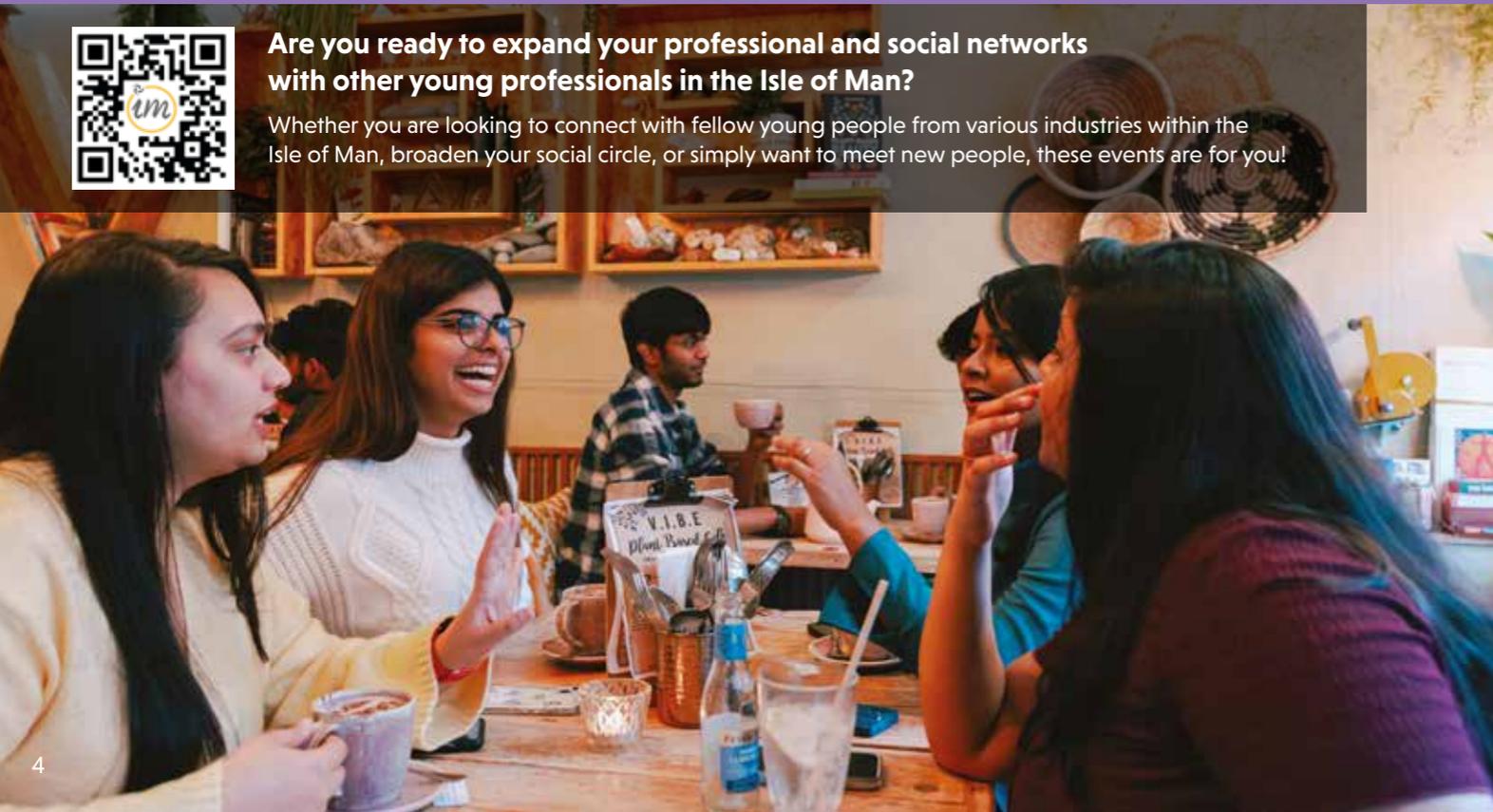


# YOUNG PROFESSIONAL CONNECTION EVENTS

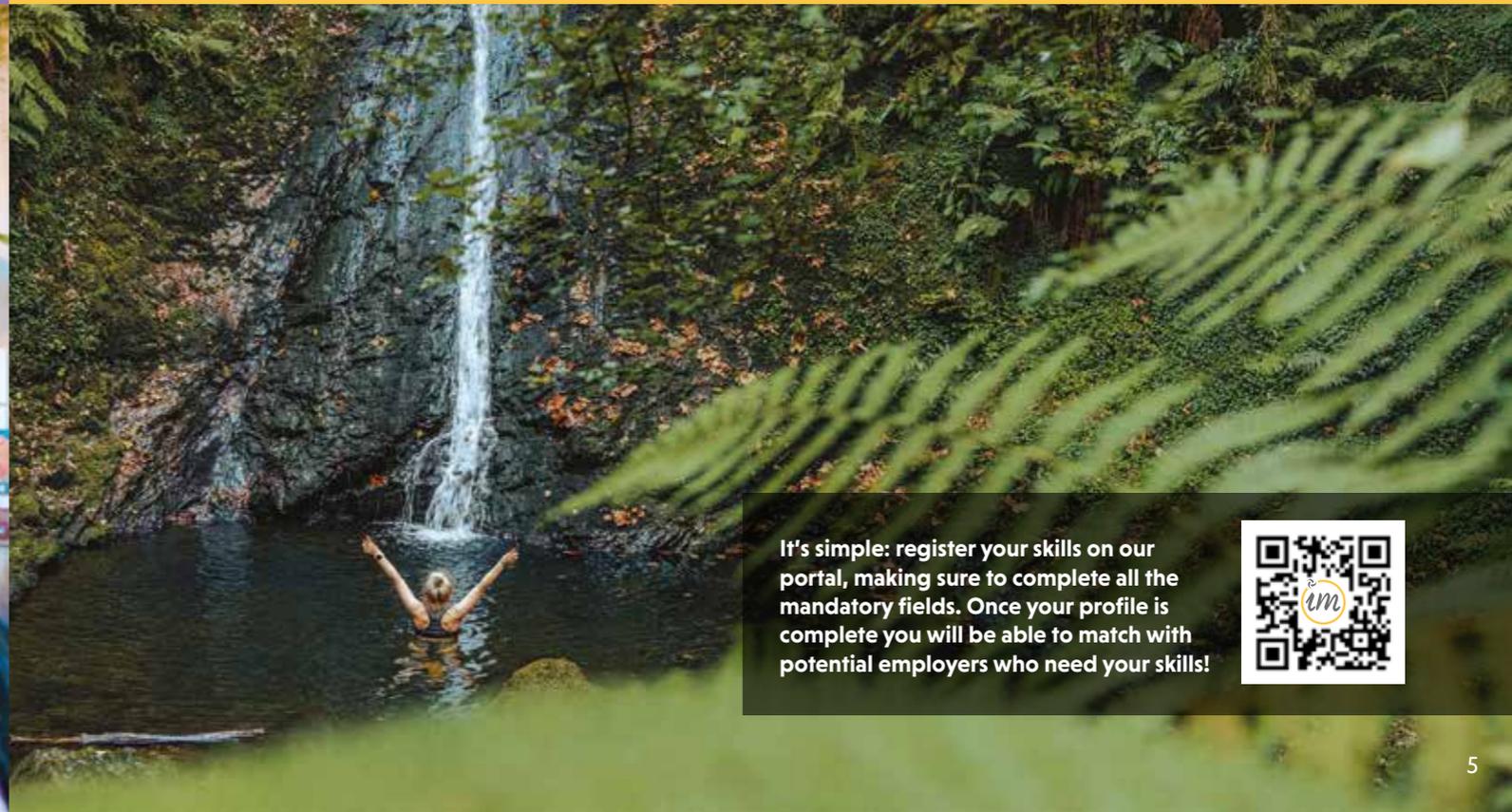


Are you ready to expand your professional and social networks with other young professionals in the Isle of Man?

