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Trinity News

A DUBLIN UNIVERSITY WEEKLY

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THURSDAY, JANUARY 31, 1957

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DISCOVERY IN TRINITY

New Anti-T.B. Drug

An important step towards the conquest of tuberculosis was made by Dr. Vincent Barry and his team of chemists when they discovered B.663, a new anti-T.B. drug, which has been perfected at the M.R.C.I. laboratories in Trinity.

Dr. Barry made known the results of his experiments during one of his lectures delivered recently to the University of New Delhi. As a result of animal experiments, the new drug has been shown to be at least as effective as any produced in another country. This is but one of 300 new members of the phenazine family to be synthesised by the Dublin team.

Volunteers Later

It will be necessary to continue animal experiments, on guinea-pigs and mice, for some time yet. However, volunteer patients will be invited to offer themselves for final testing before the drug is put into general use.

ONLY ONE

The term's programme in the College Theological Society is wide and more interesting than usual. There are to be discussions on such subjects as Money (last Monday) and Authority. A feature of the list is that no theological subject, as such, appears. In fact there has only been one this session.

TO-NIGHT

SENSE AND SENSIBILITY
BY D. PIEL

Distinguished Visitor
Dr. MONK-GIBBON

Ladies Welcome Tea 7.45. p.m.

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TWO EX-PREMIERS COMING

WITHIN the next six weeks Trinity will be host to many distinguished personages, most of whom will be the guests of College Societies. "Trinity News" presents this survey so that undergraduates may have a bird's-eye view of the social term ahead.

The Hist. had a return visit last night from Brig. Dorman O'Gorman. Many will remember him as a last-minute speaker as the Society's opening meeting. Last night he was just as good. But February 13th is their red-letter day. It is their Irish inter-debate, with Mr. de Valera in the chair. The ex-Premier does not make as many public appearances as he used to, and his will be a most popular visit.

In a term of inter-debates (the Theo. have one on the 18th of next month), the Phil. have invited the Presidents of all the major Irish, Scottish, Welsh and English Universities' Debating and Union Societies, fourteen in all, to their annual affair which will be held on February 28th. The ex-British Ambassador to the Argentine, Sir Henry Mack, should make an interesting Chairman. For ordinary meetings the Phil. have secured the Rt. Hon. George Brown, M.P., and Dr. Monk-Gibbon. The latter stood in for the former at the Inaugural.

Mr. Cosgrave

The enterprising International Affairs Committee have His Excellency E. J. Milmikiel on their agenda, as well as General Anders, leader of the Polish Army in Exile. As if to vie with the Hist., they have further received an acceptance from another ex-Premier, Mr. W. T. Cosgrave.

The Laurentian Society usually have a "name" in Hilary term. Sir Ivone Kirkpatrick maintains the tradition.

Rev. Mark Warren will be in College to give the Godfrey Day Memorial lectures, while the former Bishop of London, Dr. Ward, will preach in Chapel at Sexagesima.

Sport, too, has a part to play. The pick of varsity boxing talent will compete for the Harry Preston Trophy in



—Courtesy Irish Independent

Mr. E. de Valera who will take the chair at the Hist. Inter-Debate.

Trinity on March 1st; the rugby international teams continue to train in College Park, which will be the venue for the Oxford match.

Too much to remember? There are many more. We'll remind you again. Meantime, make a note of some of them.

Players' Suggestion Adopted

The annual University Drama Festival was to have been held in Cork next month. U.C.C., however, found that they were unable to meet their commitments. Subsequently, Queen's were invited to stage the Festival, which has become an important feature in the drama world. Not surprisingly, Queen's pointed to the time factor and declined.

A U.D.A. Council meeting was summoned. The outlook was gloomy, until Louis Lentin and Chris. FitzSimons, Players' representatives on the Council, suggested that the Council itself be responsible for the Festival. This was adopted unanimously.

The possibility of having the Gate Theatre as the venue is up for consideration, but it appears likely that the only available date will be outside Trinity Arts' term.

Players' successful production, "The Enchanted," will definitely be entered. John Jay's "The Blood Wedding," to be put on this term, may also be seen at the Festival.

"Observer" Debating

Can the College Historical Society retain the Irish Debating Shield which they won last year in U.C.D.? This question, now being freely discussed in Trinity debating circles, will be answered next Tuesday at Queen's when 7 teams will compete, not only for this trophy but also for the right to represent Ireland in the semi-final of the "Observer" debating competition. Both the Hist. and the Phil. will appear for the second year in succession.

Contrary to the expectations of many, the Hist., compelled to make an entire team change, have produced another good team. Mr. C. Cole has always been among the best six debaters in that Society, and the Auditor is a substitute for Mr. T. Owens who represented them in the first round in Trinity. He has left College temporarily. The Phil. rely on last year's team of the President, Mr. K. R. Johnson and Mr. D. R. D. Bell.

To be Guests of U.N.O.

NEGOTIATIONS are well under way between the Association for International Affairs and its counterpart in Cambridge, the Cambridge United Nations' Association, to join forces for visits to two of Europe's capitals, Paris and Warsaw, in the coming months. The proposed trip to Paris is scheduled for April. Warsaw is to be visited in the Long Vacation. Jan Kaminski, Secretary of the D.U.A.I.A., outlined the plans in an exclusive interview with our reporter yesterday, and if his plans materialise, offer two unique opportunities for Trinity students to visit the capitals under favourable auspices.

To Paris

The trips, open only to members, or to prospective members, of the D.U.A.I.A., will take similar forms. Chartered planes will be at the disposal of the group and the party will fly out for Paris on April 1st, being homeward bound on April 10th. While as yet no dates have been earmarked for Warsaw, early July seems to be favourite.

In Paris the group will be the guest of U.N.O. and will be offered hospitality in the manner we have come to expect from this august body. A bus will shepherd the party to visits to U.N.E.S.C., S.H.A.P.E., O.E.E.C. headquarters, and with a trip to the Chambre des Deputes for good measure. Mr. Kaminski emphasises that these visits will be purely voluntary, but hoped for a 100 per cent. participation, as U.N.O.—he hopes—will be subsidising expenses. Co-ordination at Paris will be handled by the French Club de Quatre Veuts.

To Warsaw

The Warsaw trip will, he hopes, be subsidised by the Gomulka Government. The programme for this visit, which will probably have more appeal, is different to the former. Instead of visiting buildings, the party will try to meet Poles, and see for themselves the progress made by the government to redress the burden of the workers.

As Mr. Kaminski said, "The aim of the trip is to strengthen the bonds between students behind the Iron Curtain and those of the free world."

Mr. Kaminski awaiting confirmation of his proposals, is now turning over in his mind the possibility of offering an Iron Curtain student a place in the Trinity International Summer School, which will probably mean a reciprocal scholarship for one of our undergraduates.

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Vol. IV TRINITY NEWS No. 7
THURSDAY, 31ST JANUARY, 1957

Still Here

THIS week I received what has proved to be the last issue of the Exeter University newspaper, "Southwesterner." The decision to abandon the publication was taken as a result of a serious decline in circulation, revealing undergraduate disinterest, and the old adage—negligible financial support. Many sceptics prophesied that a similar fate would befall "Trinity News." How mistaken they were. Our thanks are re-iterated to both readers and advertisers alike who have kept alive a newspaper which is neither the puppet of the S.R.C., as are almost all other University publications, nor a mouthpiece for one section of the student body. Yet there is no reason for complacency. Deficiencies, which do exist, are more easily recognisable by the reader. Let us know about them.

Preparation Pays

The value of training and preparation is brought to the fore this week with the news that the College XV were successful against Headingly. Not many teams emerge victors on this ground and the revised tour arrangements seem to have paid dividends. Last year, when three games were lost, this newspaper advocated a less exacting tour. The London-Irish game has now been dropped and the team have the opportunity of a full training session. Whatever the result, they will give Cambridge a hard game to-day. Of all the distinguished visitors coming to College this term, it may well be that the most popular advent will be the U.A.U. Boxing teams. The hosts have won the competition on five occasions and if success depends on hard training, the Trophy will stay in Trinity. There are daily sessions until the championships begin. Other clubs could well follow suit.

A Popular Choice

In 1952, Dr. Simms was a Dean of Residence in College. Who would have thought, then, that five years later he would be consecrated Archbishop of Dublin? Yet his was a popular election. Dr. Simms' academic and pastoral work has received wide recognition. We wish him well in his high office.

Down to Business

Now that a new term has begun perhaps we can look forward to a settled Council on S.R.C. Its position has never been very strong, but at a time when co-ordination was needed most, dis-sension almost ruined its effectiveness. Let us see a change. For we must have efficient representation, however limited that representation may be.

The Editorial Board do not accept any responsibility for views expressed by correspondents. All copy intended for publication must be accompanied by the name of the contributor even if this is not for publication.

Trinity News welcomes news items, correspondence and articles, which should be sent to TRINITY NEWS, 3 TRINITY COLLEGE. All such items should be typed, or written legibly, on one side of the paper only.

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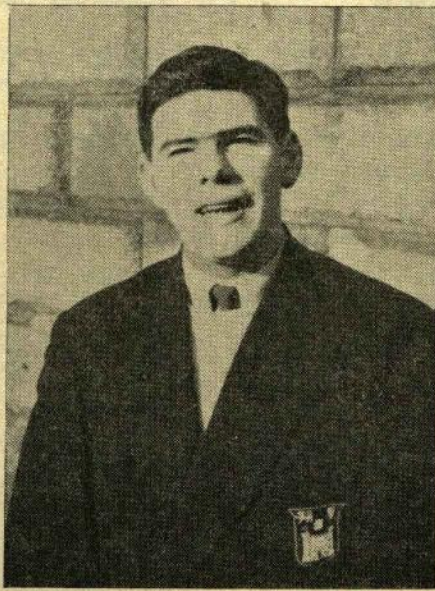
J. R. HAUTZ—Ex-Chairman of Trinity News

John, middle name Rudolph, Hautz, last term's Chairman of "Trinity News," was born 21 years ago in London of an Anglo-German family, but has lived in Ireland since 1939. He has followed the conventional pattern of the Anglo-Irish background into which he has become naturally absorbed, but his career has been marked by a subtle zest which lifts him from the rut of this stricken race.

Entering Trinity in 1953 with an exhibition in Mathematics, he soon changed to Economics and Commerce. Educated at the High School, Dublin, he proved to be an unusual ripple in the flood of indefatigable scholars which that institution annually sends to College. To him the Reading

is a place for social chit-chat as well as for serious study, and the Hautzian form is a familiar feature of Front Square as it lumbers in the direction of the coffee-houses, or rushes to committee meetings or even the occasional lecture he finds time to attend. His talent for organisation has led him to cultivate many societies, learned or otherwise. He has ranged from being a most efficient treasurer of the Phil. to being a very bad

External Relations Secretary of the S.R.C. (and who would blame him?), and he bribed his way on to the committee of the Gaelic Society during the Pyle regime. The reigning white-haired boy of the pastors of the Economics School, John collected Schol. in his S.F. year and has hopes of a first-class mod. to add to the Commerce degree he got in June. As is only right and proper, he is the Auditor of the Commerce and Economics Society this year.



"Trinity News" has always wooed economists for its business managers, with the obvious ill results, but after a single term on the paper as advertising manager, John emerged from the wings to take over the Chairmanship, where he grappled manfully with many difficulties. At the same time as undertaking these duties, he co-operated with Bambos David, in itself a difficult task, in producing the first student produced Trinity Handbook, a bold venture which proved successful.

Widely read, fond of bridge, with a great liking for travelling abroad, and an extensive knowledge of the cinema,

J. Rudolph has recently added Hungarian to the list of languages in which he can utter a few ill-pronounced words, due to the presence in his home of three refugees. An expert on most of the good things in life, John views his fellow-men with a broad-based liking, being intolerant only of intolerance itself. His sporting activities have been few since he left school, but his energy is obvious to anyone who has seen him bustling about

College. Capable of long periods of concentration on his work, he is still no stranger to Trinity's social life. His main fault is an occasional tendency to domineer, but this is tempered by his normal good humour. Johnny intends to enter the growing family business after Mod. He will, it seems certain, become a successful figure in the business world without shedding the air of easy camaraderie for which he is known in College.

In the G.M.B.

with Back-Bencher

VARIATIONS ON A BORDER THEME

Many were surprised at the Phil's first entertainment so early in the term. The subject chosen for its opening meeting, "That Ireland is a Nation," may not have been exactly suitable for a philosophical society to debate, but its originality and promise of fiery action brought an eager audience of 61 to the Phil. rooms last Thursday evening. Mr. Kevan Johnson (President) being firmly installed as master of ceremonies, the combatants were then introduced and the performance began.

For performance indeed it was. Of the seven speakers, only Mr. J. A. McArdle and Mr. Roche succeeded in convincing us that they were not performing a well-rehearsed variety act. The remainder strutted, gestured, shouted, reprimanded or distained the audience, exhibiting a variety of styles and poses, designed to stun the audience more by their emotional value than their intellectual content. Mr. Windle from U.C.D. favoured the dishevelled hair and painfully intense technique of "Sturm Und Drang" performer; Mr. J. T. Killen maintained an icy Caesarian aloofness; Mr. C. A. David allowed his continental temperament full play to obtain a stunning effect; Mr. J. H. Robinson, having nothing to say, focussed attention on his feet by unnecessarily striding around; while Mr. Douglas Bluett took ten minutes and as many glasses of water to inform us that he really had nothing relevant to say on the subject.

The standard of debating ranged from the very promising to the incompetent. Of those who had anything to say, Mr. Windle—a finalist in the recent University debating contest—was the most disappointing. Supporting the motion "That Ireland is a Nation," he eulogised nauseatingly on the "traditions of our fathers" and "our great heritage" theme, without giving any reasonable support for his propositions. Mr. Bambos David, supporting Mr. Windle, sacrificed dignity for speed and volume, but nevertheless gave us an interesting cocktail, where the emotional soda was more than made up for by some worth-

while arguments, mingled with humour. Mr. Roche applied himself to the Border question, the Catholic Church v. Trinity, and the Dublin County Council. On the actual subject of the evening he did not choose to elaborate.

There remain the two most satisfactory speeches. Mr. J. A. McArdle from U.C.D. made the most intelligent remarks of the evening against the motion, maintaining that nations and empires arose from an impudent excess of individuality and as such were abominable. But for preparation and delivery, accompanied by wit and intelligence, Mr. J. T. Killen's speech was the most enjoyable. In this young Senior Freshman, College has one of its brightest hopes in future debating competitions.

It is a great pity that the second part of the debate lost itself in that overplayed Irish juke-box, partition, and that other Irish tendency, blather. Generalities were flung from speaker to speaker without receiving any necessary explanations. For instance, one gentleman sonorously concluded that "Ireland will never be a nation in the true Christian manner till she educated her children," without telling us what he meant by "the true Christian manner" and by "education." Many definitions of the word "nation" were offered, but far from enlightening anyone on anything, the debate concluded on a note of bewilderment and farce—the last item provided exclusively by Mr. Bluett's water act.

Three speakers then addressed the house from the floor—Miss C. Delap, the Hon. Treasurer and Mr. E. Dorall. All three were brief and equally uninformative on the issue, but Miss Delap is to be commended on her courage. Mr. Windle from U.C.D. all but sang "Land of Our Fathers" as a summing up, and the division revealed that 19 thought Ireland was a nation, 18 decided she wasn't, and five were either too confused or disinterested to know what to think.

The total entertainment value of the evening is not to be ignored, and certainly a far greater attendance is recommended at future Phil. meetings.

College

Observed

TERM got off to a good start at the Phil. last Thursday with what was intended to be a full inter-debate with the Literary and Historical Society of U.C.D. Although the motion was rather clumsily phrased, that "Ireland is a Nation," the debate itself was of quite a high standard and, moreover, the audience, with a considerable sprinkling of the fair sex, which on Thursdays patronise the G.M.B. regularly of late, was well above the average, and this in spite of the failure of the visitors to pack the hall with their supporters of "a score or thereabouts." They did not even field more than half their team of four, which they promised in their belated acceptance only two days before the meeting. The two who did turn up, however, acquitted themselves admirably, as was otherwise shown by the reception of their speeches.

Sober Evening

REGULAR observers of the annual "members' party" held at the Boat House at Islandbridge on Friday paid compliments to the excellent organisation which, with the probable exception of a section of the supply-of-drinks side, was very much in evidence. Many were surprised by the prevailing near-sobriety, only occasionally interrupted from the most unexpected of quarters. A guest, somewhat spitefully, remarked that the Boat Club members are proper in their own house and they reserved a wilder behaviour for other people's functions. A rather unfair remark!

Pro. Petitioners

ADMIRERS of the peristent, though shaky alliance—Frances-Jane French-Noel Igoe—must be losing their patience with the numerous repetitive petitions they are asked to sign in their efforts to unseat Robin Barton, the latest occupier of the "cushy" position of President of the S.R.C. It is rumoured that their present attempt to secure the necessary signatures has been accompanied with some very confidential revelations, which, nevertheless, do not perturb patient Barton. His confidence seems to be well-founded for few Council members expect any new form of amusement in yet another election meeting, since the opposition does not possess sufficient inspiration to do so.

