



CAREER PATH

**UNDERGRADUATE
PROGRAM IN SOCIOLOGY**

**FACULTY OF SOCIAL AND POLITICAL SCIENCES
UNIVERSITAS NEGERI SURABAYA**

Career Path for the Graduates of Sociology
Faculty of Social and Political Sciences
Universitas Negeri Surabaya



CHAPTER I

INTRODUCTION

The Undergraduate Program of Sociology is one of the strategic study programs in the Indonesian higher education system that has an important role in understanding, analyzing, and shaping social transformation. As a discipline that combines theoretical perspectives, research methods, and applied community development, graduates have broad and diverse career prospects in various sectors.

This report is designed to provide a complete and systematic guide for Sociology graduates in understanding available career opportunities from entry-level to top positions. By understanding a clear career map, it is hoped that graduates can plan their professional development effectively and in accordance with their interests and competencies. The report includes a comprehensive description of career paths, visualizations of career maps, legal and regulatory grounds, academic justifications of each career stage, as well as specific details of career paths for graduates.

1. Professional Profile of UPS Graduates

1.1 Definition of Sociology

Sociology is a study program that prepares professional sociologists, researchers, and community development practitioners who are able to analyze social structures, social problems, and cultural dynamics in both Indonesian and global contexts. Graduates are equipped with the competence to conduct research, develop programs, and design evidence-based interventions for social change and empowerment.

1.2 The Strategic Role Graduates of Sociology

Graduates have a strategic role in various aspects of society, including:

1. **As Social Analysts** — Understanding and explaining social structures, institutions, and dynamics of change.
2. **As Agents of Social Change** — Encouraging participation and empowering communities for inclusive development.
3. **As Mediators of Social Issues** — Providing evidence-based solutions to social problems and conflicts.
4. **As Advocates of Social Justice** — Promoting equality, diversity, and inclusion in public policies and programs.
5. **As Drivers of Social Innovation** — Designing community-based solutions and social enterprises.

CHAPTER II

CAREER PATH

The career path for graduates of the Sociology Program offers different career development opportunities according to individual interests, competencies, and aspirations. There are four main pathways for graduates: Non-Governmental Organizations (NGOs), Education Sector, Public Sector (PNS), and Social Entrepreneurship. Each pathway provides a structured progression from entry level to advanced positions, enabling graduates to develop professionally and contribute significantly to society.

Non-Governmental Organizations (NGOs)

Main Focus: Community development, social research, advocacy, and program management in various social issues such as environment, gender, education, and human rights. Stages of Career Development:

1. Entry Level: Field Officer or Community Facilitator
2. Intermediate Level: Project Coordinator or Research Officer
3. Advanced Level: Program Director or Senior Policy Advocate

Education Sector

Main Focus: Teaching sociology and social sciences, developing curriculum, and fostering critical thinking and civic responsibility among students. Stages of Career Development:

1. Entry Level: Guru Muda (Junior Teacher)
2. Intermediate Level: Guru Madya (Senior Teacher)
3. Advanced Level: Guru Utama (Master Teacher)

Civil Servant

Main Focus: Social analysis, policy development, and public service delivery within governmental institutions. Stages of Career Development:

1. Entry Level: Analis Sosial (Social Analyst)
2. Intermediate Level: Peneliti Madya (Mid-level Researcher)

3. Advanced Level: Staf Ahli Sosial (Senior Social Expert/Advisor)

Social Entrepreneurship

Main Focus: Developing and managing social enterprises, innovative community-based businesses, and sustainability initiatives. Stages of Career Development:

1. Entry Level: Founder of Micro Social Enterprise
2. Intermediate Level: CEO of Medium-scale Social Enterprise
3. Advanced Level: Social Incubator / Director of Social Innovation Hub

Career Map the Graduates of Sociology



Career Map of Sociology Graduates (Opportunities and Challenges)



Career Development Timeline for Sociology Graduates



CHAPTER III

CAREER PATH DESCRIPTION

These four career paths are designed to ensure that graduates of the Sociology Program have a clear career direction that is relevant to the needs of society and aligned with the vision of national development and global challenges. Each pathway builds upon the competencies developed during undergraduate study, enabling graduates to grow from entry-level roles to senior positions or entrepreneurship.