Whether you are looking to connect with fellow young people from various industries within the Isle of Man, broaden your social circle, or simply want to meet new people, these events are for you!



# REGISTER YOUR SKILLS ON THE TALENT PORTAL TODAY!



It's simple: register your skills on our portal, making sure to complete all the mandatory fields. Once your profile is complete you will be able to match with potential employers who need your skills!



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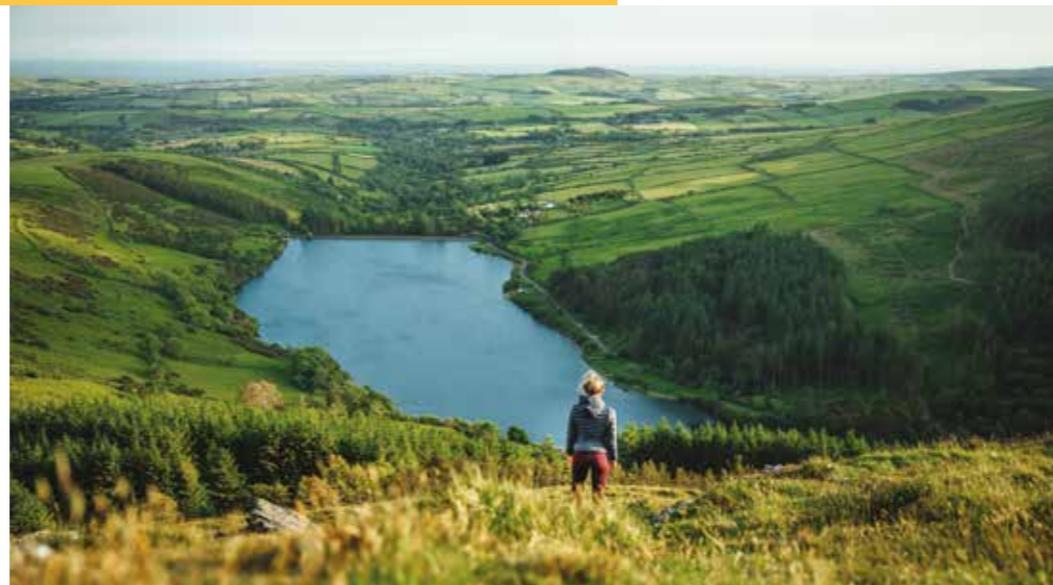
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# THE PERFECT PLACE TO KICK-START YOUR PROFESSIONAL CAREER

A diverse range of pathways and sectors make the Isle of Man the perfect destination for young professionals seeking to launch their career.

Offering fast career progression, competitive salaries and a great work-life balance thanks to our beautiful scenery and short commute times; residents' quality of life far surpasses that of many other jurisdictions. This makes the Island the perfect place to kick-start your career - and enjoy life at the same time!

## About the Isle of Man

Isle of Man is a self-governing British Crown Dependency nestled in the Irish Sea, just 30 minutes flight from the UK and Ireland. The Island boasts independence with its own government, and laws. The Isle of Man is also home to the world's oldest continuous parliament, Tynwald, established over 1,000 years ago.



Find out more about young professional opportunities in the Isle of Man by scanning the QR Code



▼ We're the first entire jurisdiction in the world to be named a UNESCO Biosphere - a status that celebrates the Island's natural settings



▼ Unbeatable work life balance



▼ The Island has one of the lowest crime rates in Europe



▼ Average commute time is 20 minutes



▼ The higher personal tax rate is capped at 21% (compared to up to 45% in the UK)

## A DIVERSE AND VIBRANT ECONOMY

The Isle of Man is home to businesses operating in a wide range of sectors, spanning:

- Administration
- Recruitment and HR
- Sustainability and Environment
- Arts, Entertainment and Leisure
- Science / Lab
- Legal
- Public Services and Security
- Real Estate
- Maritime
- Retail
- Entrepreneurship and Business
- Healthcare
- Education
- Tech / Digital
- Finance
- Accommodation and Hospitality
- Engineering and Manufacturing
- Biomed
- Construction

SECTORS IN THE SPOTLIGHT



With many new and emerging sectors including Esports, Medicinal Cannabis and Cleantech.

- There are a wide range of career paths available to young professionals across these sectors - find out more by reading our sectors in the spotlight case studies!

## THE ISLE OF MAN A NATURE LOVER'S PARADISE



The Isle of Man is perfect for those that relish the outdoors, boasting 95 miles of coastline, 169 miles of public footpaths and an incredible 26 'Dark Sky Sites' - the most in the British Isles. For a small Island there is a real variety of landscapes including lush green glens, plantations, long stretches of beach and rural countryside. If you're a thrill seeker, you're in luck, because there's plenty of outdoor adventures on offer too - including coasteering, sea kayaking and paddleboarding.

For those interested in team sports, there are dozens of clubs and associations dotted across the Island covering a selection of sporting activities ranging from cycling, running, rugby, football, netball, hockey and badminton to name but a few!

Discover your perfect hobby in the Isle of Man...

Download our Activity Guide



## CHOOSE A LIFE LESS ORDINARY IN THE EXTRAORDINARY ISLE OF MAN

### THINGS TO DO ON THE ISLAND:

▼ Dozens of annual festivals, cultural, musical and nature-loving events



▼ Host of the world famous TT races!



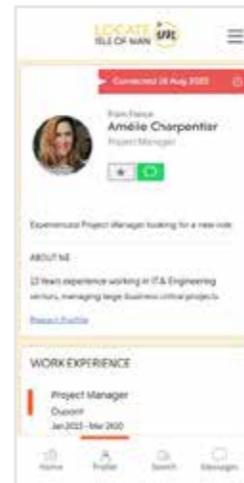
# FINDING A JOB IN THE ISLE OF MAN

## REGISTER YOUR SKILLS ON THE TALENT PORTAL TODAY!

### REGISTER TODAY

It's simple: register your skills on our portal, making sure to complete all the mandatory fields. Once your profile is complete you'll be able to match with potential employers who need your skills!

Register here



## RECRUITMENT AGENCIES

There are a range of recruitment agencies on Island to help you find your dream role - all specialising in a variety of roles and sectors.