Saturday Half-off

SKIPS have had a real grievance in that they work a seven-day week. Admittedly, they only turn up for a very short time on Sundays; nevertheless, the fact that they have to report at all does spoil their day. As from this term a concession has been made to them by being allowed to go away after the first round on Saturdays, a similar arrangement as for Sundays. This is most annoying to lazy residents for they are practically left to their own devices for two consecutive days in the week. Many wonder whether it would not be more satisfactory for all if the skips were given off the whole of Sunday, or even different day-and-a-half off, with those working replacing the ones off.

Chip-Machine

WITH a bit of luck—more luck than had the people responsible for the repairs of the most essential place in No. 18, which for nearly a week threatened to drown the inhabitants of the ground floor—we might have a chip-machine installed in the kitchen. At the moment there is some trouble with the gas connection, but optimists foresee that before long we might be offered the luxury of a choice between mashed and chipped potatoes. What do you know?

You Too

THOSE who cannot afford the expense of going to Paris, even at the bargain offered by Kaminski, should not despair. You can try your luck at the raffle, again organised by D.U.A.I.A. in aid of its Hungarian students' relief fund. The first prize offers a week in Paris for two. I understand that there will be a campaign for the sale of tickets any day now.

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CAREERS SUPPLEMENT

The Place and Prospects for Graduates in Irish Industry

SIR CHARLES HARVEY, C.B., C.V.O., C.B.E., M.C.

(Asst. Managing Director, Arthur Guinness, Son & Co. [Dublin] Ltd.)

IN what follows I have not been considering the scientists. There is ample demand for them, and a good man, be he a chemist or an engineer or any other form of technologist, should have no difficulty in finding a suitable career for himself in this country. But it is the arts graduate who is the difficulty, the man who has read classics or history or modern languages. Who is going to take such men on and how can they be fitted into the machine? Yet they must be taken on and they must be fitted in if Irish industry is going to compete with other countries. Practically everywhere else in the civilised world the value of the disciplined mind, of the mental alertness and of the power to reason and detect lines of cause and effect, which an university education provides, is recognised in industry and those who possess such qualities are sought after.

Here in Ireland the number of firms who can employ more than a very few graduates is small and vacancies occur infrequently. Moreover, whereas the graduate engineer or chemist can bring with him from the start, abilities which are of direct value to the firm, the arts graduate must in general be regarded as a learner; the value of his wider education will come later.

I.M.I. Report

The value is there without any doubt. That excellent report recently published by the Irish Management Institute on Education and Training for Management, which should be studied by everyone, describes it as follows:—

“A University education, no matter what the branch of learning the student pursues, is a valuable asset for the man who hopes eventually to become a manager. A successful University education not only gives a man knowledge in some branch of learning, but it also trains him to pursue the truth; to collect and assess data systematically, exhaustively and objectively; to formulate hypotheses, and to test them, and to reject them if found wanting; to organise his own work and to discover his own abilities and resources.”

The undergraduate is in a unique and very favourable position to learn about and understand himself, his neighbour and the world. He should be humbly grateful for his opportunities and use them to the full. The fact that most do so makes the graduate of particular value to industry; but the wise industrialist looks at the man rather than at his degrees. The report quoted above also says:—

“We are all agreed that unless a man has the requisite moral fibre, no amount of knowledge, education and training will enable him to become and remain a successful leader.”

Important Changes

Leadership in industry is becoming every day a more complicated and difficult activity, which makes ever-increasing demands on the intelligence and ability of those who aspire to it. A wealth of new techniques is giving to many of the phases of management the characteristics of a science. Changes in the social structure of industry have robbed the “boss” of his old authoritarian position, so that a real and sympathetic understanding of others is assuming first importance in the make-up of the manager. In such circumstances the need for men of the first calibre in all senior industrial posts is obvious.

At the same time, another social change has been taking place. Increased state assistance and scholarships are skimming the intellectual cream of the school-leavers into the universities. Probably to a lesser extent here than in Britain, but to a real and growing degree, the top five to ten per cent. in intelligence level of the population are going to the universities. Therefore, if industry is to have this five to ten per cent. (and I am convinced that it cannot afford not to have them) it must inevitably seek them amongst graduates.

Industry is, by and large, well aware of this, and in the case of technical graduates faces no particular difficulties in providing for its needs. In the recruitment of arts graduates, however, it faces a dilemma. It wishes to attract the graduate, but if it places him in a position over school-leavers who have been with the firm for some years, or offers him a preferential path to promotion, the morale of the firm will quite understandably suffer.

Management Development

In meeting this problem, industry commonly adopts two approaches. First, the intake of graduates is limited to a number which will leave ample clear avenues of promotion for the non-graduates. Secondly, the graduate is not offered a position which will carry

guaranteed promotion. Industry assumes that if his university education has given him the qualities required for leadership, he will be able to demonstrate these qualities, once given the opportunity, and promotion will follow naturally. It is, of course, up to industry to provide that opportunity and closely to observe how all its potential managers shape up to real working situations. This process cannot be left to chance and must be carefully planned within each firm; it is a process to which all progressive managements are now giving searching thought.

I sincerely hope that when the new Management Development Unit of the

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Irish Management Institute gets into its stride it will conduct courses for managers and potential managers, which will not only show them the need for arts graduates, but will teach them how to train them and use them when they have got them.

Undergraduate's Task

But that is only one side of the picture. The university undergraduates who are thinking of making a career in industry can and must do a lot to help themselves. How many undergraduates visit firms and really take the trouble to find out how they are organised and run? How many seek to do practical training with firms during the long vacation? Remember, that is generally the leave season and firms are short of staff, so it is not easy for them to detail members of their staff specially to show the undergraduates round or to train them, but most firms are only too glad to have a fair number of university men and women to help them out with their routine work, and once an undergraduate gets inside a firm he can find out quite a lot about its organisation if he uses an inquisitive mind tactfully.

To sum up, therefore, I wish to emphasise two main points:—

The small scale industry of Ireland as compared with the university capacity means at present a limited intake of graduates. But the changing pattern of industry, and of society means that industry must look, and is looking, to an ever-increasing extent to graduates to provide the calibre of leadership that it needs.

On the other hand, the graduate cannot expect industry to offer him a carefully-mapped future; but he is entitled to expect industry to give him the opportunity to demonstrate his ability. And the graduate who has a realistic confidence in himself, together with a sense of adventure, should find in industry a career carrying its full share of challenge, problems, conflict and fulfilment, and a career which is rewarding in more senses than one.

Arts Graduates in Industry in Britain

C. E. ESCRITT, M.A.

(Secretary, Oxford University Appointments Committee)

“NEW Look in Management Recruiting” is the title of a recent article in “Dun’s Review & Modern Industry,” New York. Among 52 companies surveyed, over 30 said they had always recruited arts graduates and were intending to increase their intakes, a dozen said they used them for non-technical work like selling, only six did not recruit them at all. It is true over there, as in Britain, that shortage of technically trained men of managerial potentiality has accelerated the demand for arts men, but arts men do not replace technical men in technical jobs, with few exceptions. They are recruited because American corporations, in this lagging behind British firms, are slowly realising the special contribution these men can make. As a useful by-product, of course, fewer good technical men are recruited to do jobs for which a natural or engineering science degree is far from essential as an academic background.

My committee’s staff see about nine out of ten of the arts men who take first jobs in private enterprise industry and commerce on completing their studies. In 1955, we knew 294 men in this category, of whom 182 entered manufacturing, the rest purely commercial firms. They distributed themselves thus: statistics (1), secretarial (3), finance (44), legal (7), editorial (15), librarian (1), personnel (14), production (9), buying (10), selling (56), advertising (26), market research (3) and general training (105). Only 23 of the general trainees, and three of the selling, were not in manufacturing companies. Forty of the financiers were in banks or other purely commercial firms. The figures for 1956, incomplete when this article was written, will not differ in broad outline.

Increasing Demand

Looking at the other side of the medal, I find that industrial manufacturers’ demands for arts men in 1955 rose by 36 per cent. compared with those in 1954, and at the time of writing the 1956 figures are again rising. The going rate in 1956, for an arts man aged 22 (two years’ national service, three years in residence) has been £550 to £650, with few quotations above or below, the median around £615.

TRINITY NEWS

Has great pleasure in presenting its second Careers Supplement. Our especial thanks are due to all our contributors who so generously wrote for us, and to our advertisers who made the publication of this Supplement possible.

And now, what happens? Once in, is he old so-and-so’s blue-eyed boy? Or is he kept for nine months on the post desk to make quite sure he knows its 22d. plain but perhaps something else coloured? Does he write that brilliant memo which unseats the chairman, and who else, after all, could succeed ...? Or does the tannin, as he brews it, enter into his soul? Are the middle and upper managers citizens, as well as servants, of a business society? Or is it a rat race, leading to an executive menopause?

There are as many varieties of answer as there are companies recruiting, as many as there are graduates entering companies. Size of firm has less to do with it than some think; if you’re a natural cog you’ll be a cog in a wheel whatever the scale of the mechanism. Type of industry again is no criterion of satisfaction—Joseph D. Tergent, B.A., may delight in oil and tallow; Joe Soap, B.A., help to make water wetter. But with all the exceptions to rules, there’s a discernible pattern, something like this:

Early Training

You are recruited through a series of interviews in the early spring, the final one at the firm’s H.Q., and you start in the first week in September. The firm is, or tries to be, flexible in moving people about internally, so you’re pleased to find that after a fortnight’s induction seminar on the industry and the firm’s operation in it, you are posted to a particular department (home sales, export sales, transport, personnel, O. and M., buying, production, stores) to become proficient in some one thing, however ordinary, so that you feel you are earning at least part of what you’re paid. The job is curate’s eggish. So are your fellow workers and at least one of your superiors is a Chinese 10,000-year egg. Because you have been to a good university you don’t wait to be trained. If the trainer, poor chap, “lectures at dictation speed” you humour him by reproducing the stuff, encourage him by modest but intelligent, but not too “intelligent,” incursions into the more obvious parts of the

banaisic, executive and semi-technical areas of the functional interior of which you are balanced insecurely on the peripheral catwalk.

Responsibility

Responsibility, i.e., for individual action on independent judgment, or for independent control of a few others’ action, comes overnight, suddenly. Given D as the day of joining, with m as a unit of one month, that moment could be D + 4m or D + 24m, depending on many factors, including your capacity, not to make mistakes, but to risk making mistakes. Having started at £615, at that point you may be earning £715. During the doldrums around 27, what that ass Snooks, your contemporary, is getting £1,000 in another firm, you look like going on getting £850 indefinitely. But you are an assistant manager at 30, at £1,150, and both you and the firm have had time to weigh each other up. If you don’t want to move (other than in zig-zags in the organisation via specialisms to generalist), you hope your estimate of the firm, if optimistic, is not unilateral. You find you have charity enough to be sorry to hear that Snooks is back on the active register of the Appointments’ Board.

Selection

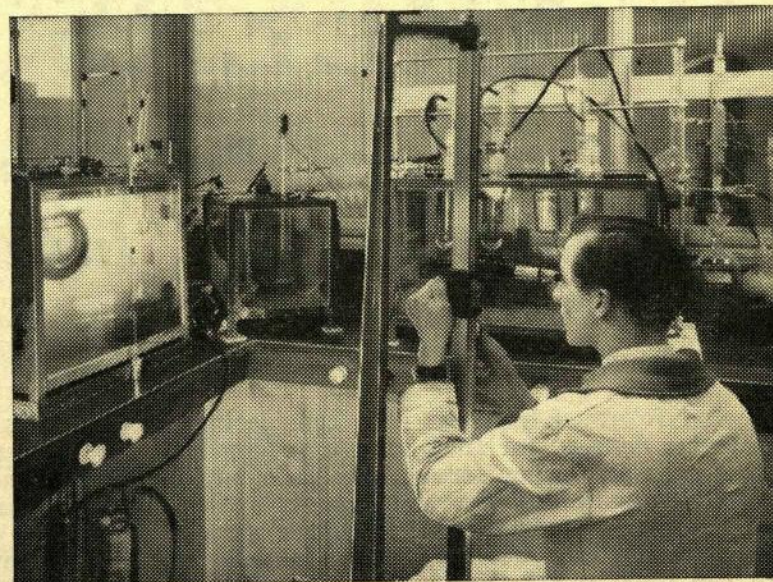
A few leading firms use the leaderless group technique for selection, by C.S.S.B. out of W.O.S.B., but most men are recruited by straight interview, or rather interviews. One advantage of the former is that the man turned down by it does at least feel he’s had a fair crack of the whip. Turned down by straight interview, you may wonder whether the interviewer’s breakfast was up to standard that morning, or whether, his notions being ultra-cerebral, he thought (if thought can be imputed to such an impercipient) that you merely looked too much like a dog’s breakfast. But few undergraduates realise the immense stock of patient forbearance these men need, or how much care they devote, trying to be fair to you as well as to their company, in the most difficult job in the world, that of assessing the executive “potential” of men who are recruited not for what they have, but for what they are. “Still somewhat angular in personality,” says the don of an interesting pupil, with typically donnish meiosis. The recruiter doesn’t see that comment, but he sees the pupil. “Can I really see this awkward cuss being tolerated long enough in my business?” may be his version, “for his undoubted intelligence and drive to make his cussedness bearable?”

Training policy in a British firm follows one of two alternative patterns. The first is based on the theory, “How can the man know what he’s likely to be good at?” Therefore, he is shunted round, “or a planned programme,” through a number of different departments, canalising his interest in the course of, say, two years. The danger is that he is, or feels he is, a mere not-taking observer, a flea on a series of managerial backs, not long enough *in situ* either to get a square meal or to make the owner sit up and take notice. The second theory is, “The better the chap the quicker will he wish to feel he’s earning his keep,” so you aim at making him quickly proficient in some one part, however minor, of one department’s business. This method is gaining ground at the expense of the other, so-called, Cook’s Tour. Rightly so, provided that the firm pay more than mere lip service to the principle of internal mobility of staff (the zig-zag through specialisms to generalist).

We can’t all be generals. But some of the greatest successes have been scored by arts men who have entered British industry since 1946 and are now directing companies. There’s no harm in being ambitious, nor of making your idiosyncrasy that of preferring, on the whole, not to talk a lot about it.

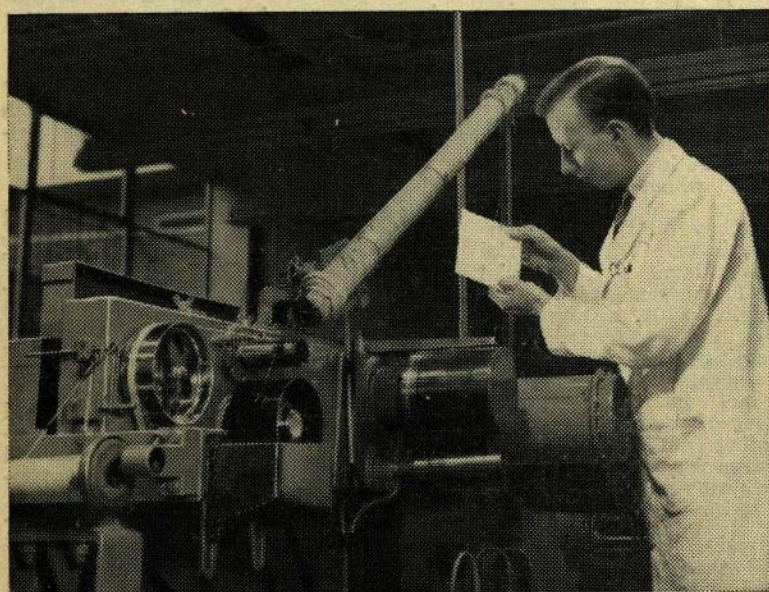
OPENING 1957

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HIGH POLYMER RESEARCH

Studying the oxidation of a high polymer under alkaline conditions at a recently opened research laboratory in Coventry



TESTING AN EXPERIMENTAL FIBRE

Even better research facilities will be available next spring in the new laboratory at Coventry, which is only five miles from Kenilworth and within easy reach of the Warwickshire countryside

INTERESTING, IMPORTANT WORK TO BE DONE IN COURTAULDS

Behind a simple piece of fabric there is, nowadays, a great deal of chemistry. For the new textile fibres are the direct result of basic chemical and physical research.

If this is what interests you, you would be happy working at Courtaulds. For Courtaulds, the largest producer in the Man-made Fibres industry, depends for its future on the research being carried out *now* by scientists, many of them recent graduates. They have every facility for their work: next spring yet another new research laboratory will be opened which will be the most modern of its kind in Britain. Their discoveries may well result in the fabrics of the future—fabrics that may be quite as revolutionary as Courtaulds' original fabrics were in the early days of man-made fibres—fabrics that will

give more scope to clothes designers, more leisure to housewives, better techniques to industry.

Courtaulds need the keen brains of young men with good Honours degrees to carry on the work their scientists are doing—physical and organic chemists, physicists and, no less important, chemical and mechanical engineers to solve the design and production problems involved. For those with managerial abilities, senior production appointments will later be open. But, whether you stay in research or move over to production, prospects are excellent, and salaries are as good as any you may be offered. There are also co-partnership and pensions schemes. Why not write to the Director of Personnel, Courtaulds Limited, 16 St. Martin's-le-Grand, London, E.C.1, for further details?

