Foot in the Door: How to Get the Job, & How Not to Blow It

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NEXENTA SYSTEMS
Excellent job market

Lots of opportunities for the right people (3+ jobs/student, actually)

Jobs are yours for the taking

But....you have to deliver
Hiring: Last 10 Years

* Directly Hired 6 Mines Grads
* Hired Around 50 Engineers (Sun Microsystems, Oracle, Dakota Legal Software, Nexenta)
* Cannot Find As Many Good Engineers As Needed
* Coming from Mines is a **Big** Advantage....
Make Your Chances Count

- 30 Seconds for First Impression
- No Second Chance (usually)
- Show Me that the Conversation is Worth My Time
- Make Sure You Get To Choose
- Provide Honest Representation
- Face to Face, or Otherwise
Key Areas of Focus

- Communication Skills
- Work Ethic and Approach
- Technical Aptitude
Communication Skills

- Verbal
- Written
- Formal
- Informal
- Interpersonal
- Organizational
Work Ethic & Approach

- Results Oriented (Iterations are OK)
- Reliable
- Problem Solver (the right problems)
- Diligent
- Persistent
- Clever
Technical Aptitude

- Passions and Interests
- Curiosity
- Languages
- Classes/Courses Taken
- Projects & Experience
- Grades
How Do You Put It Together?

- Professionalism
- Striving for Excellence
- Delivering Results
- Exceeding Expectations
- Managing Relationships
Or Tear It Apart...

- Raw ambition
- Greed
- Pushiness
- Rudeness
- Carelessness
- Lack of attention to detail/focus
- Lack of initiative
- Irresponsible behavior
- “What's in it for me” attitude
Initial Steps

- Career Fairs
- Introductions and personal contacts
- Online on purpose
- Online on accident
- Networking
Where to Go?

- Large company
  - Established processes
  - Stability

- Small company
  - Fewer processes
  - Less stability

- Startup
Maintenance Must Be Ongoing

- Networking
- Mentoring
- Helping
- Being part of the solution
- Building new skills (technical and soft)
- Deliberate choices
Renovation/Innovation Periodically Needed

- Reddit
  https://www.reddit.com/r/cscareerquestions /r/resumes, /r/jobs

- Twitter, blogs, Web, podcasts
  http://www.manager-tools.com/podcasts/career-tools

- Relationships
  http://www.linkedin.com/ (pay attention to the groups)

- Competitive Analysis

- And consider these:
  http://www.computerscienceonline.org/careers/
What’s Next for You?