



CAREER PATHFINDERS

BACHELOR OF ARTS DEGREE WITH A MAJOR IN

# CONFLICT RESOLUTION STUDIES

## Overview

Conflict Resolution Studies (CRS) seeks to understand the nature and dynamics of human conflict, and to look at appropriate alternatives for dealing with conflict in ways which develop healthy relationships and prevent violence. Conflicts are analyzed from an interdisciplinary perspective together with topics such as: violence, power, justice, peace, communication, culture, war, conflict transformation and dispute resolution. CRS prepares students to understand and interact constructively in response to personal, local and global conflict situations. Graduates find careers in: human resources, mediation, human rights, social work, counseling, corrections, and law.

*“The CRS program at Menno Simons College is amazing! The program offers students a well-rounded and realistic view of conflict and how to solve it in our ever-changing world.”*

- Caitlin MacHutchon 4-year BA, double major in Conflict Resolution Studies and International Development Studies

## Job Titles

- |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <ul style="list-style-type: none"> <li>• Addictions Counsellor (NOC 41301)</li> <li>• Aging/Gerontology Technician (NOC 33102)</li> <li>• Census Research Assistant (NOC 14110)</li> <li>• Community Service Agency Worker (NOC 42201)</li> <li>• Criminology Assistant (NOC 42200)</li> <li>• Day Care Worker (NOC 42201)</li> <li>• Demographer Assistant (NOC 21210)</li> <li>• Employment Counsellor (41321)</li> <li>• Family Guidance Clinic Worker (NOC 42201)</li> </ul> | <ul style="list-style-type: none"> <li>• Fundraiser/Development Officer (NOC 11202)</li> <li>• Human Resources Assistant (NOC 11200)</li> <li>• Insurance Adjuster (NOC 12201)</li> <li>• Interviewer (NOC 14110)</li> <li>• Multicultural Field Worker (NOC 42201)</li> <li>• Non-Profit Director (NOC 40030)</li> <li>• Probation/Parole Officer (NOC 41311)</li> <li>• Marriage and Family Therapist (NOC 41301)</li> <li>• Advertising, Marketing, and Public Relations (NOC 11202)</li> <li>• Social Policy Researcher and Consultant (NOC 41403)</li> </ul> |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

1 The numbers following each job title refer to [Canada's National Occupational Classification \(NOC\) code](#). Jobs may require additional education or training.

2 Government of Canada. "Peace Studies and Conflict Resolution (30.0501), Bachelor's degree." Job Bank, 24 March 2020, <https://www.jobbank.gc.ca/studentdashboard/30.0501/LOS05>

## Work Settings

- Consulting Firms
- Correctional Facilities
- Counselling Centres
- Cultural Organizations
- Educational Institutions
- Government Agencies/Departments
- Health Care Centres
- Human Resource Departments
- Insurance Industry
- Market Research Firms
- Museums/Galleries
- Non-Government Organizations
- Political Parties
- Private Practice
- Public Interest Groups
- Social Service Organizations
- Trade/Professional Associations

## Skills and Characteristics

- Counselling skills
- Application of theoretical frameworks
- Comprehensive research skills
- Strong reasoning skills with advanced understanding of assessing personal needs
- Clear and independent thinking
- Effective listening and communication skills
- Strong emotional intelligence
- Leadership and teamwork
- Stress management
- Non-judgemental attitude

## Professional Associations and Other Links

- Canadian Institute for Conflict Resolution <http://www.cicr-icrc.ca/en/>
- ADR Institute of Canada <http://www.amic.org/>
- Journal of Conflict Resolution <https://journals.sagepub.com/home/jcr>
- Peacemakers Trust <http://www.peacemakers.ca/>
- Conflict Resolution Network <http://www.crnhq.org/>
- Peace & Justice Studies Association <https://www.peacejusticestudies.org>

This document is intended to provide a starting point for your career research. For more information about UWinnipeg's Conflict Resolution program, visit the [Department of Conflict Resolution Studies](#) website and the [Conflict Resolution Studies Fact Sheet](#).

Students are encouraged to [schedule an appointment with an Academic and Career Advisor](#) for assistance with career planning.

---