SA-1

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THE AIRCRAFT AND GUIDED WEAPONS INDUSTRIES EXPAND CONTINUOUSLY.

'SHORTS' build Aircraft, of course, and Guided Weapons, but are also producing a Vertical Take-Off, Auto Stabilisers, Auto Pilots, a number of Navigational Aids, Hydraulic Equipment and many electronic instruments, including an Analogue Computer.

In this very large field there is immediate room for graduates in Engineering, Physics or Maths., and for those with an interest in such matters as heat transference, or structural analysis.

'SHORTS' also operate Post-graduate Apprenticeship for Engineers, leading to the membership of the Professional Institutions and post-graduate training for Physicists and Mathematicians designed to broaden their industrial outlook.

Interviews can be arranged immediately.

Application should be made to the:—

APPOINTMENTS OFFICER, 15 TRINITY COLLEGE

Or Staff Appointments Officer,

SHORT BROTHERS & HARLAND LIMITED, P.O. Box 241, BELFAST, quoting S.A.193

A CAREER IN SALES MANAGEMENT

Everyone who reads this article will be spending money to-day; but how many will realise that a sales manager somewhere has influenced, to a very large extent, just what you buy—whether it be a packet of cigarettes, or a television set?

To-day, you will see consumer goods of greater choice and variety than ever before. They are attractively displayed and packaged, they catch your eye, they are the things you like and need; advertisements in press, radio and film invite you to buy, constantly, insistently, and you will buy.

Stimulating Demand

Selling, merchandising and advertising goods have made people want things even before they may need them. The luxuries of yesterday have become the necessities of to-day. Increased wages and the extension of credit systems have enabled people to buy more and better goods. Why do people want to buy the things they buy? Because sales management has created the desire to buy. The sales manager has helped to design the product, to determine its price, to advertise it, to see that it is placed where and when people want it.

Sales management is the force which is pushing up standards of living, and it is on the metal of her sales managers that a nation's economy may either stand or fall.

Production and Consumption

Ireland is a small nation of less than three million. We cannot produce economically for ourselves alone, and we must find outlets for our goods in markets abroad. We have long been hearing the call of our government leaders, financial and economic experts, for "increased productivity." In the past, this has tended to obscure the even more important need for consumption, and our marketing has been based on a somewhat hit-or-miss policy. Our agricultural produce—our most important export—has suffered from the lack of application of the basic principles of sound marketing and selling, but slowly and surely it is being recognised that "increased productivity" in itself is not enough, and that consumption is even more important. Goods produced are a liability, but goods consumed, sold to customers, are an asset—to the salesman, to the producer, and to the nation.

Our universities are turning out a wealth of young people with scientific qualifications to aid production, but production will remain static, or may even fall, if young people cannot be found who can market our produce successfully. Ireland's future economic development will depend absolutely on young people whose brains, energy and foresight will bring the new techniques of sales management to her agriculture, her infant industries and services—young people who have the right outlook

and the right principles, who will become students in sales management, and sell Irish goods and services in the export markets of the world.

Towards Success

There are many young people who are aware, perhaps only vaguely, of this thing, sales management and its function in business to-day; but this very "awareness" will possibly indicate

By T. A. MORAN

Barrister-at-Law,

Fellow Incorporated Sales Managers' Association

one of the first and most essential qualifications of the successful sales manager. It will indicate an alert mind. For above all, the sales manager must be receptive to new ideas and be capable of translating these ideas into sound and well-planned action. He must be able to create new ideas. His work is concerned mostly with goods and people. He must, therefore, take an interest in people, what they do, and what they think. To be successful, he must always be able to appreciate and understand the human element in things. He himself must have a character and personality which will inspire confidence, whether he is meeting his fellow executives at the conference table or his salesmen on the job. He must be able to express himself clearly and fluently in both speech and writing. He must have an immense enthusiasm for his work and have qualities of leadership which will enable him to "get across" his enthusiasm to his sales force. He must have all the basic qualifications which are necessary to make a success of any career—perseverance, ambition and a capacity for hard work.

Let me impress the young aspirant to this profession that it takes long years of training, experience and study to reach the top, for some of the inherent qualities may be latent and need development. After all, this job is really a combination of several jobs, salesman, executive, even psychologist in a small way. For you could be a successful salesman, and not be a success as a sales manager; you could be a highly efficient accountant without being able to sell a shilling's worth.

The Reward

What has this career got to offer you? Well, this is one job more than any other where payment is by results. The sales manager is the man who turns his company's products into money, with which workers can be paid and expenses met. His remuneration will, therefore, be determined by the size and responsibility of his job, the measure of his success, and his value to the organisation as an individual. His reward might

be any figure between £650 to £5,000 a year. If he is successful, there will be other compensations besides monetary ones. He will have achieved a position in life which gives immense scope for self-expression, thus fulfilling a basic urge; he will have adventure, he will have the personal satisfaction of knowing that he has played a part in raising the standard of living and rendered a service, not only to his employer, but to the nation.

The potential sales manager will be found normally amongst the ranks of sales representatives and sales trainees. The first step, therefore, is to seek a position in the sales organisation of a firm which you know is attuned to modern sales management principles. Sound practical experience of salesmanship is an invaluable prelude to sales management. Such experience will not be gained early in life. The full responsibility of a sales manager's job is not likely to be achieved much before the age of 30-35. The years between 20 and 30 are of importance, first in securing a practical experience in salesmanship and secondly in securing a theoretical knowledge of all branches of sales management.

Study Required

The Incorporated Sales Managers' Association is a professional body which has branches in many parts of the world and exchanges information on methods with similar organisations in many European countries and in the United States. Its members are sales executives attached to firms whose management apply modern scientific sales management principles in their selling policies. There is a strong and progressive branch of this association in Ireland. The association holds examinations every year. The qualifying examination covers general commercial subjects which are the background to any executive career, i.e., economics, commercial and industrial law, statistics, financial and cost accounting, social and industrial psychology, office routine. A university degree in commerce, economic science or public administration is the ideal foundation for further studies in the specialised field of sales management. The final examination covers six subjects—principles and practice of salesmanship, sales office organisation and control, advertising, budgetary control, market research, and marketing. There are courses available at the High School of Commerce, Rathmines, or through several of the renowned correspondence institutes.

Opportunities abound for the right men (and women). The more our economy expands the greater the need for specialists in the fields of marketing and selling. But opportunity is only for those who will take it quickly and make of it a success.

Canada Calls

D. D. OWEN-FLOOD, B.A., LL.B.
(T.C.D., 1949-55)

Not so long ago a famous industrial combine in England circulated a "Blurb" on the sort of graduate they needed and the prospects they offered. Some of you may recall the "Blurb" in question. It depicted a typical success story of a graduate who had joined their firm. It showed him as an undergraduate pursuing what was apparently a far too highly specialised B.A. honor course and it was refreshing to read that after a consultation with his tutor (no doubt occasioned by failure in Little-Go), he changed to the broader education of pass Arts and LL.B. Thus great men are made, and within a very short time he joined the big industrial combine (no doubt after another consultation with his tutor), where he lived happily ever after. To-day he is a very big wheel at about £1,500 a year. Not only that, he is the proud tenant, perhaps owner, of a semi-detached house in suburbia, and the adjoining garage houses a car which his wife uses for shopping while he commutes by train, etc. Such are the fruits of greatness, and more power to him and his employers.

Graduates Needed

But alas, he is not everybody's cup of tea. Some think in terms not of suburbia, but of castles in Spain; not of being a big wheel, but of being a big engine. If you suffer from such pretensions and are prepared to take a chance, then Canada beckons and without any doubt the opportunity is there. Never before in Canada has the demand for graduates been higher, and never before have the Canadian universities been so ill-equipped to meet the demand. In an urgent effort to remedy the situation, the Canadian Government is pouring money into the universities, but it will be many years yet before the number of Canadian graduates will come anywhere near to meeting the demand. Thus, last June at the University of Toronto, 4,200 jobs were offered to 3,000 graduates. McGill University estimates that in some faculties the ratio of jobs to graduates is as high as three to one. Canada's Queen's University reported that 200 companies offered openings to the class of '56; of 507 graduates of the University of Western Ontario, only 25 were still unemployed by the middle of March.

Prospects for Medical Graduates

Canada offers the medical graduate a higher standard of living than he could obtain in England or Ireland. The only snag is that Irish and English graduates must take their final exams again. The normal course for the Irish graduate is to take one of the many internships available for a year while studying for the Licentiate of the Medical Council of Canada. For those fed up with house-jobs, posts can always be obtained as locum tenens. Doctors are in short supply, and although there are disadvantages about Canadian practice, they are far outweighed by the advantages.

Dollar Reward

Starting salaries average \$350 per month, though engineers and doctors can usually command a higher rate than arts, commerce and law graduates. However, in the arts, commerce and law fields, the final reward is much greater than that offered to the technician.

The income tax returns for Canada show that the professions are booming. The lawyer with an average income throughout Canada of \$11,900 per annum is the second highest paid worker in the community. Architects come first, and doctors and engineers are in the third and fourth place. Without any doubt, the opportunities are there, but, on the other hand, Canada is not without its intrinsic disadvantages. To come out here means that one will have to become accustomed to a totally different way of life. With history stemming from the not too distant days of the pioneers, community activities in Canada are almost a "must!" It is expected of you that you will join the local community league and take an active part in the town's activities. As for the doctors and lawyers, etc., the vast majority of them are enthusiastic members of professional clubs which meet regularly for dinners and lectures. Undoubtedly, all these clubs do a tremendous amount of good work in the civic and charitable sense, but to many an Irishman the thought of having to play an active part is almost an anathema.

Warm Welcome

Another disadvantage in Canada is that the cost of living is higher than in the "Old Country." Estimates as to exact discrepancies between the respective costs of living vary. Whilst housing is very much more expensive, cars and mechanical things tend to be cheaper. As for food, it is probably slightly dearer than at home. On the other hand, one must not forget that in Canada one's earning capacity is very much higher and the income tax rate is lower.

If you decide to come out here, you may rest assured that whatever your job, the Canadians will welcome you as they realise that university graduates from the "Old Country" are essential if the economy is to continue to expand at the maximum pace. Without any doubt, the rewards here are very many times greater, but then so are the risks.

MATHEMATICIANS IN INDUSTRY

Mathematicians can find in industry many openings as specialists on work which is very largely mathematical. The engineering industry, and particularly the aircraft industry, now employs a large number of university graduates and uses mathematicians as specialists on problems of aerodynamics, thermodynamics, stress and vibration. The increasing use of modern computers has greatly increased our ability to solve complex mathematical problems which were previously insoluble largely because of the labour involved in their solution, and this has brought with it an increasing demand for mathematicians to present the problems to the computer. There are also openings in industry for statisticians working on problems of inspection and quality control sampling, or arranging the proper control of experimental work to permit valid conclusions.

Specialist or Manager

But the mathematician need not necessarily employ his knowledge as a specialist in industry, for he can obtain and justify employment on equal terms with other science graduates in most industries using applied science. A good degree in mathematics should guarantee not only a level of intelligence and a capacity for application, but also some aptitude for abstract thought. We can also assume that the average graduate in mathematics will have a good general knowledge of physics and chemistry, and will be able to fill any gaps in his knowledge shown up by experience in industry. He will probably know less than the general science graduate of the techniques used in any particular industry, but no graduate can hope to know much of this. Many firms now run one or two year training courses for graduates, and it is particularly important for the mathematician to choose a firm with a good training course. The mathematician will, no doubt, find that he has to work somewhat harder than the general science graduate during this period and during his first few years of useful employment, but once he has passed this period he will find that he can compete on equal terms with other scientists at their subjects. He will also find his mathematics a positive advantage, since many science graduates

either are or consider themselves to be incapable of solving problems involving advanced mathematics.

There are several other qualities which apply to any graduate entering industry which may not be sufficiently stressed, but which should be understood by those wishing to enter industry.

Qualities Required

The specialist or the pure research worker in industry who is working on his own or is directing the work of a small group will usually find conditions

By D. P. HUDDIE, B.A.

(T.C.D., 1934-38)

in industry similar to conditions in a university. The man who wants to do more general work in industry or to direct the activity of large groups of technical people, must have the ability to get on with people. By this is meant the patience and tenacity to persuade those responsible for policy decisions that a certain course of action is right and should be followed. This, for most graduates in industry, will mean persuading their management that following the recommended course of action (which will often involve the expenditure of time, man-power and resources) will in time produce positive results and be profitable. The ability to get on with people does not mean agreeing with everybody all the time. Modern industry is not run by dictators who cannot bear to be contradicted, and it is now generally recognised in industry that the more difficult the problem the greater is the need for constructive criticism by intelligent people to reach a correct solution.

Anyone in industry who directs the work of others must possess in some degree the ability to inspire confidence and enthusiasm among those he directs. He must also accept the responsibility for making difficult decisions at the right time, and his judgment must be good enough to ensure that an acceptable proportion of those decisions are correct.

One of the most important functions of any director of staff is the choice of the right people for the right jobs. This implies not only the making of appointments, but also ensuring that every

individual gets the maximum responsibility justified by his ability and experience.

Experience

These qualities, involving human relationships, are of course relative, and experience often brings out and improves them, but in general the degree to which an individual possesses them should determine whether he works in industry as a specialist or in a more general field. Originality is always highly prized, and when combined with good judgment or common sense it nearly always means distinction. It can certainly be claimed that mathematicians have in general at least as great a capacity for original thought as other scientists. The harsh realities of experimental science promote forethought and common sense. A piece of paper can be thrown away, but a broken or badly designed piece of apparatus is a more permanent reminder of time and effort wasted. The mathematician will, however, soon learn from experience in industry what he has not had a chance to learn as an undergraduate at the university.

It should be made clear to some mathematicians that there is no virtue in bad arithmetic. No amount of advanced mathematical aloofness makes the π which is mislaid by the mathematician in an original calculation any more excusable than the one which is mislaid by an engineer designing a bridge and using a formula which he finds in a textbook. In the first case the aeroplane may fail and in the second the bridge may break.

It should be also accepted by all graduates, including mathematicians, that the ability to write down an argument or statement in clear and understandable English is an asset, and that in all circumstances good English is better than bad.

Good mathematicians are rare, and they have a unique contribution to make to modern industry. They can find satisfying and lucrative work either as specialists or in more general positions in any industry using applied science. Their ability to contribute stems just as much from the mental discipline and attitude induced by the study of mathematics as from their specialist knowledge. They need feel no sense of inferiority in competing with other science graduates in industry.

THE WOMAN GRADUATE IN COMMERCE

MISS KATHERINE WADDINGTON

(Personnel Supervisor of Women, Thomas Hedley & Co., Ltd.)

The close approximation, since the introduction of antibiotics and modern surgical techniques, of the survival rates of male and female infants may seem to be rather distant from the subject of the woman graduate in commerce. On those engaged in recruitment, however, the impact is considerable.

It means, very simply, that marriage is more nearly certain for most women, and this at a time when the country's economy would face a complete breakdown if women withdrew from industry, commerce and the distributive trades. Enlightened employers acknowledge this situation in theory, but, as yet, not all are willing or able completely to surmount the old obstacles of short-term service, divided loyalties and distractions which have tended to brand a woman, however highly qualified, as an "unreliable prospect." Where no effort has been made to assess these factors in relation to an effective use of woman-power, these objections are valid, but no solution will come out of an attitude which refuses to acknowledge the realities of the present situation and oscillates between a pretence of unlimited scope and the necessity of filling an essential post.

Opportunities Increasing

Nevertheless, in the past ten years, the perceptible widening of the scope afforded to women graduates, even within the sacred precincts of industrial research, is evidence that a new approach is now acknowledged to be a necessity. Even within the present framework, which I believe sincerely to be undergoing modification, opportunities are undoubtedly numerous and diverse. A graduate who undertakes a secretarial training, masters the essential techniques of shorthand and typewriting, and is prepared to work initially as a shorthand typist, has the prospect of a very wide variety of interesting and secure jobs. Security carries considerable weight with a large number of women, and the desire for it cannot be dismissed lightly as a negligible force, even by the most adventurous spirits. The ladder of promotion in most large companies gives a trained secretary the opportunity to work closely with her chief, to assume considerable responsibility,

and to act on her own initiative. For those, therefore, with imagination enough to appreciate the excitement of an expanding industry and who are not unduly impatient of essential routine work, a secretarial career could well offer the opportunity to use the training in ordered thinking and coherent expression which the discipline of a university course attempts to provide.

Personnel Work

Personnel work, also, has much to offer. Until recently there was a tendency greatly to underestimate the intensely interesting nature of this work. A better understanding of the nature of the job on the part of faculty staffs, the excellent work done, both in research and in the factory, office or store, by skilled practitioners, and the inauguration by the Institute of Personnel Management of an examination, have all contributed to the recognition of the importance of personnel work in our present order. In this field, the young graduate may get the impression that she is hampered by the reluctance of employers to engage someone whom they consider has not had time to solve many of her own problems and, consequently, is unlikely as yet, to be able to assist significantly in solving those of other people. This difficulty is much more apparent than real and should not discourage the serious candidate.