- Ability Plus
- Ambitions Recruitment
- Bespoke Recruitment
- EPL Ltd
- Evolution Recruitment
- Itchyfeet Recruitment Agency
- McKenzie Fox Recruitment Consultants
- Orchard Recruitment
- Paragon Recruitment
- Recruitment Works
- Search & Select Offshore
- Shearwater Recruitment

Find out more



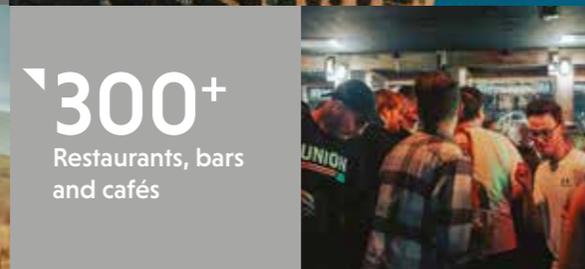
▼ **26** Amazing official stargazing sites. (Highest concentration of dark skies in the British Isles)



▼ Over 30 beaches, 95 miles of beautiful coastline. Max 8 miles from the sea, wherever you are.



▼ Range of activities to suit all hobbies



▼ **300+** Restaurants, bars and cafés

▼ **20** Heritage museums, art galleries and attractions



## ISLE OF MAN JOB CENTRE WEBSITE

Compiles live job vacancies from across the Island. You can search for jobs from a range of sources including those posted directly by employers.



## PUBLIC SECTOR ROLES

The Isle of Man Public Service Careers lists hundreds of public sector roles spanning the entire Isle of Man Government. You can also register for job alerts.



# LEARNING & SUPPORT FOR YOUNG PROFESSIONALS IN THE ISLE OF MAN

## Explore support and learning opportunities for young professionals in the Isle of Man

### University College Isle of Man:

University College Isle of Man (UCM) offers courses at various levels:

- School Links (age 14 – 16)
- 16+ and Sixth Form (Further Education)
- Apprenticeships
- Degree-level, Undergraduate & Postgraduate degrees (Higher Education)
- Adult Learning
- Upskilling

### Manx Professional & Educational Services Ltd

MPES are the Island's premier provider of high quality tuition & training to gain and maintain qualifications in Accountancy. MPES have been awarded the Platinum Standard of Accreditation with the Association of Chartered Certified Accountants. The ACCA Qualification is the world's leading accountancy qualification for aspiring finance professionals.

### Association of Chartered Certified Accountants:

The ACCA Qualification is the world's leading accountancy qualification for aspiring financial professionals - providing

young professionals with the skills, knowledge and values to have successful careers.

### Alliance of Isle of Man Compliance Professionals:

The AICP represent the interest of compliance, anti-money laundering, governance, regulatory and risk professionals within the Isle of Man.

### Chartered Governance Institute:

The Isle of Man Branch provides continuing professional development and networking opportunities for the Institute's members and students.

### Isle of Man Law Society:

The Junior Lawyers' Association is a group of young legal professionals, which was formed to help promote legal education and networking amongst the junior end of the Manx Bar

### Others include:

- STEP IOM
- SPA Professional Academy
- Ganly Tipper Learning Ltd



## SECTORS IN THE SPOTLIGHT

▼ Healthcare

▼ Education

▼ Tech / Digital

▼ Finance

▼ Accommodation and Hospitality

▼ Engineering and Manufacturing

▼ BioMed

▼ Construction



Find out more about healthcare career opportunities in the Isle of Man:

◀ By visiting Locate Isle of Man's Jobs in Demand page here

# HEALTHCARE



Manx Care was established in April 2021, and works at arm's length from Isle of Man Government to deliver health and statutory social care activity across the Island.

The Department of Health and Social Care (DHSC) is responsible for strategy and policy development, as well as oversight and assurance, while Manx Care is responsible for the delivery of a comprehensive range of services to the public through a clearly defined Mandate.

Our ambition is to create a high quality, integrated health and care service that organises care around patient and service user needs, delivering the right care, in the right place, at the right time.

### OUR MISSION

To become the best small Island health and social care system in the world.

### OUR VISION

To meet the health and social care needs of the Island's population efficiently and effectively, and in line with accepted professional standards.

### OUR VALUES



- COMMITMENT & PASSION
- ACCOUNTABILITY & REFLECTION
- RESPECT & INCLUSION
- EXCELLENCE & INNOVATION

### Professional Health and Social Care opportunities

- ▾ Nursing and Midwifery:
  - ▾ Hospital-based Nursing
  - ▾ Community and School Nursing
  - ▾ Mental Health Nursing
  - ▾ Practice Nursing
  - ▾ Neonatal and Paediatric Nursing
- ▾ Social Work (Adult, Children's and Families)
- ▾ Residential and Domiciliary Care
- ▾ Hospital Medicine
- ▾ Urgent and Emergency Care
- ▾ General Practice
- ▾ Clinical Pharmacy
- ▾ Diagnostic Services, including Pathology and Radiology
- ▾ Allied Health Professions including Therapies and Podiatry

Opportunities exist across a broad range of non-clinical services too, including:

- ▾ Business Intelligence
- ▾ Commissioning and Contracting
- ▾ Project Management
- ▾ Quality and Safety
- ▾ Business Management
- ▾ Administration
- ▾ Communications
- ▾ Company Secretarial



# MEET SARAH

## PHARMACIST

For one young pharmacist, the Isle of Man wasn't just a place to visit - it became the perfect place to call home. After years of study and training across England, Sarah found herself drawn to the Island's calm pace, coastal charm, and strong sense of community.

### From Worcester to the Waves

Born in Worcester, Sarah moved to Bath to complete her Master of Pharmacy degree before undertaking her pre-registration year at Liverpool University Hospital Foundation Trust. It was during her University summers that the Isle of Man first made an impression.

I met my partner in the Isle of Man, when I was at University she explains, and I worked in several community pharmacies around the Island over the summer breaks, which gave me a real feel for the lifestyle. It was a lot calmer and that really appealed to me.

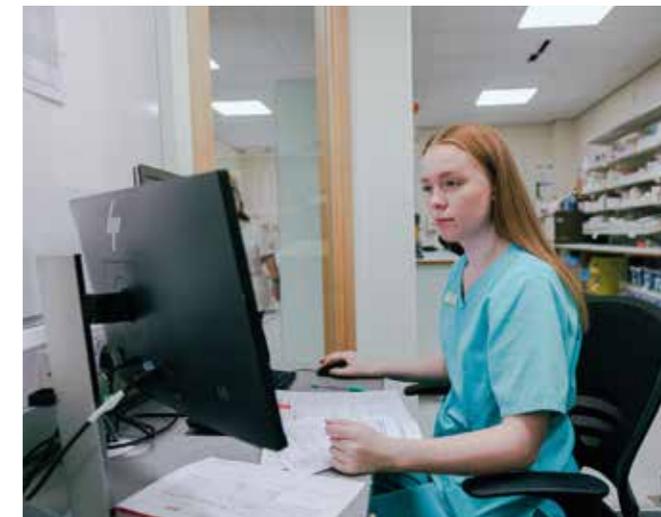
# HEALTHCARE

“ The Isle of Man has given me more than a job - I have a brand new lifestyle! The beach is only a 15-minute walk from our house, which on clear and sunny days, is ideal. ”

Sarah has truly embraced a new work-life balance. Manx Care is a great place to work and is separate from the NHS. I have improved pay and more opportunities for career progression.

### Island Life, Re-imagined

The Isle of Man has given me more than a job - I have a brand new lifestyle! Whether it's running or walking my dog on the beach just 15 minutes from my home, I've got so much more time to do what I love outside of work.