1. Non-Governmental Organizations (NGOs)

Main Focus: Community development, social research, advocacy, and program management in various social issues such as environment, gender, education, and human rights. This pathway prepares graduates to become facilitators, researchers, and program managers who are capable of designing, implementing, and evaluating community-based programs. Graduates are expected to play a role as catalysts for social change, strengthening civil society and increasing social awareness.

Competencies Developed

- Advocacy and empowerment on issues such as poverty, environment, gender equality, and human rights.
- Research design, program monitoring, and evaluation of social projects.
- Conflict resolution and mediation between diverse community stakeholders.
- Collaboration with local, national, and international NGOs.

Examples of Profession

- Field Officer or Community Facilitator.
- Project Coordinator or Research Officer.
- Program Director or Senior Policy Advocate.

Career Development Opportunities

- Working with international NGOs or donor-funded projects.
- Becoming consultants for public policy, social development, and CSR programs.
- Leading NGOs or establishing independent research centers.

2. Education Sector

Main Focus: Teaching sociology and social sciences, developing curriculum, and fostering critical thinking and civic responsibility among students. This pathway prepares graduates to become educators and curriculum developers who are able to integrate sociological knowledge into teaching and learning processes. Graduates act as facilitators of critical thinking and social awareness in educational settings.

Competencies Developed

- Pedagogical and subject-matter mastery in sociology and social studies.
- Curriculum development, multicultural classroom management, and educational innovation.
- Research in education and learning models based on outcome-based education (OBE).
- Digital integration in teaching such as blended learning and project-based learning.

Examples of Profession

- Guru Muda, Guru Madya, Guru Utama, or Guru Profesional in Sociology.
- Curriculum developer for social studies or character education.
- Lecturer or researcher in sociology at higher education institutions.

Career Development Opportunities:

- Continuing to master or doctoral studies in sociology or education.
- Becoming school supervisors or functional officials in ministries and education offices.
- Developing educational modules and digital learning products.

3. Civil Servant

Main Focus: Social analysis, policy development, and public service delivery within governmental institutions. This pathway prepares graduates to become analysts, researchers, and advisors in social policy and public administration. They contribute to evidence-based policymaking, program evaluation, and the integration of social perspectives into development planning.

Competencies Developed:

- Social research and policy analysis at local and national levels.
- Community empowerment program design and implementation.
- Stakeholder engagement and inter-agency coordination.
- Impact evaluation and social statistics.

Examples of Profession:

- Social Analyst (Analisis Sosial).
- Mid-level Researcher (Peneliti Madya).
- Senior Social Expert or Advisor (Staf Ahli Sosial).

Career Development Opportunities:

- Working in ministries such as Ministry of National Development Planning, Ministry of Social Affairs, and Ministry of Villages.
- Joining national data agencies such as BPS or think tanks for policy development.
- Serving as expert staff for legislators or policy makers.

4. Social Entrepreneurship (Sociopreneurship)

Main Focus: Developing and managing social enterprises, innovative community-based businesses, and sustainability initiatives. This pathway prepares graduates to establish

and manage social enterprises that combine financial sustainability with positive social impact. They utilize sociological insights to design business models that address social and environmental problems.

Competencies Developed:

- Social innovation, business modeling, and community-based entrepreneurship.
- Leadership and management of social enterprises.
- Fundraising, impact investment, and digital marketing for social ventures.
- Developing educational, environmental, or cultural products with social impact.

Examples of Profession:

- Founder of Micro Social Enterprise.
- CEO of Medium-scale Social Enterprise.
- Social Incubator or Director of Social Innovation Hub.

Career Development Opportunities:

- Scaling social enterprises nationally or internationally.
- Partnering with government and private sector in CSR and sustainability projects.
- Obtaining funding from impact investors or incubation programs.