Market Research

Market research fulfils a very important function in using planning and research techniques to discover the needs of customers, and in relating these needs to the products being marketed. Entrants into this branch of commerce can expect to find that their talents will be directed and trained so that they emerge as valuable members of a team of investigators in the field, as planners of surveys, as statisticians and analysts of market conditions. For the girl who likes travel, who responds with enthusiasm and enjoyment to constant change, who seeks the widest possible contact with the public, and who is unabashed by the thought of having to find satisfaction and entertainment in her job, wherever it takes her, the work of an investigator has great attraction.

(Continued on page 8)

THE IMPORTANCE OF BEING A SECRETARY!

MISS SELMA BURROWS, B.A.
(T.C.D., 1948-1952)

How great is the disillusion of countless students who believe that a degree is an automatic passport to an intriguing and glamorous career! But when a degree is combined with a good secretarial training, then the world is full of wonderful possibilities.

We do not all feel dedicated to a life of research, teaching or science, nor do we all have unlimited means which enable us to drift about pleasantly for years after graduating, while wondering what to do. It is an accepted and natural fact that most women want to get married and to make a home, but many do not achieve this ambition. But whether married or unmarried, I believe that a woman can find every scope and satisfaction in a secretarial career. It may take time to find the right job, because the secretarial world is so vast and varied, but it is worthwhile to change jobs again and again until the right one is found, especially in the practical world of to-day where the secretary is very much in demand and so well paid.

Room For All

You will see how a secretarial career can suit many types of personality.

The girl with no ambitions and dislike of responsibility can easily find a niche for herself in the secretarial world; the girl with many interests and hobbies can still find time for them while pursuing a secretarial career; the girl who is really ambitious and who simply revels in responsibility can rise like a meteor and can soon pass from a secretarial job to a top administrative or executive position; the girl who wants to see the world can do so in the most interesting and enjoyable way by working her way across countries and continents in various secretarial jobs; while the married woman who wishes to continue working can take up a full or part-time job and still be able to run a home most successfully. A secretarial career has much to offer, and without dominating one's life, and it is not all a matter of sitting at a typewriter.

Gaining Experience

I was lucky in being able at least to type well before graduating, and spent one long vacation with a secretarial

agency in London in a succession of jobs. My first introduction to the world of business was right down by the docks, where I had to keep check on cargoes of sausage skins from the Middle East and where I was treated to long dissertations of philosophy from my German employer! The next week I found myself in a circus agency, trying to translate and answer letters from Spaniards written in bad French, and from Russians written in bad German, and answering hundreds of frenzied 'phone calls from all over the world in a wonderful selection of strange languages which would have delighted a born philologist. Into this office used to come a stream of circus performers, often accompanied by performing animals. My own inefficiency and inexperience was constantly brought home to me, and even much bluffing could not disguise the fact that on one occasion I typed an order in French for 11 elephants to be sent from Brussels instead of 11 sealions! Which soon shows that a secretarial job need not necessarily be a dull one.

Intensive Training

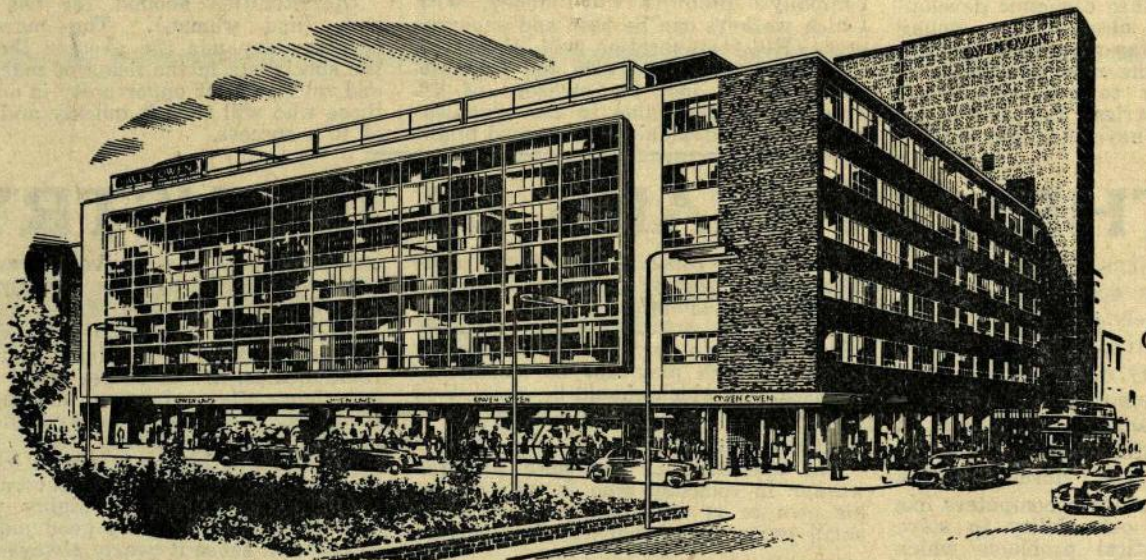
I came back to Dublin, determined—but not daunted—and took an intensive secretarial course at the earliest opportunity, which was immediately after graduating. I began on one system of shorthand and hated it so much that I nearly gave the whole thing up, but, luckily, I tried another system and found that I was making rapid progress. So I was full of confidence on my next venture, which was a two-month trip to Canada, where my degree plus good secretarial training brought a wonderful variety of jobs ranging from taking down notes in a submarine for a naval architect to modelling cashmere sweaters for an Austrian firm of importers.

I could go on indefinitely describing the scope and variety of secretarial jobs, and the best of it is that they are all authentic. But it must be impressed and understood that unless one is prepared to invest a good deal of time and effort in obtaining a good secretarial training at a recognised school, the field is closed, no matter how good the degree.

A
Career

WITH

OWEN OWEN



The
OWEN OWEN
Store at
Coventry

SALARY

Commencing salary for men, if living away from home or if married, is now £546 p.a. For women living away from home, commencing salary is £468 p.a. Promotion is on merit, and a successful management career brings salaries which compare favourably with those in other fields.

WORKING CONDITIONS

High standards of working conditions are maintained in all stores belonging to the group. The new store completed at Coventry in 1954 is considered one of the finest store buildings in Europe.

TRAINING

The Management Training Scheme is designed to equip the graduate with the necessary basic technical knowledge to assume a management position in the shortest possible time. Promotion to a management position takes, on average, one year.

Training is undertaken at the Liverpool store.

FULL DETAILS AND ARRANGEMENTS FOR INTERVIEWS

A booklet giving full details about the Scheme is available from your Appointments Officer. The Staff Controller of Owen Owen Limited will be in Dublin in May next. Interviews may be arranged through Mr. Hudson, or you may prefer to write now direct to the Staff Controller, Owen Owen Limited, Liverpool 1.

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GRADUATES FOR
MANAGEMENT
TRAINEESHIPS UNDER
OUR MANAGEMENT
TRAINING SCHEME.

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CANADA

OWEN OWEN Limited and Associated Companies

Traineeship in Commerce

W. R. R. WATTERSON, B.A., B.Comm. (T.C.D., 1951-1955)

At present in the United States on the staff of W. R. Grace & Co.

The most striking feature of my own traineeship is the absence of the more formal type of training which many of the larger English companies arrange for the Graduate. The work which we do in the course of the London period of our training is in the form of statistical and financial analysis together with a more extensive type of research into different aspects of business activity. Having taken the B.Comm. degree in College, I did have some previous experience of the financial side of our work, but any arts graduate with an interest in financial investment and the mechanics of big business should find no overwhelming difficulty in adapting himself to work of this kind. The research work takes the form of studies and analyses of different branches of business, and considering the ramifications of our industrial activities in chemicals, cement, paper, paint, textile, coffee, sugar and confectionery, this type of assignment can cover a tremendously wide field. Virtually on arrival, a trainee may be asked to investigate a particular business activity in which we have an interest. He then decides where he can glean his background information, and having probed around libraries, consulates, government departments and so, finally presents a report on his findings together with his recommendations. If this report is approved by our manager it is then most probably forwarded to New York to the research and development divisions. So, from the earliest stage, one is given the impression that one's work is of some significance and value and that any ability one may possess is being recognised and utilised. The financial work mainly involves market reports on other companies and here the more experienced trainee acts as instructor to the newcomer in the technique of adapting and interpreting balance sheet information.

So, for the more formally arranged trainee scheme, is substituted a method whereby two trainees are employed on actual assignments right from the beginning of their career. This system may necessitate our negotiating externally with other business people and it does say a lot for our company that they are prepared to let a trainee represent them in his first few months of employment. Also, I think it is important to add here that as we work so closely with a very accessible manager, an immense degree of experience is gained by influence and advice.

Avoiding Frustration

In working for some companies the switch over from university to business can be a very demoralising break. For, having spent four years in an environment where, above all, one is appreciated for individuality of opinion, it is easy to understand the frustration of the graduate who finds himself in the more conservative firm, where he may be slowly broken in by employment on work that is sometimes unrewarding and routine; he may also feel too far removed from the men who make the decisions and direct the policy of the firm. While it is, of course, necessary to tone down any egotistical attitude

which a graduate new to business might have, it is also in the interest of the firm to impress on each employee both the importance of his particular work and also of his individual purpose in the organisation. This idea is now increasingly appreciated as requisite for the smooth-running of labour relations but at an executive level many managements fail in varying degrees to recognise its existence. My company, however, does tend to be more forward thinking on this point; and while it is in the trainee's interest to remember that he is one of the most junior employees in the company, and more or less on probation, his ideas will be listened to with interest. In my opinion, it is in the more retrogressive firm that the graduate will find a dissatisfaction on coming to business from university. For in the Grace type of firm, idea and imagination are impressed on one as being two of the qualifications that count. Individuality of idea is encouraged and constructive criticism given. In coming to this type of company, the graduate is therefore only reapplying the mechanism of idea which he has developed at the university — though now his ideas will have a more concrete application.

American Attitude

Looking to future training in New York, I feel that perhaps one may require rather more forthrightness in projecting one's ideas for, as numbers are greater, competition will be keener. However, I am assured that policy is identical in that management do set out to give one a certain responsibility right from the beginning of training.

For some reason, when I was in College, American firms had a notoriety for a certain ruthlessness of attitude to the employee. Obviously, inefficiency and incompetence are not tolerated, but from what I can gather, this notoriety is not justified and there is little reason for assuming that the bigger American firm should be less reliable or show less regard for the individual than its British counterpart.

As for the qualities for success, I find it impossible at this stage of my career to describe anything more penetrating than the usual unhelpful platitudes which one reads in the brochures which many firms put out. For in business, unlike many other professions, it is impossible to lay down a list of infallible personal requirements. So I am afraid I can say nothing more helpful than that I consider the person who will be happier in this sort of firm is the person who can devise his own methods of approach, rather than the man who prefers a more definite and well-defined sort of employment. I personally think the best course to follow is to take a vacation job with an industrial firm and there one will be able to sense what is required and to assess one's own abilities.

In all this, I am writing from very little experience but I hope the fact that I have so recently come down from College will have made me more aware of the questions in the minds of those who have thought of making business their career.

UNIVERSITY OF DUBLIN APPOINTMENTS OFFICE

Firms Visiting College in Hilary Term

February 5th: Esso Petroleum — Employment interviews with chemists, physicists, engineers, arts graduates. **Patent Office** — Talk on careers in the Patent Office (in conjunction with D.U.E.S.A.) of interest to science and arts graduates.

February 6th: I.C.I. Fibres Division — Employment interview with chemists.

February 7th: St. Godric's Secretarial College, London — A talk by the Principal on secretarial training and careers for women (to be given in Trinity Hall in the evening).

February 8th: I.C.I. General Chemicals — Employment interviews with chemists.

February 12th: British Celanese — Employment interviews with chemists, physicists, mechanical engineers and arts men for research and management.

February 13th: Pilkington Bros. — Employment interviews with chemists, physicists, mechanical engineers and arts men.

February 15th: Hedley's — Employment interviews with scientists, arts men and women interested in a variety of careers in commerce sales, advertising and production.

February 19th: British Railways — Employment interviews with arts men and commerce graduates interested in traffic apprenticeships or accountancy training.

February 20th: British Railways — Talk on civil engineering, with employment interviews afterwards (in conjunction with Engineering Society). **Colonial Office** — Talk and interviews for men and women interested in Oversea Civil Service, especially the administrative branch. **I.C.I. Paint Division** — Employment interviews with chemists.

February 21st: I.C.I. — Employment interviews with arts men interested in commercial careers in personnel work.

February 22nd: Short Bros. and Harland — Employment interviews with physicists, mathematicians, scientists and engineers.

February 26th: Richard Costain Ltd. — Employment interviews with civil engineers.

February 27th: Mullards — Employment interviews with chemists, physicists and mathematicians.

February 28th and March 1st: Unilever — Employment interviews with arts and science men interested in management or research.

March 5th: Courtaulds — Employment interviews with physicists and chemists and mechanical engineers. **Iraq Petroleum** — Talk in evening on reservoir engineering (and employment interviews on March 6th for geologists, physicists, mathematicians, engineers). **D.S.I.R.** — Evening talk on the work of government research establishments (in conjunction with D.U.E.S.A.).

March 7th: University Liaison Office — Employment interviews with chemists, physicists, mathematicians.

March 8th: Seismograph Services — Employment interviews with geologists, mathematicians, physicists.

March 11th: Mobil Oil — Employment interviews with scientists interested in management or research.

March 12th: I.C.I. Alkali Division — Employment interviews with chemists.

March 13: British Nylon Spinners — Employment interviews with chemists, physicists, mechanical engineers.

Other visits have been arranged for Trinity Term and will be announced later.



a Career with Hedley

In all the main divisions of the Company — Advertising, Sales, Supply, Finance, Research, and Manufacturing — there are opportunities for university graduates.

Careful selection is carried out to make sure that recruits will enjoy the work in the department of the Company in which they start their career.

The Company's aim is the eventual development of the man to the fullest extent of his ability in the field to which he is best suited.

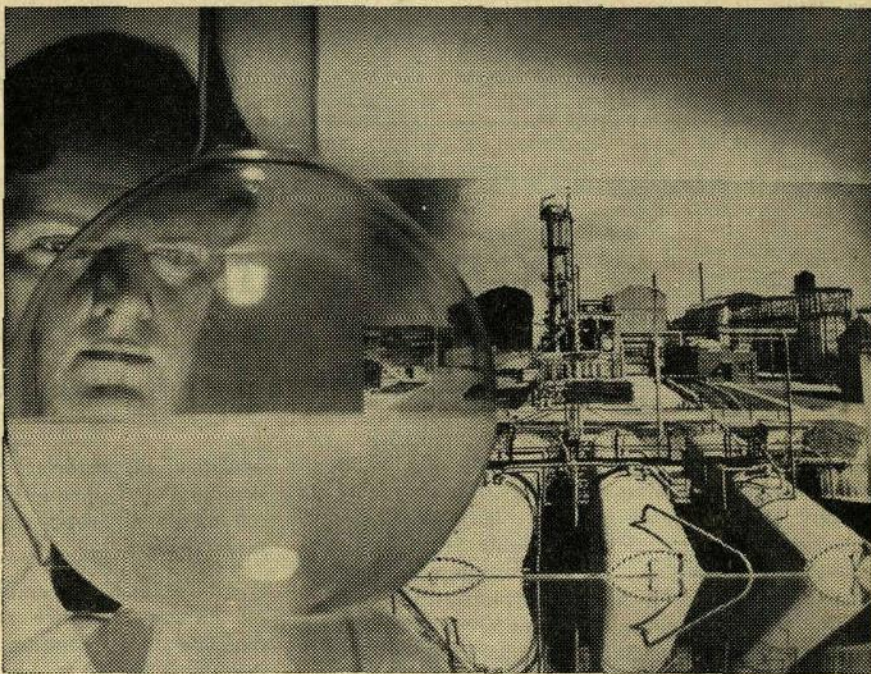
Hedley follows the practice of promoting from within its own organisation. All executive posts are filled from within the Company, and management responsibilities are assigned early.

COMPLETE INFORMATION ABOUT CAREERS IN HEDLEY CAN BE OBTAINED FROM THE SECRETARY OF THE UNIVERSITY APPOINTMENTS BOARD

THOMAS HEDLEY & CO. LIMITED

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DRENE · INDUSTRIAL DETERGENTS · COOKING FATS AND ALLIED PRODUCTS



INVENTION AND ACHIEVEMENT

Every twelvemonth sees a score of entirely new materials produced by I.C.I. The list may include new plastics, new fibres, new paints, new drugs, and more besides — materials which, because they offer new properties and qualities, have an invigorating effect upon countless branches of activity. These are the fruits of a research and development programme which operates over a very wide front, and is currently costing I.C.I. over £9,000,000 a year.

Yet research — and discovery — are only the beginning. There remains the problem — always complex and sometimes supremely difficult — of translating laboratory techniques into bulk production processes, and in this the chemist and the engineer play an equal part. It is significant that, since 1945, I.C.I. has spent £223,000,000 on new construction and modernisation.

Naturally, the manning and management of this large organisation calls for the continuous recruitment of large numbers of chemists and other scientists, engineers, and Arts graduates who are interested in Industry. To such men the Company can offer interesting and worthwhile careers.