## MEET CASSIE

OCUPATIONAL THERAPIST

### A Fresh Start on the Isle of Man

"As a newly qualified occupational therapist, I relocated to the Isle of Man in August 2022. Having joined Manx Care in September, my initial placement in the rotational team prepared me for my current role within the Community Wellbeing Service (CWS).

#### Working in a unique environment

With its smaller population and unique demands, working on the Isle of Man has been an exceptional experience. In comparison to the UK, I have a shorter and less stressful commute to work, and as a result of the smaller team size, I have built genuine rapport with my colleagues.



# HEALTHCARE

## THE LIFE OF A NEWLY QUALIFIED OCCUPATIONAL THERAPIST

### A Personalised Approach

For me, I enjoy being able to think outside the box and provide personalised care that meets the individual needs of Isle of Man residents.

### Early Career Support

As a newly qualified Occupational Therapist, it's reassuring to know you have guidance and support networks surrounding you, enabling you to succeed. Having a supportive team has been crucial to my development as a practitioner, providing a solid foundation for progress.

### Settling In and Calling it Home

Despite the initial challenges, my family and I quickly settled in. Now, the Isle of Man is not just a location; it's our home, and the tranquillity continues to draw us back, after any visits to the UK.





## MEET EMILY

HIGH SCHOOL TEACHER  
OF GEOGRAPHY

In January 2024, when feeling overwhelmed by the intensity of my lifestyle in the UK, I knew it was time to return to the Isle of Man. A mix of long commutes, workdays, and being away from family had taken its toll! The decision wasn't easy, but I knew I needed to recharge and reassess my life goals.

Back on Island, it reignited my appreciation for its beauty and tight-knit community. Living in the Peak District had restored my love for running and the outdoors, so I decided to set up the Isle of Man Maverick Run Project, to connect with like-minded individuals and rebuild my social circle.

I now work at Castle Rushen High School as a Geography Teacher and I'm loving my work-life balance and immersing myself within the running community.

I am grateful for the opportunity to reconnect with my roots and look forward to contributing to the educational landscape here, while enjoying the natural beauty and outdoor activities that the Isle of Man has to offer.



## EDUCATION

**You can pursue an amazing career and gain a great work-life balance when you choose to teach in the Isle of Man, with many fantastic opportunities across the five secondary and 32 primary state-funded schools located across the Island.**

Professional development is strongly encouraged in the sector, with many opportunities for further study and career progression for recent graduates, all the way through to headship.

- The Island adopts the 'Early Careers Framework', which provides Early Career Teachers (ECTs) the opportunity to access two years of fully funded, tailored training, including a dedicated mentor.
- Staff are encouraged to further their own professional qualifications and a 'Leadership in Education' Master's degree programme is available on Island through the University of Chester.
- All employees have access to the Learning, education and Development (LeaD) facility which offers an extensive range of courses, many of which are facilitated online.

### A WORKPLACE THAT INVESTS IN YOU:

- A competitive salary that increases each 12 months until you reach the salary maximum.
- Rewarding defined benefit pension scheme.
- If you are returning to the Island and have participated in the Department's Student Loan scheme for tuition fees, the loan will be repaid by the Department upon completion of your second year working as a teacher at one of the Island's

Secondary schools (subject to a maximum of £7,500 for a three year degree course, or £10,000 for a four year degree course).

- If you are in your first year as an Early Careers Teacher, you are entitled to two recruitment and retention payments.
- Help to pay your rent/mortgage while you settle in with a housing allowance.
- If you are relocating to the Isle of Man, you will receive financial help towards the costs of visiting to the Island to view housing and to visit your new school.
- Access to the Isle of Man Public Service Cycle to Work scheme after your first year of employment.
- Free access to the Isle of Man Government Staff Welfare Service.
- Discounted access to the NSC gym and Island swimming pools as well as 1-to-1 support programmes and exercise classes with qualified instructors through the ACTIV8 scheme.

### JOBS IN DEMAND INCLUDE:

Secondary School Teachers

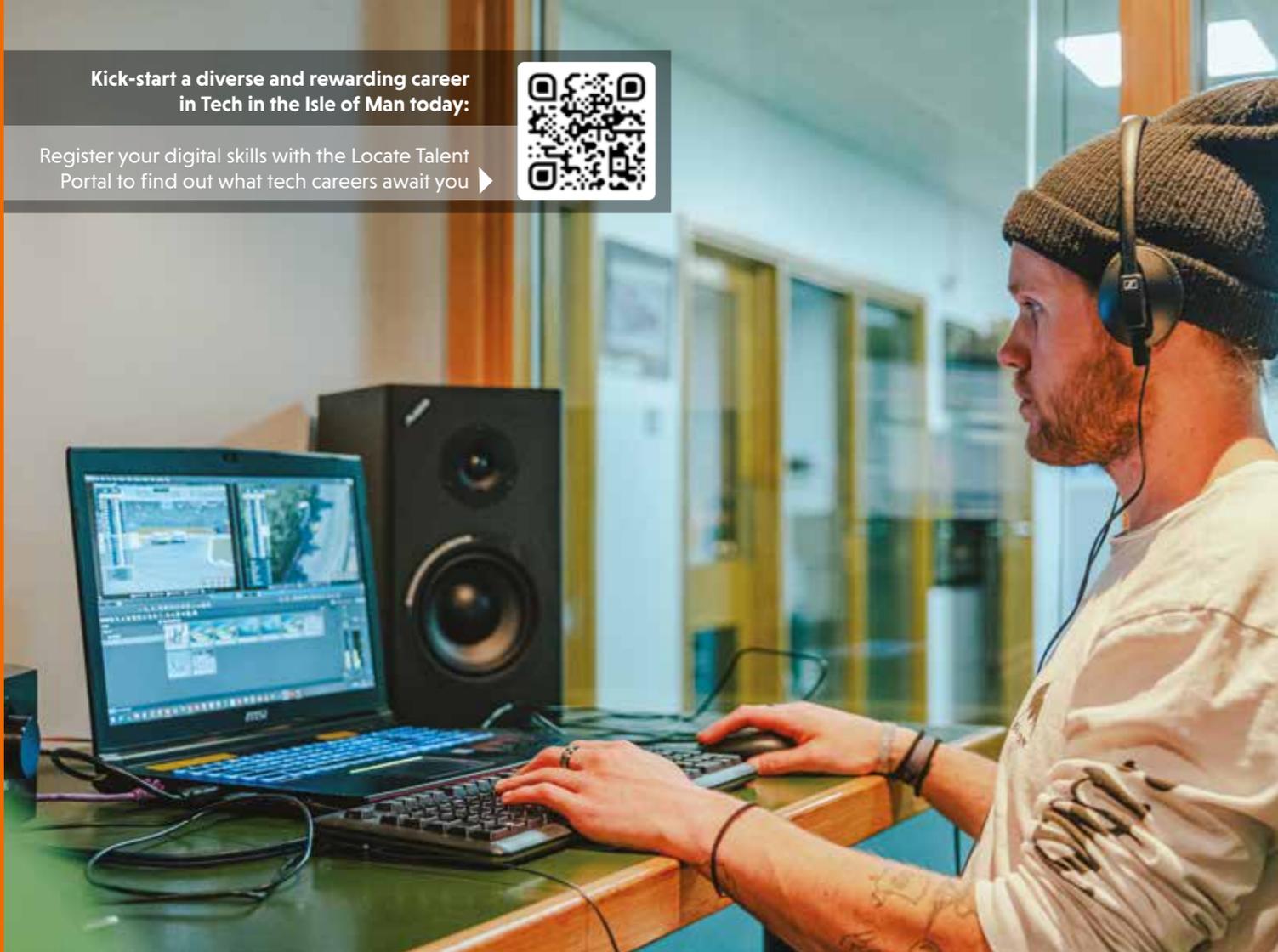
Primary School Teachers

Early Years Practitioners

Kick-start a diverse and rewarding career in Tech in the Isle of Man today:



Register your digital skills with the Locate Talent Portal to find out what tech careers await you ▶



# TECH / DIGITAL

The Isle of Man has a thriving and dynamic tech industry that has seen exceptional growth over the past decade which is set to continue. The success of the industry has provided an opportunity for a growing number of graduate career pathways in the Island across a range of sectors, including eGaming, esports, cryptocurrency, distributed ledger, fintech, web 3.0, telecoms, digital marketing and web development to name but a few.

With a variety of exciting companies to choose from, ranging from global blue-chip companies and eGaming giants to innovative boutique software houses and digital businesses, there are a number of sought-after roles with endless prospects for career development.

## JOBS IN DEMAND ENCOMPASS A WHOLE RANGE OF AREAS INCLUDING:

- ▼ Programming / Coding
- ▼ Networking / Computer Engineering
- ▼ Project Management
- ▼ Application Development
- ▼ Cyber Security
- ▼ Web Development
- ▼ Business Intelligence and Analysis
- ▼ Big Data / Analytics / Artificial Intelligence and Machine Learning
- ▼ Digital Marketing
- ▼ Compliance

The number of dynamic, young companies using exciting technology on the Island has led to a cluster of like-minded people in the sector, with many networking and volunteering opportunities including eClub, Business Network, Love Tech and Code Club.



# MEET GAVIN

▼ SERVICE OPERATIONS ENGINEER,  
MANX TELECOM

## Recognising the diversity of success paths:

Pursuing an apprenticeship felt like the right choice for me because it allowed me to learn in a way that felt natural and effective for me personally.

Deciding on the right path after school can be a hard decision, but it's important to remember that there's no one-size-fits-all answer. There are multiple pathways to success. An apprenticeship is a fantastic option for those who prefer hands-on learning and want to dive straight into the workplace while still gaining valuable qualifications.

## Seizing opportunities:

After completing my Level 3 in IT, I saw a position advertised for an apprentice network engineer at Manx Telecom. I jumped at the opportunity and applied.

Securing an apprenticeship isn't always straightforward. I recommend being proactive. Alongside regularly checking job listings, I suggest sending your CV and a cover letter to relevant businesses expressing your interest in joining them as a trainee or apprentice.

# TECH/DIGITAL

“ Deciding on the right path after school can be a hard decision, but it's important to remember that there's no one-size-fits-all answer. ”

## Balancing theoretical and practical learning:

The apprenticeship scheme I enrolled in involved working four days a week in the workplace, and one day a week was dedicated to attending college, where I focused on completing assignments and studying the theoretical aspects of the course.

## A supportive learning environment:

Throughout the course, I found the teachers to be incredibly supportive and helpful. They provided valuable guidance, advice, and assistance whenever needed, helping me stay on track with my studies. Overall, the apprenticeship scheme provided a well-rounded learning experience that will help me in my future career.

## Building future career connections:

Additionally, completing an apprenticeship allowed me to build valuable relationships within the industry, particularly on the Island where I was studying and working. Establishing these connections early on is crucial for career development, and it's often more challenging to do so when studying full-time off-Island.

## Successful completion of the apprenticeship scheme

After completing my apprenticeship at UCM, I emerged with a solid foundation of practical skills and industry knowledge. Through dedication and hard work, I transitioned into a full-time role within the company. My apprenticeship experience not only helped my technical abilities but also gave me a great understanding of the company's values and operations which ultimately helped me land a full-time position.

Interested in a career in a diverse financial and professional services centre of excellence?



Register your skills with the Locate Talent Portal today ▶



# FINANCE

**The Financial and Professional Services sector on the Isle of Man is thriving. The Island is home to some of the world's largest companies, including PwC, KPMG, Deloitte and Ernest & Young. This industry plays a critical role in the Island's economy, and therefore affects every single person on the Isle of Man.**

There are many career pathways within the sector including;

- ▾ Accountancy
- ▾ Compliance
- ▾ Investment
- ▾ Insurance
- ▾ Tech

Finance careers are often stereotyped as dull and monotonous, however nothing could be further from the truth. The industry is dynamic, high-stakes and is a gateway to a range of diverse opportunities.

The Isle of Man is a world-renowned International Finance Centre. That means our companies are trusted and used by clients globally. Therefore, a career in Financial & Professional Services on the Isle of Man will open opportunities to work with people from across the world, solving diverse issues for multi-national clients.

## Would you like to work in an innovative environment?

If so, the Isle of Man is the perfect place to start your finance career - The Island is internationally recognised for its excellence in Insurtech and Fintech, sectors which utilise the latest technology to improve the quality of services for people around the world! As a welcoming and thriving hub, operating at the cutting-edge of these sectors, businesses constantly seek driven people with a passion for new technology. Could you be next?

## Discover a rewarding career path

Within this industry, full training is provided upon entry. Where qualifications are required, such as accountancy or law, exam fees are usually subsidised by employers (subject to conditions) and trainees are often given paid study leave in the run up to their exam dates.

The Isle of Man's professional network is first-rate. This means that throughout your career you will be learning the ropes from and working with some of the most experienced practitioners in the world.

Salaries in the Financial & Professional Services sector are rewarding, considerably higher than the national average. Employers are happy to pay well to attract the right talent to their business.



# MEET MANDEEP

▼ TAX ASSOCIATE,  
CROWE ISLE OF MAN

Meet Mandeep, whose journey from India to the University of Surrey in the UK eventually led her to the Isle of Man. As the fourth in her group of friends to make the move in June 2023, Mandeep explains “with the help of Orchard recruitment, our whole University group of nine are here and we are telling other people from our University to come to the Isle of Man”.

### Seizing Opportunities at Crowe Isle of Man

“The biggest plus is my job role at Crowe Isle of Man,” beyond the role itself, is the support within her team. “Everybody makes you feel comfortable, and the team here is so good at supporting us. Whenever you need help, they will be the first to guide you”.

### A Hub of Learning and Development

Mandeep appreciates the emphasis on continuous learning at Crowe Isle of Man. With study support, Mandeep is currently studying for her professional certification ATT, alongside her job. Hoping to do more studies after this, Mandeep explains that the flexibility to choose courses that align with career goals adds to the appeal, making Crowe Isle of Man an ideal place for those eager to kick-start their careers by learning.

# FINANCE

“ With the help of Orchard recruitment, our whole University group of nine are here and we are telling other people from our University to come to the Isle of Man. ”

### Social Life and Opportunities Beyond

“The balance between work and leisure allows me to indulge in my hobbies and spend quality time with friends, contributing to a fulfilling and well-rounded lifestyle”.

### Recommendations for Future Relocators:

Mandeep encourages potential relocators to visit the Locate Isle of Man website to read stories like hers. Mandeep also advises relocators to ask for help. “Reaching out through social media and Facebook pages is really helpful,” she suggests, emphasizing the wealth of resources available for a smooth transition.





## MEET AIMÉE

AUDIT TRAINEE,  
GRANT THORNTON

### Switching Gears from University to the Isle of Man

After school, I was all set to go to Lancaster University for Accounting and Finance. The idea of living on my own and the whole uni life sounded cool. But when I got there, things felt different than I expected.

### Grabbing opportunities through internships

Back home on the Isle of Man, I hit a major crossroads. Instead of sticking to the usual uni path, I thought about how much I learned during my internships while still at school. I did well in my GCSEs and got some real experience at KPMG / Grant Thornton. So when University wasn't what I hoped for, I decided to call up Grant Thornton again. I figured the skills and experience from those internships were worth a lot, and they were happy to have me back.

### Encouragement for unconventional success

My journey is a reminder that there are many ways to find success, especially if the traditional school route isn't your thing. Choosing the Isle of Man over University turned out to be a smart choice for me. It opened up opportunities I hadn't even thought of and proved that there's not just one way to achieve your goals.

# FINANCE

“ My journey is a reminder that there are many ways to find success, especially if the traditional school route isn't your thing. Choosing the Isle of Man over University turned out to be a smart choice for me. It opened up opportunities I hadn't even thought of and proved that there's not just one way to achieve your goals. ”

### A unique blend of professional growth and personal passion

Balancing my professional ambitions with my passion for Swim Teaching on the Isle of Man has been a unique and fulfilling experience. It's rare to find a place where your career and personal interests can coexist so harmoniously. This balance has not only made me more productive at work but also more content in my personal life.

### Charting your own course to success

My path to success in accounting without the traditional University route is proof that there are alternative ways to reach your career goal. It's about finding what works for you, leveraging your strengths, and being open to opportunities that come your way.



If you are outgoing, have excellent people and customer skills, and are looking to kick-start a career in a vibrant hospitality scene...



Register your skills with the Locate Talent Portal

# ACCOMMODATION AND HOSPITALITY

As a popular visitor destination, the Isle of Man offers a huge variety of exciting and challenging roles within the tourism & hospitality sector.

## SKILLS IN DEMAND

The tourism and hospitality sector offers a diverse range of roles including:

▾ Waiting Staff	▾ Events Staff
▾ Barista	▾ HR
▾ Housekeeping	▾ Marketing
▾ Reception	▾ Security
▾ Kitchen/Chef/Porter	▾ Accountancy/ bookkeeping
▾ Bar Staff	

## Benefits of working in this industry include:

- **Flexible working:** Offers opportunities for casual, part-time, seasonal, and full-time positions.
- **Hands-on work environment:** Engage in practical tasks where you can develop your skills.
- **Transferable skills:** Develop skills applicable not only within this industry but also transferable to various other sectors.

- **Diverse event opportunities:** Ability to work in various large scale events on the Isle of Man, such as the world famous Isle of Man TT, MGP and much more!
- **Friendly working culture:** Enjoy a welcoming and supportive workplace culture.
- **Clear career progression:** Due to the extremely varied nature of the tourism and hospitality sector, it means that there is a lot of opportunity for career development.

## SEASONAL PATHWAYS FOR EVERY STUDENT: EXPLORE, EXPERIENCE, EXCEL

The Island is open all year round for talented individuals either looking to start or progress their hospitality career!

### MANX YOUNG PROFESSIONALS:

For Manx students, this industry offers the perfect seasonal job to return to while on holidays or through your summer break.

### RELOCATING YOUNG PROFESSIONALS:

Thinking about relocating to the Isle of Man but unsure if it's the right fit? The tourism and accommodation sector in the Isle of Man provides various seasonal opportunities tailored to accommodate your studies. Why not try a summer job to experience the Island before committing to a permanent role?



# MEET DREW

▼ DIRECTOR,  
EXTRA FANCY LIMITED

## Starting Fresh on the Isle of Man

After finishing my studies, I took a different path than most of my peers. I stayed on the Isle of Man for my degree, working, learning and earning at the same time. This choice helped me to find great opportunities I never expected.

## Life After Graduation: Growing in the Isle of Man

I graduated in May 2022 and jumped right into being a director at Extra Fancy Limited, having recently been responsible for opening our new bar on Douglas' North Quay in late 2023.

After Winning the 50 Best Bars Scholarship in 2022 doors opened for me in places like London and New York. I even got to run workshops in Berlin, showing off what the Isle of Man has to offer. However, I never hesitated to continue my career in the Isle of Man despite the international doors this scholarship opened for me!

## Isle of Man: Perfect for Young Entrepreneurs

The Isle of Man is amazing for creativity. It has an abundance of natural resources and a unique culture where locals are always willing to support where they can. The community is tight-knit, and the support from everyone, including the government, is great.

# ACCOMMODATION AND HOSPITALITY

“ The Isle of Man isn't just a place; it's a blank canvas for your success story. With its unique environment, entrepreneurial spirit, and balanced lifestyle, it's becoming a hotspot for hospitality careers. ”

Plus, the Island is perfect for when you need to slow the pace and catch your breath.

## Advice for Young People

If you're thinking about coming to the Isle of Man, it's all about what you make of it. It's a great place for growing your career and enjoying work-life balance. For anyone wanting to get into hospitality here, it's a journey that allows you to grow and build strong working connections.

## Wrapping Up: The Isle of Man's Hospitality Scene

So, the Isle of Man isn't just a place; it's a blank canvas for your success story. With its unique environment, entrepreneurial spirit, and balanced lifestyle, it's becoming a hotspot for hospitality careers. As Kiki Lounge keeps growing, so does the Isle of Man's spot as a home for success, growth, and exceptional hospitality in the global cocktail scene.



With the average salary being considerably higher than most other sectors, and numerous opportunities for graduates, there's no better time to consider a career in engineering and manufacturing:

Register your skills today via the Locate Talent Portal ▶



# ENGINEERING AND MANUFACTURING

The Isle of Man boasts a well-established and diverse manufacturing and engineering sector, with over 150 companies and 1,300 jobs based on the Island, operating in a range of specialities including:

- ▾ Precision Engineering
- ▾ Aerospace
- ▾ Optics
- ▾ Food and Drink Manufacturing

The Island also is growing its reputation as a hub for clean energy innovation complete with the engineering career opportunities to work on advanced and cutting-edge projects.

Many of the companies based on the Island have a global reach, providing products and services on an international level, often using advanced technologies, innovative methods, and most importantly, talented, and motivated individuals.

With a current skills shortage in the industry, staff development and retention are vital for Island-based companies, with many running graduate training, internship, and apprenticeship schemes, including the likes of international organisations such as Swagelok, RLC, Triumph, Strix and Manx Utilities.





## MEET ELLIOT

▼ HNC (LEVEL 4) GENERAL ENGINEERING APPRENTICE, STRIX LTD.

I decided to pursue an apprenticeship because it offered me five key benefits:

**1) Getting hands-on experience:**

Through the apprenticeship route, I have had the opportunity to acquire practical, hands-on experience that has significantly improved my employability by enhancing my skills and knowledge.