Imperial Chemical Industries Limited



Some Engineering Problems of Nuclear Power

CONTRIBUTED BY A MEMBER OF G.E.C. SIMON-CARVES ATOMIC ENERGY GROUP

In recognising the declining ability of the British coal industry to meet the increasing demands upon it, the hazards relating to the import of large quantities of conventional fuels and the limited availability of hydraulic and other forms of energy in the British Isles, the U.K. Government has taken the unique step of launching a full-scale programme of nuclear power. Contractors have recently been named for the first three stations to be built according to this scheme. For reasons which have appeared increasingly valid over the past two years, the programme has been based initially on the natural-uranium, graphite-moderated, gas-cooled reactor, of which two prototypes are now in operation at Calder Hall.

In this type of reactor, the nuclear fission chain reaction, which is the source of heat, is maintained in a lattice assembly comprising natural uranium rods supported in coolant channels cut axially through a cylindrical core of high-purity graphite. The reactivity, or rate of heat release, is controlled by the extent of projection of control rods into special channels in the core. In these rods, boron is commonly used to trap the diffusing neutrons which otherwise induce fission on absorption in the uranium 235 isotope. The rods of natural uranium metal (0.7% U235, 99.3% U238) are sheathed in order to protect them against chemical attack by the coolant, to contain gaseous radioactive fragments from the fission process and, by the use of an extended surface, to assist heat removal. The term fuel element is applied to the sheathed bar. The carbon dioxide coolant used at present is pumped in a closed circuit between the reactor and its associated heat exchangers. In order to minimise the power required for coolant circulation, the gas pressure is kept as high as possible. Accordingly, the interconnecting ducts and the vessels containing the reactor and heat exchangers are built to withstand this pressure at the operating temperature. In order to protect the operating personnel, the reactor vessel is surrounded by a heavy radiation shield. With the comparatively low gas temperatures available at present, higher thermal efficiencies are obtained by employing a dual pressure boiler system in the heat exchangers. To allow

the use of a small gas/water temperature difference, extended surfaces are essential in the water tube boilers if the size of the whole heat exchanger is to remain reasonable. The two streams of superheated steam are taken to pass-in turbines in an otherwise conventional turbo-alternator installation.

Operating Costs

In contrast to the economics of conventional power stations, those of the nuclear stations based on the type of reactor just described entail high capital cost and low fuel cost per unit of power sent out. Under such conditions, the capital cost of the station per kW. of generating capacity and the cost per kW.hr. of power sent out both fall appreciably with an increase in the heat output and hence in the size of the reactor. Many of the more conventional engineering problems of design and construction arise from this incentive to build the largest possible reactor.

Nuclear requirements and phenomena set more novel problems. Materials built into, or likely to find their way into the reactor core must cause minimum disturbance of the nuclear chain reaction; they must be stable under irradiation and, after irradiation, should exhibit minimum induced radioactivity. Design must be based on the assumption that direct human access to the reactor pressure vessel and core will be impossible once full-power operation has been attained.

The following are some of the problems arising mainly from the size of the reactor installation:

A complete reactor in operating condition, its pressure vessel, local auxiliary machinery and thick concrete shield structure may impose a total load of some 60,000 tons upon the foundation. Soil mechanics and foundation problems are thus amongst those of the heaviest structures built. The distribution of load over the foundation must minimise the risk of tilting which might otherwise obstruct the remote manipulation of fuel elements and control rods into and out of the channels in the reactor core.

The design and construction of a concrete roof shield 10 ft. thick and 70 ft. in span above the reactor vessel represents another important civil engineering problem.

The Pressure Vessel

The size of the reactor core is determined to a large extent by the maximum diameter of steel pressure vessel which can be built to contain it. Such a vessel must be built almost entirely on site if not in its final position and the maximum thickness of plate is used which can be fusion welded successfully in the field. Both the external support for the vessel and the internal support which transmits the weight of the reactor core must be designed to impose minimum constraint on the vessel shell as it is deflected by internal pressure and temperature. The graphite core structure rests directly on a massive egg-crate girder in which only a very small deflection can be permitted; an extensive stress analysis is involved in the design of this girder.

The design of the reactor pressure vessel is inevitably related to the erection technique, which entails the use of some of the largest lifting tackle available. In turn, the presence of such tackle on site invites its use for other purposes, e.g., the lifting of empty heat exchanger pressure vessels, each weighing about 200 tons, on to their supporting structures.

Mechanical Control

The problems which arise principally from nuclear considerations include those of fuel handling, reactor control and burst cartridge detection.

The high cost of nuclear power stations compared with conventional stations justifies the continuous operation of the former installations over long periods. The charging and discharging of fuel elements should thus be possible under full-load operating conditions. The machine required to fulfil this duty must have at least the majority of its functions remotely controlled, since it must receive and store temporarily spent fuel elements which are highly radioactive. The functions include connection and disconnection of the machine with the branch pipes of the reactor pressure vessel without escape of hot, radioactive coolant gas, the selection of a particular channel for fuel change and the discharge and charge operations themselves. The machine must have its own cooling system.

Each control rod mechanism is required to release the rod to fall freely under gravity into the core in case of

emergency, but it must prevent damage to the rod or the graphite at the end of the rod's travel. It must also provide a high speed of entry and a low speed of withdrawal of the rod under remote control.

The burst cartridge detection system has to sample the coolant gas from each of 3,000-4,000 fuel element channels at short successive intervals for the detection of fission products leaking from porous fuel element cans. Many remotely-operated multi-way valves are needed within the reactor pressure vessel so as to reduce the number of sample pipes which have to pass out of the vessel to the automatic monitoring equipment.

Choice of Materials

In all this equipment within, or momentarily open to, the reactor core, only compatible materials may be used (i.e., those which do not alloy with the magnesium-based fuel element cans at reactor temperature) and those which resist corrosion by the coolant, do not "poison" the reactor by neutron absorption, do not suffer various forms of irradiation damage, nor become themselves highly radioactive on irradiation. These requirements limit severely the choice of suitable materials and the fact that normal lubrication systems are precluded leads to the need for temperature- and corrosion-resistant dry bearings and rotary seals for all moving parts in the gas circuit. All this equipment, in addition to being of robust design for a long working life, must be so arranged as to allow the removal and replacement by remote means of all wearing parts which operate under irradiation.

Throughout the coolant circuit, the philosophy of "clean conditions" must be applied in design and erection, standards approaching surgical cleanliness being invoked to ensure that the nuclear requirements mentioned above are met.

It has been possible to outline only very briefly some of the engineering problems encountered in the design of a nuclear power station. It is hoped, however, that what has been written has indicated the opportunity and the challenge offered by this new field of engineering which is becoming increasingly vital to the economics of the British Isles in respect of both domestic requirements and the export market.

NUCLEAR POWER STATIONS - COKE OVEN BATTERIES - HEAVY CHEMICAL PLANT - COAL WASHERIES

GRADUATES IN ENGINEERING OR SCIENCE

Are you a scientist or engineer? If so it may well be worth your while to consider a career in Simon-Carves, one of the world's foremost constructional engineering organisations.

The man or woman with a University degree is in familiar company at Simon-Carves. Working with us at present are graduates from as many as thirty-five universities; their qualifications range from Chemical Engineering to Classics. In our research department you are quite likely to find a physicist, M.Sc. Edin., working on a fundamental problem for a plant which will be erected by a mechanical engineer, B.Sc. (Eng.), Lond., and commissioned by a chemical engineer, B.Chem. Eng., Queensland, on a contract negotiated by an administrative assistant, B.A. (Com.), Manchester. We are always interested in people of sound academic background who have the capacity for original thinking.

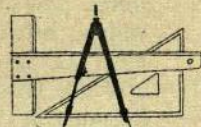


Research and Development

The Company's research and development activities cover an extraordinarily wide range. At present, for example, people are working on such diverse problems as the use of micro-biological techniques, the development of a new type of distillation column, the investigation of corrosion at high temperature and pressures, and the chemical engineering problems of atomic power stations. This kind of work demands extensive equipment and research facilities. As well as more con-

ventional laboratories, there are at our Cheadle Heath headquarters large pilot plant laboratories where experimental work can be carried out on a commercial scale.

A graduate with a creditable degree, a good brain and an interest in pure or applied research is usually engaged at a minimum starting salary of £700. With normal progress he can expect to earn £1,500 before he is 35, though many will do much better than this. If he prefers development work he will probably have the opportunity to travel abroad to deal with technical problems and collect data on new plants as they are commissioned.



Design

Design and development are two aspects of the same problem. With a staff of more than 500 designers and draughtsmen, we have vast experience of design work at our disposal, and the graduate who comes to us as a potential designer finds himself exercised on problems which demand both technical knowledge and an ingenious mind. For example, we often have to house a plant under conditions which make the installation of supporting columns for the roof inconvenient. This problem may be solved by using a reinforced concrete

shell or barrel vault, a structure which few firms in Great Britain have the technical resources to design. We have built many and our young civil engineers have had valuable training in the new technique involved.

Most graduates require training in our specific types of work before they become competent designers. A trainee designer aged 23 would be paid not less than £575 and after two years' training could expect to be earning about £700. His further progress would depend on himself. For the man who shows an aptitude for design there is excellent scope.



Construction and Operation

The young man who prefers a practical job with a roving commission may make a career in plant construction or operation. In this kind of work personal qualities are particularly important. To commission a large and complex plant quickly and efficiently in, say, the heat of the Turkish uplands, using native labour, requires uncommon qualities of patience, resourcefulness and leadership. These may be equally important on a site in a busy English coalfield.

Junior commissioning engineers with an ordinary degree start at a salary of £650. They are paid a living allowance in addition when out on site.

If you are interested in discussing the matter your Appointments Officer will be glad to fix a date with our Chief Personnel Officer who will be visiting Dublin shortly.

SIMON-CARVES LIMITED

CHEADLE HEATH

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1956—RETROSPECT The Selection Board

J. K. HUDSON, M.A.
Appointments Officer

It is difficult to write about the pattern of employment taken up by Trinity graduates without first mentioning the relatively small total of students in the University and the great variety within their number.

Of the 1,800 or so full-time students, over one quarter study medicine. This leaves only 1,300 men and women who will interest employers using the Appointments Office—nearly 1,000 fewer than would be found, for example, at Nottingham, one of the smaller English universities. Moreover, within that 1,300 there is great variety of subject and type. Approximately 600 are honors students who may read anything from philosophy to bacteriology; to these must be added the professional schools—engineering and commerce are the most important—but several smaller groups such as agriculture, forestry, law and the diploma courses in social science and education must be included, together with the pass courses in arts or science.

Differences in "origin" (geographical rather than social) add further complications. Half of our students come from within Eire, one-fifth from Britain and slightly less from the North, with the remainder from overseas territories (this section includes a fair number of the children of Trinity graduates who work overseas). It is not surprising then to find that our graduates scatter widely, if thinly, in their search for employment and in many cases tend to tread less conventional paths than their English counterparts.

Against this background the statistics which follow will have more significance. Table I summarises the work and training taken up by the honor graduates this year.

Table I
1956 Moderators

Research or Higher Degree	...	11
Further Study	...	29
Diploma in Education	...	20
Teaching	...	10
University Teaching	...	3
Government Service	...	7
Industry or Commerce	...	16
National Service	...	5
Unempl. or Unknown	...	17
Total	...	116

Slightly less than one-third have taken a job immediately after graduation, and these mainly in industry and commerce. The remainder has gone into research (nearly all scientists), further study or training—chiefly Divinity or secretarial courses—or entered for the diploma in education. If this latter group is added to the direct entrants into teaching, it seems that one-third of the Moderators eventually enter the profession. Unfortunately, there are no figures to show how many are willing entrants or how many change horses later. It is worth mentioning here that demand for teachers in 1956 has, generally, been strong, starting salaries high and prospects good, particularly for the young man or woman willing to venture beyond the British Isles.

Most women graduates took further training after their first degree, though as much, one suspects, to give them time to think as to pursue a definite aim. Secretarial training accounted for most—it would be wrong to say attracted, for the woman graduate too often approached it with heavy heart and the secret feeling that another soul had said good-bye to culture, ensnared in the mesh of commercial magnates and industrial tycoons. Without doubt, there are, even in the hey-day of 1956, many fewer responsible posts open initially to the woman graduate in industry and commerce, particularly when she carries the label "arts." If she chooses to ignore the more conventional portals

leading to the retail stores, market research, or personnel work, then she must be prepared, when offering her services at the side-door as a secretary, to present employers with better skills and proficiency than they can obtain from school-leavers. There is, perhaps, some excuse for the 18-year-old who types "cieling," but none for the graduate who emulates her.

Table II shows the appointments obtained by men and women on the Office register during 1956:—

Table II Appointments Obtained During 1956			
	Men	Women	Total
Education	35	30	65
Government	12	4	16
Industry and Commerce	62	14	76
Total	109	48	157

Ivory towers, if not out, are tumbling, for nearly half the graduates registered entered industry and commerce. Thirty of these appointments were in Ireland, with salaries ranging from £250 p.a. for a newly-qualified arts man, to £850 p.a. for a research chemist. Men willing to serve in tropical areas were eagerly sought by banks, merchant companies and the oil combines. Good arts men were as much in demand as the technician and starting salaries tended to creep up. Overseas appointments, of course, carried the highest rates and Ireland generally lagged behind Britain where the top arts man could hope for £650 p.a. or more and the scientist without research experience between £650-£750 p.a.

In looking at the distribution of all posts by area in table III, figures emerge for 1956.

From these it appears that Trinity's contribution to emigration has not been as big as popular opinion imagines. During the year there was steady demand from industry and commerce in Ireland, with more posts sometimes available than suitable applicants. For the technical man, Irish industry offered a career in production, development or technical sales, whilst the arts man was generally expected to start in sales, or, less frequently, production work. Too often men seeking a post here looked, if they were scientists, for research work, or if they were "arts" for an administrative post. Often there was the further stipulation, "Dublin only." The men who wore these blinkers generally went empty-handed. In teaching, the aim of the majority was to work in Dublin, but half the posts were outside the capital.

Overseas, two areas in particular attracted Trinity graduates, Canada and Rhodesia. Canada offered the proverbial unlimited opportunities, especially for engineers and scientists. High starting salaries, the higher relative value of a pass degree and the ease with which the older (or awkward) man was absorbed have attracted graduates. Reports from arts and commerce men who have gone out there speak of almost similar chances for those interested in accountancy, law, sales or journalism. In Rhodesia, openings have been mainly in government departments, teaching—a new diploma course in education has been started in Salisbury and a T.C.D. history graduate joined this first course—and civil engineering. Few commercial or industrial companies, apart from the mining corporations, have so far sought men.

Overall then the cry in 1956 has been too few graduates, too many jobs—but will this pattern be repeated in 1957? Prophecy is the art of politicians rather than appointments officers, but so far the crystal and other portents make me fairly optimistic.

Table III
Distribution of Appointments, 1956

	Education	Government	Industry & Commerce	Total
Ireland	21	5	26	52
Northern Ireland	11	1	4	16
Britain	15	2	27	44
Canada	1	1	6	8
Other Overseas	17	7	13	37
Total	65	16	76	157

I.P.C.

Careers in the Oil Industry

Iraq Petroleum Co. Ltd. requires, for service in the Middle East, Geologists and graduates in Physics and Mathematics for training as Petroleum and Reservoir Engineers. Specialist training given throughout career. Service on three-year, renewable agreements, but home leave with paid passages after two. Good living conditions and amenities and excellent salary and allowances, from which substantial savings can be made.

Further details from:
Staff Department, Iraq Petroleum Co. Ltd., 214 Oxford St., London, W.1.

This method of selection, which is becoming more general in industry and which forms the major part of the Civil Service Method II entry, is derived from the War Office Selection Board which was developed during the war. Although it has been modified since to suit different purposes, the original outline can still be distinguished.

I cannot claim to speak with any authority on the aims of specific tests, and I shall content myself with discussing the various aspects of the method as they affect the candidate. There are, broadly speaking, three categories of tests: the interview, the group discussion, and the written paper comprising tests of intelligence and judgment. The emphasis placed on these components will, of course, vary from firm to firm. The best advice which I can give any candidate is that he should not try to calculate what the examiners are looking for, but to treat each test on its own merits in isolation. A preconceived idea on what is required is usually more hindrance than help.

Civil Service

This is particularly true of the interview. The Civil Service lays great stress on this, for besides the Final Interview, which is only granted when the candidate has passed the Selection Board, there are no fewer than three during the Board itself. Each of these interviews lasts for fifty minutes and thus merely from the point of view of time form a very searching examination into the candidate's personality and background. The first of these interviews is with the psychiatrist attached to the group of candidates. He is concerned with background, mainly family and personal, and his object is to obtain a picture not of what the candidate has done but why he did it, and so of what sort of person he is. He is followed by the group observer, who deals with school and university career. The third and final interview is with the chairman of the Selection Board, who is, as far as I could judge, a law unto himself. Earlier in the proceedings you have been asked to write down some propositions you would be prepared to support in argument, and the chairman takes you through these with a dialectical skill which would be the envy of Sophocles. Apart from this, as far as I could gather, the rest of this interview is decided by what the candidate has done in the other tests and no general rules can be laid down.

Interviews

This is the most strenuous series of interviews the candidate is likely to meet, as no industrial firm that I have heard of relies on the interview quite to the same extent, although few would deny that it is the most revealing of the components of the selection board method. Unilever, for instance, have only one interview and although its importance is paramount for selection, it is neither as long nor as searching as the Civil Service method. It is conducted by two company chairmen who are the sole arbiters of whether a candidate should be accepted as a management trainee, although they make use of the advice of the psychiatrists of the Tavistock Institute of Human Relations in making up their minds.