**2) Qualifications:**

During my apprenticeship, I've had the opportunity to progress my education continually. I have acquired and developed a more diverse set of skills through both my studies and practical experience, positioning well for ongoing success in my career.

**3) Salary:**

Completing an apprenticeship has allowed me to earn while I learn. Allowing me to gain financial independence much earlier than my peers.

**4) No student debt:**

Coupled with being able to earn a salary, I have had no burden of student debt, typically associated with going to University.

**5) A head start:**

I believe completing an apprenticeship has allowed me to kick start my career ahead of my peers.

# ENGINEERING AND MANUFACTURING

“ Completing an apprenticeship has allowed me to earn while I learn. Allowing me to gain financial independence much earlier than my peers. ”

**Securing an apprenticeship**

I applied to various companies both online and via traditional mail. In summary, I would suggest the importance of persistence and determination to secure an apprenticeship - the reward is worth it!

**Structure of my apprenticeship scheme.**

My apprenticeship scheme consists of one day of learning a week while I am working full time at Strix. Working as a manufacturing technician within an engineering department at Strix, I also spent one day a week studying at University College Isle of Man.

**The perfect balance:**

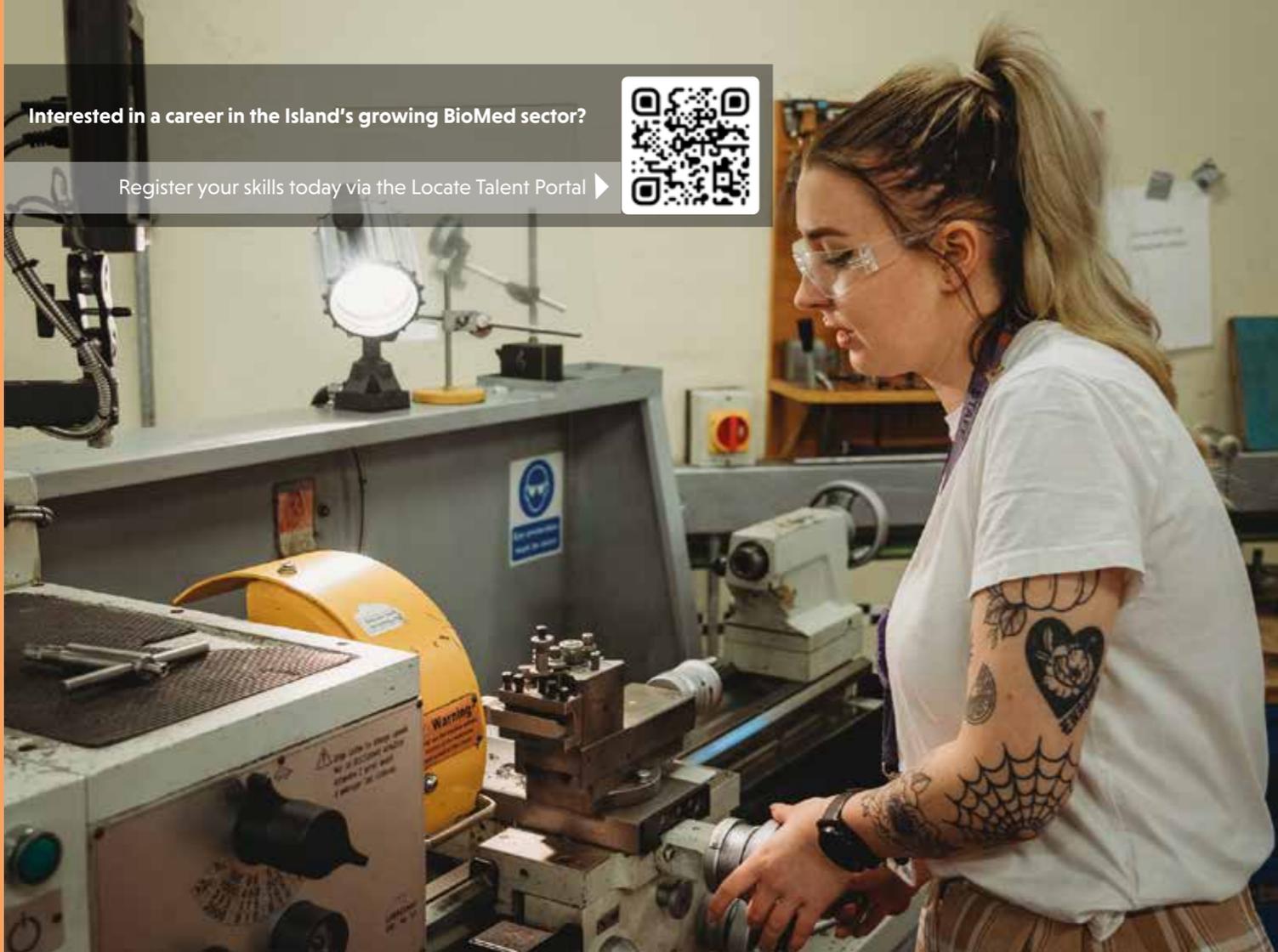
My apprenticeship has allowed me to strike the perfect balance between learning and gaining hands-on experience through full time employment.



Interested in a career in the Island's growing BioMed sector?



Register your skills today via the Locate Talent Portal ▶



# BIOMED

The Isle of Man is home to several leading BioMed companies and has proved its potential as a BioMed centre of excellence. Comprising of a diverse set of companies, ranging from those conducting research and development to specialist consulting companies, and from businesses focused on device manufacture to pharmaceutical firms and medicinal cannabis start-ups, the sector has an increasing number of opportunities for graduates.

The health and life sciences industry on the Island offers huge opportunity to graduates interested in a career in biomedical science across both the private and public sectors, with Manx Care regularly recruiting for trainee biomedical scientist positions - perfect for individuals that have recently graduated from a Biomedical Science degree.



## EMERGING SECTOR: MEDICINAL CANNABIS

The International Medicinal Cannabis Sector continues to grow, with estimates predicting the global market will be worth more than \$50bn by 2029. Accessibility is improving in numerous countries and demand is strong across many of these markets. With efficient and effective regulation, a commercially-minded Government, an enabling private sector, and favourable social and environmental conditions, the Isle of Man is well positioned to attract best-in-class operators in this rapidly evolving industry.

The Isle of Man's first conditional licence for the export of medicinal cannabis products has been issued and work is well underway to promote the Island's distinctive positive attributes to investors seeking to establish new medicinal cannabis operations. We expect the Island's Medicinal Cannabis Sector to offer a range of graduate positions including roles in research and development, extraction, scientific monitoring, compliance, cultivation, and marketing.

# MEET IVANKA, JOY & GRAYSE

## ▼ ASTREA BIOSEPARATIONS



### THE EMPLOYEES VIEW

**Ivanka is a production chemist, Joy is a production team leader and Grayse is a production assistant.**

#### Discovering Astrea Bioseparations

'I moved to the Island to join my partner who had already secured a job here. I'd become interested in Astrea Bioseparations while I was doing my degree... And in September 2021 I applied for a job here and was accepted.'

**Ivanka:** 'I found out about the company from a recruitment company that told me about a vacancy with Astrea Bioseparations as a production chemist. When I came for my interview, I fell in love with the Island and made the decision to relocate here' from London.