There is no system which can be given to a candidate to follow when he is faced

P. D. H. RIDDELL, B.A.

(T.C.D., 1952-56)

with an interview. But there is one reassuring thought. The interviewers are trying to find men suitable for the posts they are offering. Therefore, they will be much more pleased if the candidate passes than if he fails. The trite advice to appear natural is not of much value, but it would be most unwise to attempt to put across an attitude or opinion which is at all artificial. You might get away with it, but it is unlikely. A pleasant manner and a mind prepared to answer any question with no preconceived ideas of what you want to say are the main things necessary.

Group Discussion

The group discussion will, of course, vary from board to board. In the Civil Service Selection Board it takes the form of a committee. The subject matter is an imaginary problem of administration represented by written documents. Each candidate has fifteen minutes as chairman of this committee and in that time he has to outline the problem given to him, obtain suggestions, give his own ideas and sum up. The Unilever test is less specific. The candidates form a company board without a chairman and discuss a similar problem on equal terms. In dealing with this type of test, many qualities are obviously required. Nobody is going to be impressed with a candidate who remains silent throughout such a discussion, but too talkative and assertive a manner could be equally damaging. As I have said, it is dangerous to try to specify what is aimed at, but one can say that the ability to convert others to one's own opinions by reasoned argument is as necessary as the ability to form those opinions shrewdly from the evidence.

Intelligence Tests

The third category, the intelligence test, is more isolated than the rest. Every test will be carefully explained before a candidate is asked to do it, and no preliminary practice is either necessary or desirable. Naturally, absolute concentration is required, but beyond that, and a readiness to adapt one's mental processes to whatever comes up, no more is expected. A word of warning—no matter how irrelevant some of these tests can appear, do not be deceived. They have been scientifically worked out over a considerable period of time, and to the expert mind they are accurate and revealing to a remarkable extent.

There is little general advice that I can give. The selection board is primarily an investigation and not an examination. If you deserve to pass, the chances of this going unrecognised are small. Most firms will go to particular trouble to remove nervousness from a candidate, for just as it is a hindrance to him, so does it prevent an accurate assessment of his ability. There is nothing in the method which any Trinity man need fear; indeed, in some ways he is particularly well-equipped to deal with it.

THE CIVIL SERVICE of the United Kingdom

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In development and design work, production, inspection, construction, maintenance, and the management of engineering enterprises of all kinds, some on a very large scale.

Further information from

THE CIVIL SERVICE COMMISSION

6 BURLINGTON GARDENS, LONDON, W.1. (quoting CSC/25)

The Woman Graduate in Commerce — Continued from page 4

Excellent health and the ability to work as a team member are essential. Those who prefer the planning and statistical branches have equal opportunities to exercise their talents, and, since they work in very close co-operation with the field, their studies also involve a certain amount of travel and change of scene.

A number of companies offer training schemes for store management. Here

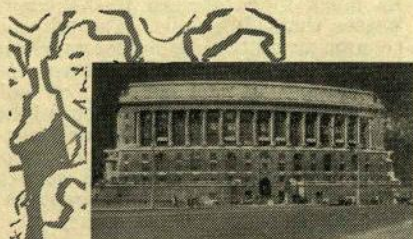
again, as with the market research investigator, the essential attributes include excellent health (particularly a good pair of feet!), a well developed sense of humour and a fund of patience.

Home economics is a fast-developing field, which could prove especially satisfying to the woman graduate with a scientific training and an interest in all aspects of domestic management. The nationalised gas and electricity in-

dustries have many openings, as have some large food manufacturing, flour-milling and bakery firms.

The graduate chemist, who happens to be a woman, is quite likely to encounter a paradoxical mixture of prejudice and acute awareness of the need for her services. Only the few are inclined to, and fitted, for pure research, and if that avenue is closed, and teaching does not attract, not unnaturally, the field of in-

dustrial chemistry, both the research and manufacturing sides, would seem to be the obvious opening. Here is the greatest need, coupled with the strongest objection to the employment of women on a long-term basis. As I indicated earlier, however, a beginning has been made and, with necessity as mother, invention is already leading to the proper use of the country's valuable reservoir of trained woman-power.



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Exchange of Ideas

In addition to the basic training on the job, we provide courses where a man can meet and exchange ideas with his contemporaries from the other sides of the business. There are courses in management. There are more specialised courses devoted to such subjects as production study, accountancy and advertising. For more senior managers there may be opportunities to study at such places as the Administrative Staff College at Henley, and the Harvard School of Business Administration in the United States.

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Further information can be obtained from the Personnel Officer (Staff).

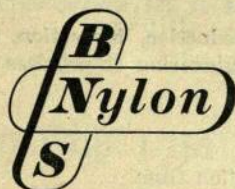
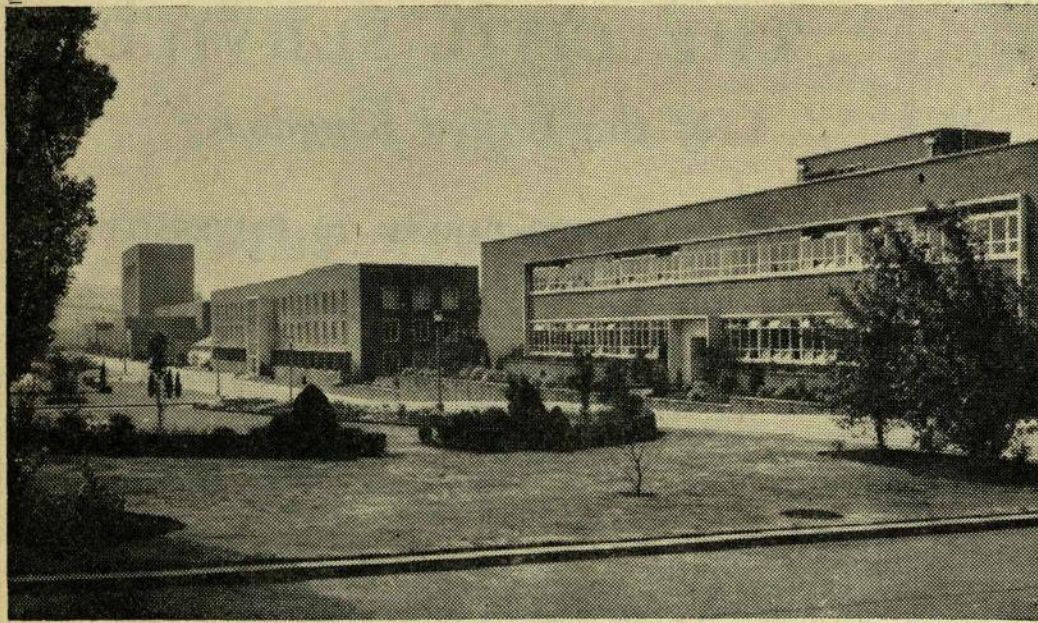
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Nylon spinning is the hub of a large new industry in which production over the last few years has doubled and redoubled itself. Further expansion now includes a new factory at Doncaster and the building of another near Melbourne, Australia. This rapid growth has been largely because, from the start, the importance of technical effort was recognized.

Expansion in 1957 will call for chemists (organic, physical and analytical), physicists and engineers. The graduate apprenticeship scheme which provides a means whereby mechanical engineers of good academic standard can receive a training which, in addition to satisfying the requirements of the Institution of Mechanical Engineers in respect of practical training, will have an intellectual content appropriate to the level of their education. A high proportion of the jobs will be at Pontypool, the Company's headquarters. Here in splendid new buildings, in pleasant country surroundings, most of the research and development is carried out.

PETROLEUM GEOLOGIST

H. H. WILSON, B.A., M.Sc. (T.C.D., 1947-50)

Seventy years ago a geologist was a "rare bird" whose science was little known or understood by the layman. On replying to a casual enquiry about his profession, the geologist could expect an expression of mild incredulity on the face of the enquirer who, unwilling to admit his ignorance, might hastily add that he, too, was very interested in caterpillars. To-day, geology, like most other sciences, has been swept into the industrial colossus, with the result that the geologist is now sought by mining, oil and engineering companies all the world over to help search for the minerals and power resources which industry demands. The geologist is no longer a rarity.

A graduate in geology to-day has little difficulty in finding a job, particularly if he has a good honors degree, because the demand for well qualified geologists is still greater than the supply. His main problem is to decide which branch of geology will suit him best as a career. A great many graduates will wish to become specialists in that branch of the science which particularly interests them, such as palaeontology, petrology or geophysics. However, there are still those who do not wish to be side-tracked into a specialist branch, which often leads to an office or laboratory job, but prefer to grapple with the many geological problems which can only be solved by field mapping and observation. To the geologists who wish to travel and see many parts of the world, the large oil companies can offer the most attractive opening; for whereas the smaller oil companies and the majority of the mining companies have interests which are restricted to only one or two countries, the large oil companies have extensive overseas interests which entail geological exploration work in every continent.

Apart from a purely personal like or dislike of travelling, any geologist must realise that his ability is primarily built on field experience and that his approach to geological problems becomes broader and surer when he can support his reasoning with observations of geological phenomena from many parts of the world.

Prospects

What, then, is the kind of life that a geologist can expect when working for a large oil company and what are his prospects? The last question is simply answered; his prospects are unlimited and his success depends entirely on his energy and ability. Suffice to say that some directors of the largest oil companies started their careers as field geologists. The first question is much less easily answered and in this short article only a few aspects of the petroleum geologist's life can be discussed. A petroleum geologist's career is generally made up of a series of two-year overseas contracts with exploration companies which are affiliated to the parent oil company by whom the geologist is employed. As the geologist gains in experience, so will the responsibility of his job increase from junior to senior geologist and from senior to regional geologist, chief geologist or even exploration manager. Over a period of fifteen years, contracts may be held in as many as six different countries. Consecutive contracts are rarely held in the same country because by working in different parts of the world the geologist gains more varied experience and, therefore, becomes more valuable to his employer.

Exploration Companies

It may be of interest to say a few words about the formation of the overseas exploration companies since it is with these that the petroleum geologist will spend most of his career. When a large oil company becomes interested in the exploration of a new area overseas, it must first obtain permission to explore from the government of the country in question. Once the right to explore has been granted and all the legal complications have been settled, an exploration company is formed. In order to form such a company, the parent organisation sends out a trained staff for each department which the company requires to become a self-contained unit. This nucleus of trained expatriates is then augmented by qualified nationals as well as a quantity of unskilled men who are trained to assist in the various departments. If the exploration is a successful one and oil is found, the company will be greatly enlarged to include the exploitation and production staff who operate the oil-fields.

The spearhead of the exploration venture, which may cost several million pounds over a period of three or four years, is formed by the exploration department which has as its auxiliaries the other departments of the company. The geological staff of exploration department consists of a chief geologist and a number of senior and junior geologists which is dependent on the size of the area to be explored. The chief

geologist makes up the programme for geological exploration and assigns an area to each geologist or pair of geologists.

Field-Work

In most countries there are certain periods of the year when geological field work is not practical, either because of extreme temperatures or because of heavy rain. Thus the geologist's annual schedule, governed by climatic conditions, is divided into field work and work in the office on reporting and mapping. The favourable field season may be as much as ten months in the year, in which case the field work is broken down into two or three month assignments, interspersed with breaks of a week or ten days in the office. The old policy of leaving a geologist in the field for periods of up to one year or more is not followed by any of the large oil companies to-day. The "old stagers" like to think that this is because the young geologists of to-day are not tough enough to endure such long periods under extreme climatic conditions. Although this may be true in some cases, the main reasons for the shorter field periods are to prevent the geologist from becoming stale, to give him an opportunity to discuss his observations and problems and to treat him promptly if he is suffering from some tropical disease.

Once the field geologist has been assigned to an area, he starts planning his field campaign. Many people still believe that all a petroleum geologist is expected to do is to hunt for anticlines. This is most definitely not the case to-day, when most of the surface anticlinal prospects have already been drilled and the problems which have to be solved to find new oil fields are so complex that nothing short of a complete geological analysis of an area is required from the geologist. It is only then that some idea about the genesis, migration and accumulation of oil can be formed. With this in mind, he must first study all literature and maps, if any, of his area and its surroundings in order to decide which parts of his region can be most profitably explored for information. Having thus prepared himself academically, the geologist must then give thought to the organisation of his expedition.

New Discoveries

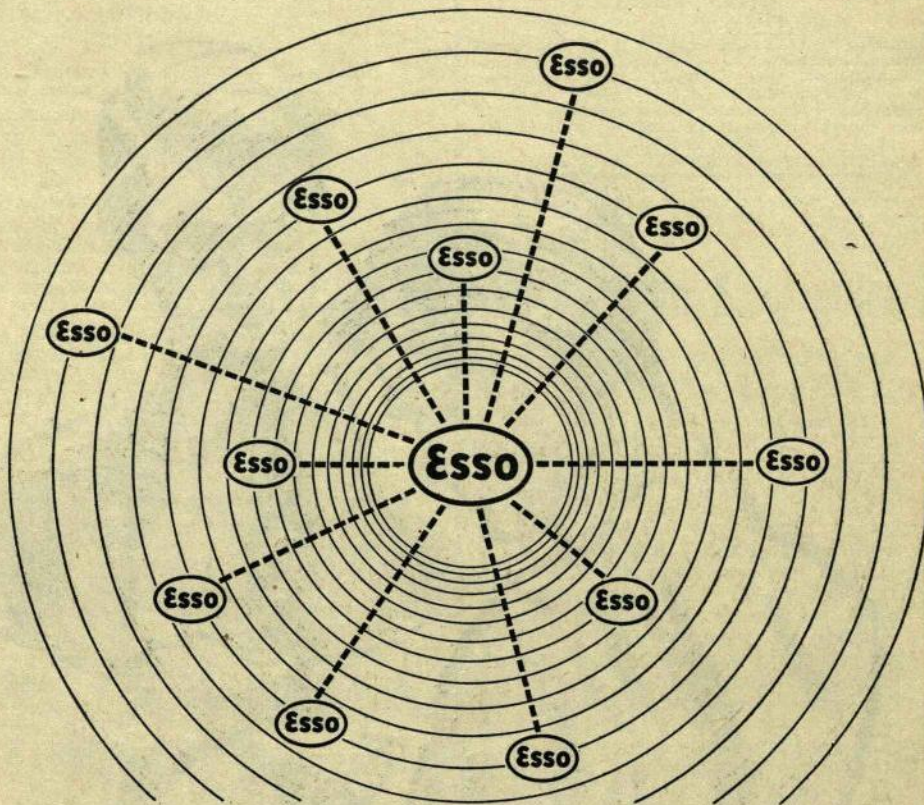
Geological expeditions in tropical countries are often carried out in regions which have never been mapped before. When travelling up river courses in such regions it is difficult to suppress the feeling of excitement and expectation of a new discovery round each bend. There is always the possibility of finding something of great geological interest or of seeing wild animals at close quarters, or of a magnificent mountain panorama being suddenly revealed. To those who enjoy natural history and an open air life, as all geologists should, there is never a dull moment, even though the weather may become oppressively hot at times.

Above all, the geology itself is exciting, particularly if the area has never been mapped before. There is nothing more satisfactory to the geologist than to see the gradual solution of the geological problems as his work progresses and he moves through his assigned area. He collects the facts, forms the theories and arrives at a solution; it is all original work.

After the completion of one year, a mid contract leave of two weeks is due to the geologist and this enables him to visit places of interest in the vicinity of the country in which he is working. The second year of the contract will probably be spent in the field once more, but it may be decided that the geologist should stay in the office for a period to study photogeology. It is also possible, particularly if the geologist is on his first contract, that he be sent as well-site geologist on a wildcat well. When the two years' period is up, the geologist returns home for two months' leave before he receives another contract to carry out more exploration work in some other part of the world.

This has only been a short note on the kind of life that a petroleum geologist can expect with one of the larger oil companies. Nothing has been mentioned about salaries and financial benefits which result from employment overseas, but such things can always be found out by those who are interested enough to enquire.

Some people think that the life of a petroleum geologist is hard because he must spend many months in the field away from civilisation and his family, but surely no one would be a geologist if he wished to sit in an office all his life. In many remote parts of the world there are still challenging geological problems to be solved; they have remained unsolved because they are out of reach to the academic geologist, but the petroleum geologist will often find that he is paid to work in just these places. He has his cake and can eat it too!



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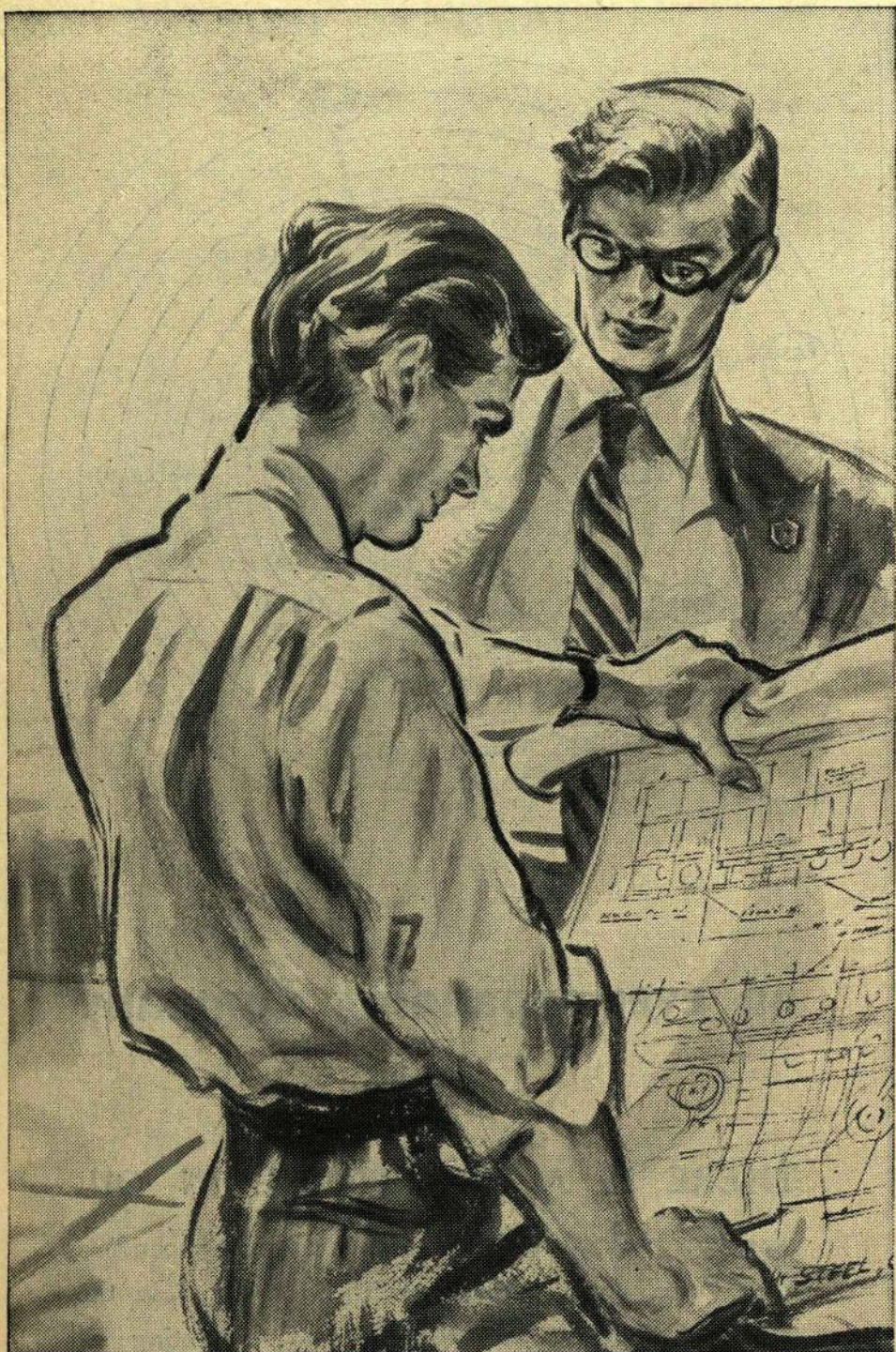
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"Teach or Type"

DR. E. A. CRAWFORD, M.A., B.D.
(Professor of Education, Trinity College)

"Teach or Type." How often the young lady graduate, hearing these words spoken by her careers adviser, has felt that a horrible doom had just been pronounced upon her! And her opposite number, the male of the species, how he has drifted from coffee to hop to coffee again to examination, to re-examination, and finally to degree, only to find that he has landed amongst the breakers on a lee shore where the only safe openings are labelled "teaching post."

A great many students of both sexes have drifted unwillingly into the teaching profession because they could find no better idea and were forced to overcome their reluctance in order to procure a meal ticket. They often pitied themselves and, of course, thereby contributed to the unhappiness that is one of the continuing legends of the teacher's life. Some still drift into the profession, but their numbers are much smaller than they used to be. Most of those who take a course of professional training nowadays are quite clear that they wish to be teachers and they look forward to a satisfying career. Unfortunately, as the present shortage of 1,000 teachers in the Birmingham area alone would seem to indicate, there are not enough of them. There are not enough candidates to meet the demands of a recently modernised and rapidly expanding system. The student who decides to become a teacher is entering a seller's market.

Nowadays there is no need to get trapped in a particular kind of school. There are nursery, Montessori, private, state, junior, middle and high schools, not to speak of public, technical and special schools. There are schools for delinquents, for maladjusted and retarded children, etc., etc. There is an immense variety of choice, capable of yielding occupations of many different kinds of interest and opportunity. A particular job that will hold some interest for almost any individual is almost certain to be available.

Salary Myths

Salary scales are very good at present; far better than those provided by other forms of social service, and at least as good as those offered by the lower grades of the civil service. They are certainly better than the salaries of assistant lecturers in universities. A man who holds a "good" honors degree and obtains a post in a grammar school can count on an initial salary of approximately £700 per annum. There are many substantial additions to the ordinary scale for those who undertake special work or accept special responsibilities. Many assistant teachers now earn more than £1,000 per annum, including some in this country. This situation is likely to continue as the teachers' unions are becoming increasingly powerful.

The world is desperate to learn English; consequently, graduates holding an honors degree in that subject are in very great demand. Last June I had notices of more than 156 vacancies ranging from Bangkok to Brazil, and Sweden to the Bahamas. Four teachers, recently students of this university, are now earning more than £1,500 per annum overseas. This opportunity will continue.

Ancillary Posts

In addition to the purely teaching posts, the expansion of the educational services in almost every country has created a multiplicity of ancillary organisations which cry out for trained personnel. There are openings for psychologists, research workers, social workers, and administrative officers. The road to these possibilities lies through the schools of education and the classroom. A good diploma in education provides the base upon which additional training in psychology and education can be undertaken. Sometimes, unfortunately, those who were of more than average intelligence and had failed as teachers in the classroom sought such positions and frequently found them. This has had a bad effect, particularly upon school administration and is not likely to be tolerated in the future. So the aspiring graduate can safely assume that he will first be required to undergo a course of professional training, followed by some years of reasonably successful teaching in a school, if he wishes to become a psychologist or an administrative officer. The qualities needed in all these posts must rest upon sympathy with and understanding of the teacher's problems. Some at least of the qualities of a good teacher are essential to competence in the related services.

Perhaps you did not realise that through teaching you can satisfy your human and social interests, get a good salary, travel the world, specialise in research, become a psychologist, learn administration, or enter public life. Well! You can.

Life as a Production Manager

W. R. DOUGHTY (T.C.D., 1949-53)

The Arts Graduate can be as successful as any type of Graduate in Industry, for until automation reaches the stage of a complete factory being run by one man, men will always be more important than machines. It follows that only when the men work together in harmony will machines and factories be efficient and wholly productive. The Arts Graduate can therefore eventually qualify to be a captain of industry in the same way as the Engineer and Scientist, for while a man with knowledge of techniques is essential to Industry, the need to understand, control and, more important, to lead men, will always be of the utmost importance. In his academic training, the Arts Graduate is well suited to provide the basic material from which a manager can be made and his degree is usually more broadly based than that of the Scientist and Engineer.

My own training has been at the Metal Box Company Limited. This Company provides a comprehensive packaging service for every kind of product, using tins, paper, aluminium foil and plastics. The training scheme for University Graduates lasts approximately 18 months; this consists in early days of visits to factories, sales offices, research departments, steelmaking plants and tinplate mills, to gain knowledge not only of the work of the Company but how the basic materials are produced. These visits are followed by extended periods in two to three factories to gain closer knowledge of the processes involved and the way in which factories are controlled. As with many firms of similar size, when the training ends the Arts Graduate is given a post on one of the lower rungs of management in one of the Company's divisions.

First Responsibility

Following my own training, I was given a job as Supervisor in a Can-making factory with responsibility for the efficient operation of four production lines: this lasted for six months and consisted of shift work. This period was of great value to me for it provided an opportunity to learn at first hand the feelings and reactions of people on the shop floor and what exactly they expected from their Supervisor. Most encouraging was the assistance I got from my fellow supervisors and in this I was able to draw on years of experience. Every fifth week I took over the night shift and was in sole charge of the factory; this enabled me to take increased responsibility for short periods at a time and to some extent fulfilled the objectives of many industrial firms in slowly increasing responsibility and thus assessing the Graduate. The interesting point here is that reaction from the shop floor rather than one of resentment was helpful and friendly in the knowledge that I was there only for a short time and my presence in no way impeded the promotion of others.

The practice of appointing Graduates to supervisory positions for short periods is growing in popularity both here and in the U.S.A. However, much depends on the Graduate's attitude in that he concentrates fully on the task in hand without making too obvious his preparation for the next job.

Departmental Manager

Following this I was given a job managing a department in a component producing factory with responsibility for some 700 men and women. In this task my work involved a knowledge of standard costs and budgetary control, selection of supervision, planning of new work, dealing with customer complaints, and, of course, negotiations with Trade Unions. I soon realised that the study of management from books and courses was a poor substitute for practice in the factory under everyday working conditions. I was, however, particularly fortunate, for the Factory Manager not only delegated responsibility but also the necessary authority, in this way I was left entirely free to make my own decisions with complete authority to carry them out. A chance to work with this kind of manager is, perhaps, the greatest aid to development the Graduate can experience in Industry. Not only has he the self-confidence which springs from the faith which has been placed in him but he is doing a real job of work rather than standing by and watching someone else demonstrate. Moreover, in working with this type of manager the Graduate learns one of the most important aspects of management, which is to develop and inspire those people who in turn work for him.

My present post carries responsibility for five departments with 1,250 people, and in this I am assisted by three University Graduates. The work is an enlargement of the previous job and is concerned to a greater extent with the overall policy, with particular reference to budgetary control and accounts.

The Co-ordinator

Whatever the bias of the Graduate, whether it be towards Engineering, Science, Economics or Arts, in management his primary task will be to co-ordinate the work of others and this is the technique he must master if he is to be successful. Although he will need a great deal of knowledge to carry out his task, he must not allow himself to

be diverted from his main function. The important thing to remember is that management is an art quite apart from any technical ability, and while there are many Engineers and Scientists who are also excellent managers, the Arts Graduate can devote his abilities to the job as manager as a task in itself. Indeed, the co-ordination of a group of technical experts calls for a high degree of management skill.

When the Graduate enters Industry he has a great advantage in that his mind has been trained to rapidly absorb knowledge and analyse facts. His college background should help him to develop and give him flexibility and breadth of vision. In this way the Graduate will have great advantage over many men already in Industry. It is, however, important to remember that his degree is only a foundation upon which he can build a successful business career and he should have no illusion that he is in any way superior and entitled to special privileges. If this fact is kept clearly in mind there is no reason why a Graduate should not have a happy and successful career in Industry.

Accountancy Apprentice

M. J. RUTH (T.C.D., 1951-55)

After a year as an accountancy apprentice with British Railways, I find my two basic impressions are ones of "change" and "scope." These two concepts are, of course, inevitably bound up with the Railway Modernisation Plan. Such schemes as the introduction of diesel and electric traction, the construction of new rolling stock and so forth, have their repercussions in all departments. The accountant's department is equipping itself to meet these developments. For example, emphasis is being placed on a more scientific enquiry into expenditure and receipts. In several offices, electronic computers are being installed to supplement punched card equipment which is already used extensively.

Organisation

To understand the nature of the work in the accountant's department, I must give you a brief sketch of the organisation. Apart from headquarters, the department is broken down into specialised "branches." This specialisation is to conform with the various functional departments. At Doncaster, for example, there are large railway workshops under the control of a chief mechanical and electrical engineer and a carriage and wagon engineer where locomotives and carriages are built and repaired. The type of work carried out by the particular departmental accountant at Doncaster includes costing of construction and repair of rolling stock, maintaining several manufacturing accounts and so forth. There is a system of budgetary control in operation which sets standards and aims at pin-pointing improved efficiency, inefficiencies and extravagances in production in the workshops. There is, in addition, a book-keeping section where the expenditure is collated. At York, where I am at present, this pattern is repeated, except that the departmental accountant has accounts for the financial side of the work of chief civil engineer and a signal and telegraph engineer.

Training Programme

My own training programme, covering three years, has already included periods at London, Doncaster and York, together with a "graduate induction course" at a B.T.C. residential college where lectures were given on the broader aspects of railway activities. As an accountancy apprentice, I have no specific work to do during my training, but I am expected to study the organisation and methods of the centres I visit, to report my progress to the regional accountant and to obtain a professional qualification in a reasonable time (I am studying for the Certified Accountants' examinations through a correspondence course, but the Cost and Works Accountants' examinations are equally popular.) Many of the larger works offer good opportunity to obtain experience in the accounting problems of large scale undertakings. One works included in my programme had over 5,000 workers, which gave me valuable experience of the problems in large scale costing and stores control, and how punched cards and electronic equipment could be used. But in addition to this work on expenditure, there is equally important experience to be gained in accounting for receipts, maintaining internal check, continental and shipping accounts and estate accounting. In short, most aspects of accountancy are dealt with.

Finally, I should mention that the accountancy department, as well as doing the "routine" tasks I have outlined, plays a large part in helping management in all aspects of statistical and economic control, so that the accountancy apprentice, once his training is completed, has a wide prospect open before him.

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The introduction of the modernisation plan referred to means that there will be ample opportunities in the years ahead for university men to make a successful career in the operation and management of an efficient railway system designed to meet modern needs.

To facilitate the intake of graduates, the following schemes are administered by British Railways:—

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Graduate Signal Engineering Scheme.

Graduate Mechanical and Electrical Engineering Scheme.

Traffic Apprenticeship Scheme.

Accountancy Apprenticeship Scheme.

Mechanical and Electrical Engineering "Sandwich" Course.

Further information about these training schemes is available from the Training and Education Officer, British Transport Commission, 222 Marylebone Rd., London, N.W.1, or from the Appointments Office, 5 Trinity College. British Railways representative will visit College on February 19th and 20th.

There's room at the top in the National Coal Board



B RITAIN'S NEED for coal increases every year. Oil and nuclear energy can only bridge the gap between the coal we have and the power we need. The bulk of this energy must, for many generations, come from coal.

Today, great new schemes of reconstruction and development are under way in the coal-mining industry. For these, the National Coal Board need engineering graduates. Also vitally needed are graduates in physics and chemistry to carry out important research and scientific work in the N.C.B.'s research and other establishments.

The importance of these positions cannot be overrated. Most of them carry exemption from National Service.

A FOUR-FIGURE SALARY AT 30

Opportunities for engineering and science graduates

For the mining engineer the prospects are particularly good. If your science or engineering degree is other than mining, then the Board offer conversion scholarships leading to a mining degree.

Important research and development work is being carried out in N.C.B. establishments.

At Stoke Orchard, near Cheltenham, the Coal Research Establishment is working on the uses of coal and devising new processes for its treatment and utilisation.

At Isleworth, near London, the Mining Research Establishment is working on improving new methods of getting coal, on underground haulage and on working conditions.

At Bretby, in Derbyshire, the Central Engineering Establishment is developing new mining techniques and machinery.

And in the coalfields themselves, a large amount of scientific control work is being carried out.

Graduates in physics, chemistry and engineering are needed for all this work.

Opportunities for arts graduates

There are also a variety of interesting and well paid administrative posts, with good prospects of promotion, for arts graduates. The Board has a special two- to three-year training scheme for men and women with good honours degrees.

Prospects

By the time they are 30, engineering, science or arts graduates can be earning a four-figure salary.

If you are interested, particulars can be obtained from Mr. J. K. Hudson, Appointments Officer, Trinity College, Dublin, or the Director-General of Staff, National Coal Board, Hobart House, London, S.W.1.

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ONE WORD

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1.	2.	3.	4.
2.			
3.			
4.			

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Clues

Across:

1. Afternoon - - - -.
2. "We" plus 2 letters is female.
3. The "H" drops, but still "clucks."
4. Recline with this.

Down:

1. Sometimes confused with a melody.
2. As above.
3. As above.
4. As above.

(Answer Next Week).

European Drama

Mod. Lang. is looking forward to a busy term. There will be a German meeting to-morrow at 4 p.m. in No. 35. On Monday, the Society is holding a general meeting, where pieces by Trinity's promising poets will be read. Later in the term the Inaugural Meeting will be held, at which the Chairman will read a paper on Modern Literature. All Mod. Lang. students are urged to avail themselves of the different language group meetings. Also, there are opportunities for all to participate in the Society's Festival of European Drama to be held next term. Malcolm Yaffe is rehearsing Marivaux's "Le Jeu de l'Amour et du Hasard," and John McCormick is producing Monk Lewis' "terror" drama, "The Castle Spectre." Males with loud voices and extravagant gestures will be welcomed in the cast.

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F * O * C * U * S

To the strains of the Eton Boating Song, the Boat Club opened the sluice gates of Islandbridge to a flood of gin and Guinness on Friday night. Inebriated by the intoxicating fragrances of "Toujours l'Amour" (obtainable at Switzer's cosmetic counter), T.C.D.'s most eligible bachelor, Hugh Campbell, trod a stately measure. Nick McGillicuddy was there with Caroline Johnston. Glad to hear, too, that he finally recognises the little-girl-from-next-door.