**Grayse:** 'I knew people who'd worked here when it was known as Prometic

Bioseparations. And then, just before I graduated from University College Isle of Man, I looked to see if there were any openings here so I could go straight into the industry.'

#### Is having a science degree a prerequisite for working at Astrea Bioseparations?

**Joy:** 'We've had plenty of people hired here who don't have a degree. What's most important is that you're willing to learn, though it does depend on the role.'

#### A welcoming and supportive culture

**Grayse:** 'It's a good team at Astrea Bioseparations. We're a mix of different ages and backgrounds. We all get on well together. It's a very non-judgemental environment; if there's something you don't how to do, you're never afraid to ask.'

**Ivanka:** 'Everyone's really approachable and it's welcoming when you join the company. The relocation process was smooth and easy. Astrea Bioseparations offers a relocation allowance, which really helped me. HR was very helpful, too, and answered all my questions.'

# BIOMED

### Quality of life

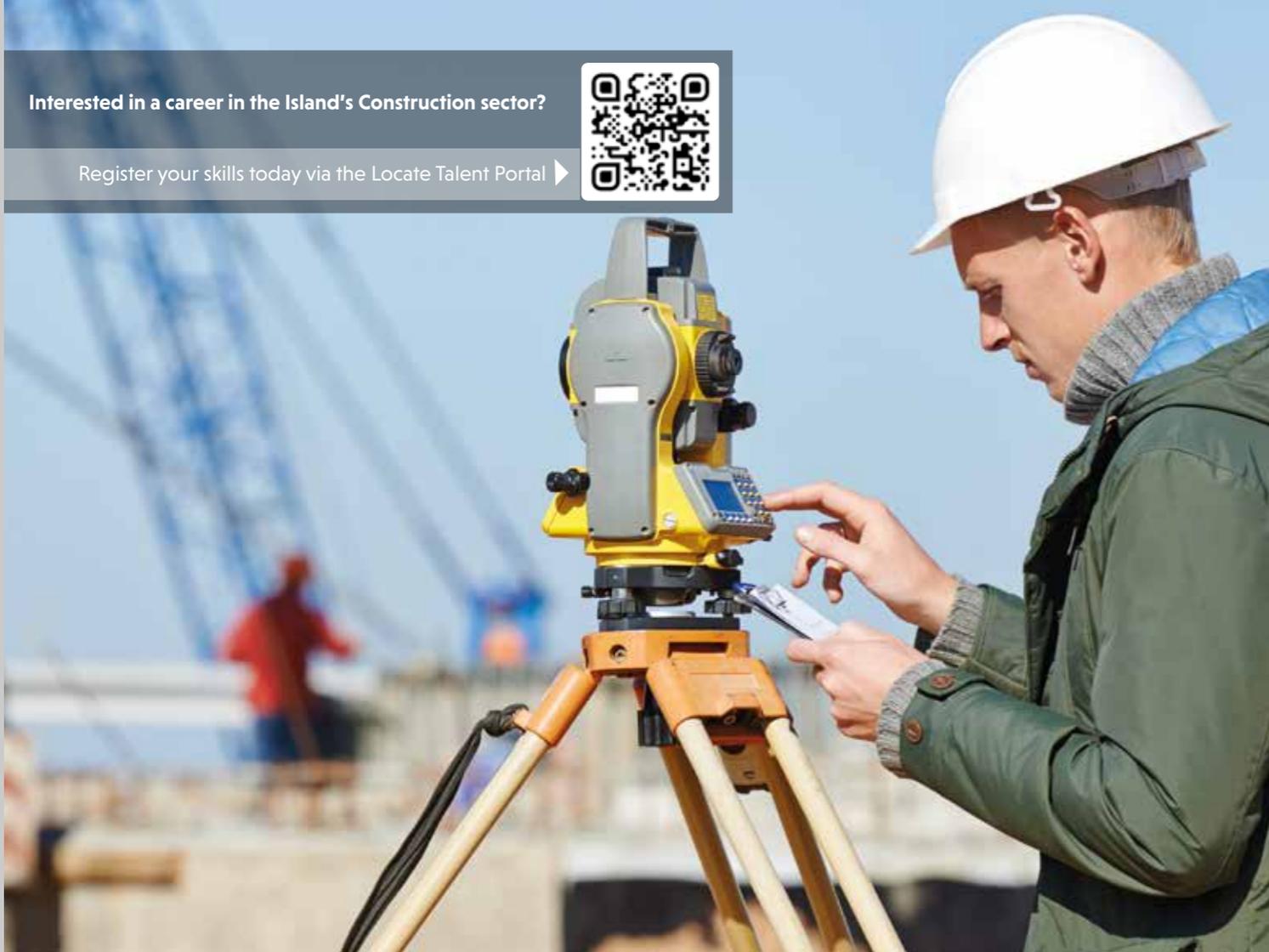
**Joy:** 'I first visited the Isle of Man in 2018. I always knew the plan was relocate here for a while as my boyfriend's taking a lot of exams. I spent a beautiful week touring the Island with my boyfriend, falling in love with the Point of Ayre with its serene beach.'



Interested in a career in the Island's Construction sector?



Register your skills today via the Locate Talent Portal ▶



# CONSTRUCTION

The construction sector is the seventh largest contributor to the Manx economy and with continued growth in GDP contribution over the last decade (check to see actual % increase of GDP contribution since 2014, it continues to be one of the fundamental cornerstones in designing, delivering and maintaining the Island's critical infrastructure. The industry thrives on collaboration, with industry bodies such as Construction Isle of Man (CIOM) playing a key role in promoting and developing careers in construction, in addition to driving up standards and increasing professional development across the sector. Supported by UCM and working in partnership with other training providers the industry can continue to develop its skill base and ensure the sector is fit for purpose and able to meet the Island's needs. A graduate career in construction on the Isle of Man offers variety and opportunity, with multiple career pathways available across several areas, including:

- ▼ Architecture
- ▼ Building Surveying
- ▼ Project Management
- ▼ Quantity Surveying
- ▼ Structural Engineering
- ▼ Landscaping





To find out more about the Micro Business Grant Scheme and to apply, visit:

<https://www.iomdfenterprise.im/financial-support/funding-2/micro-business-grant-scheme/>



## BUSINESS **START-UP** SCHEME

Perhaps you have a business idea that came to you while studying, have an entrepreneurial spirit or a natural flair for business? The Isle of Man is known for its entrepreneurial reputation, with hundreds of successful businessmen and women creating unique and innovative enterprises across the Island.

The Department for Enterprise's Business Start-Up Scheme is the perfect place to start, having supported hundreds of inspiring entrepreneurs.

To support businesses at their inception, the Scheme has been designed for new start-ups or businesses trading for less than 18 months and provides the following benefits:

- ▼ Funding of up to £6,000 payable as a grant, living allowance or combination of both
- ▼ Enhanced rate of £15,000 for exporting businesses and childcare providers
- ▼ Further assistance of up to £10,000 to support job creation
- ▼ Approximately 16 hours of flexible course-led training
- ▼ 18 months of dedicated one on one business mentoring



# KICK-START YOUR CAREER JOURNEY IN THE ISLE OF MAN



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view the latest roles and  
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