Social butterfly B Wells happily fluttered from the plastered Tomacelli and settled on the bosom of the Bielenberg. "You are my honey suckle, I am your 'B'."

Ann Stokes and partner managed to squeeze into two chairs (Pond's lipstick stays on and on and on!).

Maeve Maguire and Jonathan Cole found each other equally uninspiring—we can't blame them!

"As from 12 noon last Monday the Boat Club have again entered training." These words, which appear in our sports columns, will bring great relief to those who were unfortunate enough to find in

the Boat Club Don Juans stiff competition. The "water gypsies" will now be always changing partners. Their quiet admirers will be seen in Front Square hopefully looking on to No. 6 preparing a speech that might get them a date. Of course, the Maguires left the crew long ago, preferring the pseudo-intellectual surroundings of a miscellany.

The rest of the Hall who still go in for Islandbridge walks are likely to be surprised by their great popularity. But are they really worth the trouble? After all, their friendship will only be on a strictly temporary basis, for unless you are the Dear or Cole type you will always be the second-best with them.

How seriously are training rules to be taken? Caroline is advised to go to the Crofton where No. 2 of the crew, McGillicuddy, might be training in "Rock n' Roll" rhythm. There is no change for J. Connor's usual partner either; surely the cox cannot put on weight from late nights? Somehow I feel that we shall lose the Wylie Cup.

THE BOAT CLUB

GET IT OFF YOUR CHEST

Rugby, Rates and Reading Room

THERE seems little point in the enlargement a year ago of the West Stand at Lansdowne Road. For as by now most people know, the ground last Saturday was the least full for an international match since the war. Presumably a lack of that spirit associated with matches between the four home countries was partly responsible. But I can't help thinking that the all-round rise in prices was also partly the reason. "The Sunday Times," maintaining that there was only one thing which will not be forgotten, refers to the last try in the following glowing terms: "For acceleration from a virtually standing start, I have never seen what followed surpassed." Well, what did follow? I don't know, although I paid 10/- for my touch-line seat. Could you see?

IN the dim light of 9 o'clock on Saturday morning I gathered from my skip's hurried explanations that he was about to go home. And this despite his having downed tools (i.e., cigarettes) at 9 a.m. the previous Saturday.

Unlike most students, I'd been able to read the newly-imposed union hours posted on a Front Gate notice-board after the end of last term: that skips would in future do only one round on alternate Saturdays. Apparently that's now extended to every Saturday.

Now my skip happens to be a good man, and in any case few of us would begrudge them several extra hours off; but I think we might have been consulted, don't you? After all, indirectly we are the employers; yet even our College representatives, the S.R.C., heard nothing in advance. But, of course, I forgot: the age is the employees'.

"MORAL—don't work in the Reading Room." That's a quotation from one of last year's scholars soon after the results were announced on Trinity Monday. But for many of us the books are otherwise unavailable. We re-

member the old grudges, yet nothing's been done; so I think they need restating.

Foremost, yet least apparent, there are, of course, restricted hours. Least apparent because the place is usually over-crowded. Though I am inclined to believe that most of us completely disregard these regulations, one can see the point of them. The room is absurdly small, quite out of proportion to our number. Why, only last summer a friend of mine from a smaller university across the water remarked on this fact; that was when most of the ladies were in College Park, too. One could

Our correspondent has written down a few items "to get them off his chest." It may well be that readers, too, have a grouse or an axe to grind. Send them to the Features Editor and we'll put them into print.

understand it if there were no room for a larger building, but I suppose it was erected lying back from the Exam. Hall in order to tally with the Dining Hall and Chapel opposite. Symmetry cramping Prodigy!

All this is annoying enough, but what about the Circean atmospheric conditions, the noise, and the uncomfortable back seats upstairs? Dr. McDowell warrants a Library of his own; ladies in high-heeled shoes, theirs, and one of the attendants a key muffler. The bell for "Time gentlemen, please" (Note—all ladies having already noisily withdrawn) should go quite ten minutes later, five because all books are usually collected by five to ten in any case, and five because the clock's always about that much fast. The Board seems little sensible of these grievances. They appear to lack enterprise. So these are some ideas—perhaps someone has more.

"Nedyob."



Careers? Why not be a Medic?

DISASTER IN AUSTRIA

A QUIET little village nestling in the heart of the Arlberg mountains" ran the blurb on the advertising folder supplied by the hotel. Whatever it might have been, this condition was soon violently altered when 300 skiers from Dublin, Oxford and Cambridge descended on poor unsuspecting Zürs on December 9th.

It did not take long for people to find where the "places of entertainment" were, and soon Mick Mahood and Gerry Murdoch were having "Rotten-around-the-clock" contests to see who could keep the most people awake in those blissful hours between five and ten in the morning.

Soon shouts of "Bend the knees" and "Upper skis forward" could be heard across the valley as the novices came out for their first attempts.

Ski-ing began at ten o'clock for most, but Janet Humphrey and Paula Simmonds preferred to breakfast at lunchtime in the Icebar and forgo their continental breakfast. The Icebar was conveniently situated at the bottom of the nursery slope and a visit was always welcome after falling the whole way down the hill. Marco Tomacelli was in such a hurry to get there one day that he ended up in the doctor's surgery instead with a beautiful plaster cast.

The Trinity party-crashing instincts were soon evident when on the first night a few members, including Mike Dear and Nick Bielenberg, found themselves in the Lady Mayoress's champagne party by mistake.

George Green and Marco Tomacelli threw a party with a cocktail consisting of all the local firewaters—smoking was prohibited. Another party in the Baskin-Humphrey chambers was only marred by the collapsing of poor Boo's bed. The manager's comment was: "This bed was not built for ten."

Many enjoyable evenings were spent in the Zürseshof, which provided an enjoyable band and double gins served gratis by John Bielenberg. He even gave one to the manager who regrettably was sitting in the bar. Cabaret was by Barry Brewster and a local builder's mate. In the neighbouring cowbar a zither was accompanied by the yodelling of Mike Dear and Liz. Milne, sound effects with broken glass, again by Brewster—complete with broken leg.

The team was sadly depleted through injury this year because of very difficult racing conditions and so we were not able to field a team against Oxford and Cambridge.

Mike Dillon won the Dublin University open race with a very good time in which he gained a silver medal. Barbara Sanglers finished second, with Teddy Boyse close behind in third place.

The novices' race was won by David Dillon, with Helga Atkinson and Mike Dear filling 2nd and 3rd places.

The party was "fathered" by Captain Nick Bielenberg.

ERUPTION AT BARCELONA

The dissatisfaction among Spanish university students with the regime (as reported in our columns exactly a year ago) has re-erupted in Barcelona. That unrest existed was brought to light in an investigation carried out among the students by the government, and resulted in the dismissal of some professors in the Law department in the University of Madrid, and the imprisonment of various students who took part in demonstrations.

Recently in the University of Barcelona, students, using the excuse of a boycott of the public transport by the citizens of Barcelona in protest against a 20 centimo raise in fares, pulled down a picture of Generalissimo Franco, defaced it and threw it into a rubbish heap behind the Medical School buildings. In the University itself, photographs of Franco and of José Antonio Primo de Rivera (the founder of the Falange) were burnt in a bonfire in the middle of the University square.

As retaliations, two large portraits of Franco and José Antonio were erected by the police in the vestibule of the University and guarded by an armed detachment of civil guards, and demonstrators were dispersed by water hoses.

Altogether 34 students were arrested, and the University was closed for three days by order of the governor to avoid any further trouble.

THE S.C.M.

The S.C.M. will be holding its annual general meeting on Tuesday, February 5th, at 8 p.m. On Sunday, February 10th, the Society will observe its Federation Day, when Christians throughout the world unite in prayer for the welfare of students. Nineteen members of the S.C.M. are to preach in Dublin churches on this day.

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Rugby

VICTORY ON TOUR Forwards Fight Hard

Headingly, 3; Trinity, 6.
(From our English Correspondent)

THE 1st XV, playing without O'Connor for almost the whole of the second half, held grimly onto their early lead, to win the first match of their English tour against Headingly last Tuesday.

The heavy, wet and slow pitch plus a greasy ball made constructive play by the backs virtually impossible. The match was won by the staying power of our forwards, who, inspired by a splendid performance from Graham Taylor, foiled some dangerous Headingly attacks.

Forward and at half, Trinity were superior. Kirwan with his accurate passing, clever running and rather impertinent "dummies" and also Sang with his "dummies" were a delightful contrast to that of their opposites who simply could not handle the ball. Of the three-quarters, Reid-Smith was the only one to threaten the Headingly line. The others were lacking in pace, but they played a more safe game than their opposite line. Though the latter looked more gifted—they were certainly more spectacular—they made some terrible mistakes in their passing and catching.

Beatty put Trinity ahead with a penalty kick in the first minute and Sang increased the score with a well-angled drop kick just before half-time. Soon after the restart O'Connor retired with a thumb injury and Headingly maintained a territorial advantage, but it was not until the last minute that they scored the only try of the match.

In view of the fact that six of the Colours men were not playing, this was a very creditable win.

Difficulties brought about by the holidays and further unsettlement caused by representative matches were to a great extent instrumental in the team losing their last three matches against Palmerston, Queen's and Collegians. However, individual successes at the time overshadowed team failures. While the team was losing to Palmerston in Dublin, Fullerton, Dowse, O'Connor, Taylor and Smyth were taking part in the Irish Universities' convincing win over the English Universities. The first three were also on the Universities' Past and Present team that defeated South Africa Universities' touring team and later on they were included in the final Irish trial. I am very pleased to record that Hubby O'Connor has crowned his successful displays for Trinity and Connaught by gaining a place on the International team. After his encouraging début against France, he has now been selected to play against England and I feel confident that his name will appear for many more seasons on the Irish team sheets.

"Touch-Judge."

HARRIERS

The Harriers' two main events this term will be that against Queen's University at Islandbridge on February 9th and the Irish Universities' Championship in Belfast on February 23rd. If all are fit, we should have some good results, although, unfortunately, they will be without Ken Hawtin who has just come out of hospital. Handicap races for the Parke Cup will also be run.

It is hoped that those who are interested in track running will go to College Park on Tuesday afternoons, where Mr. Sweeney will be available to advise on training schedules.

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THE COURT LAUNDRY

GOSSIP with the Groundsman

Soccer — Collingwood Prospects

Luck is not with the Soccer Club this season. Injuries have left only five Colours men on the 1st XI and positional changes for nearly every match have become the usual necessity. Now, at last, they look like solving their problems with new players and should be able to make up a fairly good team in time for the Collingwood Cup competition which begins on February 21st. For the first time in years the draw went against them, as they have to play in the preliminary round with the favourites, U.C.D., and in the event of their winning they meet the holders, Queen's, in the semi-final the following day. Provided they train hard enough to bring themselves to the high fitness condition required for these cup matches, they are capable of bringing a surprise win over their more experienced and skilful opponents. It should be interesting to see the final composition of the team. Gibbons, Widdis, Nolan and Rigby, all new members, are making steady progress and will probably occupy positions in the defence. The forward line is not satisfactory by any means. Stewart might move to inside-right, thus allowing David to return to outside-left where he is more at home.

It is indeed heartening to see the names of Sainsbury and McCauly on the list of probables; their presence on the team will certainly bring a great improvement both in attack and in defence.

Swimming

Giving their best display this season, the Water Polo 1st team beat Dublin North "B," which included the present Irish centre-forward, by four goals to two. North Dublin scored first and then Skelly, Lee, Potter and Burgess-Watson each scored a goal to give Trinity a 4-1 lead. Just before the end the losers reduced arrears. Harold Barry, deputising for Williams in goal, acquitted himself well, and Potter, at centre-forward, refusing to be drawn out of position, had his best match to date. The team's objective now is to win the Intervarsity (the Beveridge Shield) which will be held at the Iveagh Baths on February 8th and 9th. Trinity are meeting U.C.D. in the semi-final and are expected to go through to the final, when they will probably meet the holders, Queen's, who should beat U.C.C. On the whole, Queen's look the stronger

Hockey

POINT THROWN AWAY

Forwards Miss Chances

Trinity, 3; Pembroke Wanderers, 3.

LAST Saturday, the 1st XI threw away a chance of scoring two valuable league points when they drew 3-3 against Pembroke Wanderers, the only team in the league to be unbeaten.

This game should have gone in Trinity's favour, but it was disappointing to see several chances of scoring being thrown away through weak finish by the forwards inside the circle.

Lavan put Trinity ahead by netting from a narrow angle; shortly afterwards Campbell opened his own scoring for the season and gave his side a 2-0 lead at half-time with a shot that beat the outgoing goalkeeper. Then Pembroke Wanderers scored twice: once from a shot that Stewart believed to have been hit from outside the circle, which he let by into the goal; the umpire, from the other side of the circle, doubtfully gave Pembroke a goal. Pembroke then went into the lead from a short corner. After that it was delightful to see the Trinity side move into the attack; forwards, halves and even backs tried to score, but it was not until three minutes from time that Brook shot from the edge of the circle to net the equaliser.

Stewart, in goal, and the backs, Judge and Steepe, played a hard, sound game; while Glanville at centre half, in place of squash-playing Pratt, played his usual steady game, though possibly more energetic than usual.

At present Trinity are in a challenging position for the league, the top five teams being:

	P.	W.	L.	D.	Pts.
Three Rock Rovers ...	8	5	1	2	12
Portrane ...	8	6	2	-	12
Y.M.C.A. ...	8	6	2	-	12
Pembroke Wanderers	8	4	-	4	12
Trinity ...	7	5	1	1	11

During the vacation, only three matches were played by the 1st XI: this

side, but the goalkeeper is their weak spot and Trinity could quite easily emerge winners.

Boxing

Many undergraduates were, unfortunately, deprived of the opportunity to watch an entertaining meeting between the Trinity and Cambridge boxing clubs, held at the Stadium after the end of term last December. The visitors won the match by six fights to five, but the result is not a fair reflection on the Trinity Club's powers, for some of its leading members, including the captain, D. Baxter, were unable to take part, due to the lack of heavier weights on the Cambridge team. In order to present a full programme to the spectators, Trinity matched everyone of the Cambridge boxers, in some cases with people of little or no experience. While Cambridge must have appreciated this sporting gesture, in future it would perhaps be in the interests of our club if it was represented by members likely to give a performance worthy of its good record and a great reputation. Nevertheless, it is encouraging to note that D. Wheeler, D. Tulalamba, R. Skuce, W. Gregory and T. McCarthy, well-known members of the Club, won their fights. We expect Skuce to do well in the Junior Championships, which will be held in Galway on February 19th. Others to represent the Club in the same competition will include M. Flynn, O'Brien and our shot-discus champion and record holder, Ronny Taylor. Naturally, Ronny is in the heavyweight class, but Frank Kerr aims at bringing him down to the cruiserweight; he has, no doubt, a difficult task ahead of him. Congratulations to Douglas Baxter on winning the Open Irish Junior Championship.

Good Fencing

The Fencing Club continued its successful run at the end of last term with a convincing win over British Legion. Another victory was recorded recently in a home match (foil only) against Pearse Club.

Trinity's sole representative at the South of Ireland Open Championship last week-end was J. E. English, who reached the finals of both foil and épée. Due to great promise shown by this year's new members, the Club will field at least three foil teams this term.

was due to a combination of bad weather and representative matches.

On January 5th, Trinity played Portrane in the 2nd round of the Irish Senior Cup. This match was played on a very heavy pitch, which cut up very quickly and made constructive hockey virtually impossible. Trinity took the lead twice with goals from Findlater and FitzSimon, but Portrane equalised each time. The final score was 2-2; however, extra time could not be played owing to the poor state of the pitch.

The following Saturday, in the replay against Portrane, Trinity lost 1-0 after extra time. This time the pitch was dry and the game could be played at a fast pace, but neither side showed their true form to produce anything above mediocre standard. Only when Trinity were one goal down did the Trinity attack produce the necessary punch in their movements, which is essential in order to score. However, it is not the forwards who are entirely to blame for the lack of penetrative power, as the halves and backs must move up correspondingly with the attack to give the forwards the necessary rearguard support.

"Sruo."

BOAT CLUB

As from 12 noon last Monday, the Boat Club have again entered training. The captain selected the first VIII at the end of last week. The only changes from last term's VIII are N. Macgillcuddy, who comes into the boat at 2, allowing R. J. Gibson to move to stroke in place of O. V. Wrigley, and at 7 where Delap returns in place of Heyn. There are a few other positional changes. The crew is: Bow, D. K. Johnston; 2, N. Macgillcuddy; 3, J. A. R. Corran; 4, P. Martin; 5, E. B. S. Kidd; 6, T. G. Molyneux; 7, M. H. Delap (capt.); stroke, R. J. Gibson; cox, J. Connor.

At the time of going to press the Junior and Maiden crews have not yet been selected, but the captain has posted a short list of men who are to keep training and from whom the crews will be chosen. W. A. D. Windham, Esq., is again coaching the senior boat for the first period of training. With the extensive rowing and coaching programme that is planned for this term, there should be three very powerful crews ready to compete for the Irish Universities' Rowing Championships at the beginning of March, and in consequence the club is confident of its ability to regain the Wylie Cup for Dublin.

T. G. Molyneux has been appointed Vice-Captain of the Club for the 1956-57 season.



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