

Graduate Tips for Getting The Job You Want in the Software Industry

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Getting the Job you Want

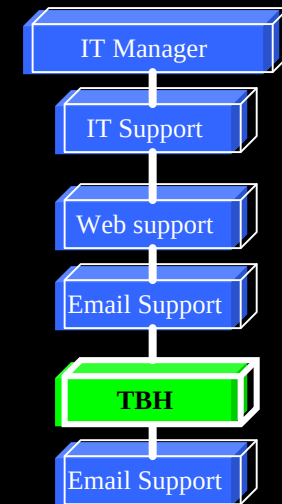
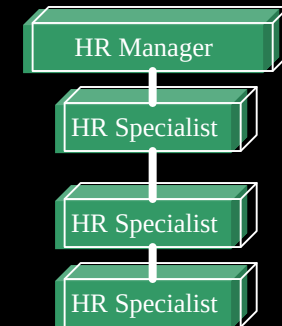
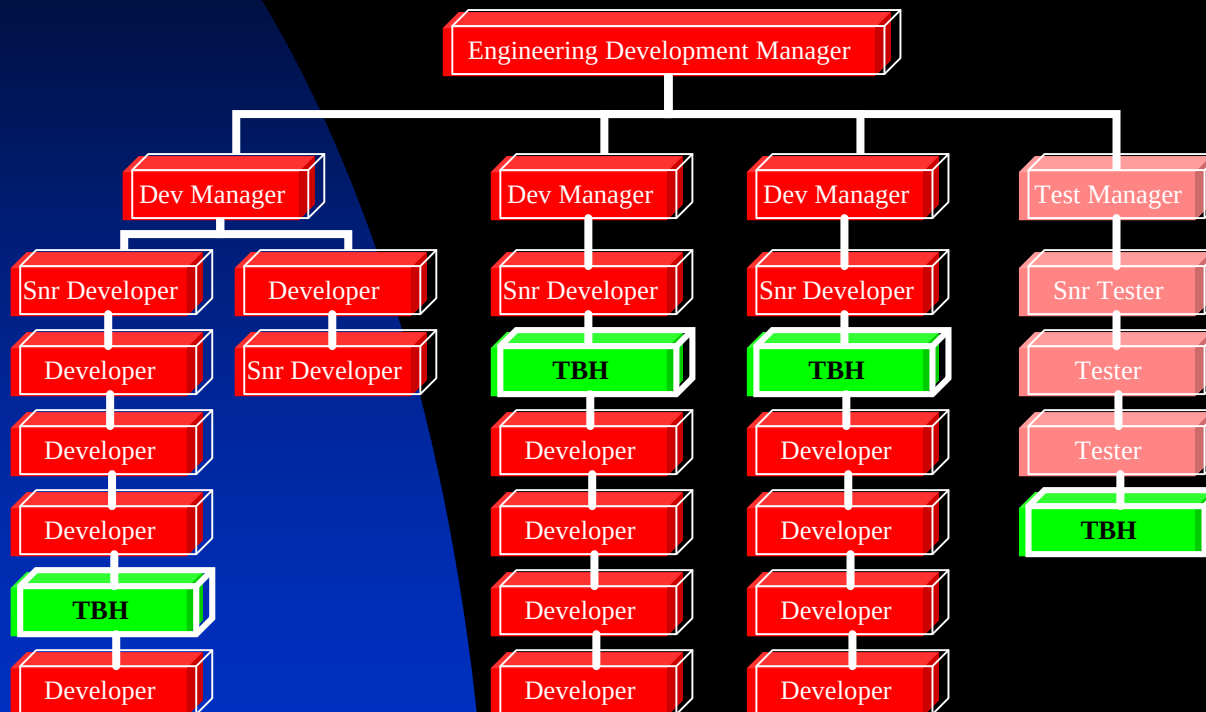
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Overview

- How the company creates the job
- What types of jobs are there?
- Your CV
- Your Interview:
 - ◆ Personnel & the Hiring manager
 - ◆ Tips
 - ◆ What are they looking for??
- Things to watch out for.

Jobs Available

FlyByNite Software Solutions Ltd.



TBH = To Be Hired

Types Of Jobs

- Software Development
 - ◆ Software Developer/Engineer/Programmer
 - ◆ Requirements
 - ◆ Software Test Developer
 - ◆ (Software Tester)
 - ◆ IT Support
 - ◆ System Administration
- Manufacturing
 - ◆ Test Engineer
 - ◆ IT Support
 - ◆ Shop Floor Control
 - ◆ DBA

Which Job?

- What subjects are you good at?
 - ◆ Your Strengths/Weaknesses
- What subjects are you interested in?
- (what subjects do you hate!?)
- What is important to you?
- Long term ambitions?

Your CV

- See Student Advisory guidelines.
- The objective of a CV:
 - ◆ Get called for an interview
 - ◆ Talking point for the interview
- The Only objective of an interview:
 - ◆ Is to get a job offer

The Interview

- Bring:
 - ◆ Your CV and application form
 - ◆ List of questions, if you have any.
 - ◆ Final Project (& relevant 3rd year stuff)
 - ◆ Note pad
- Think Positive:
 - ◆ You are well qualified!

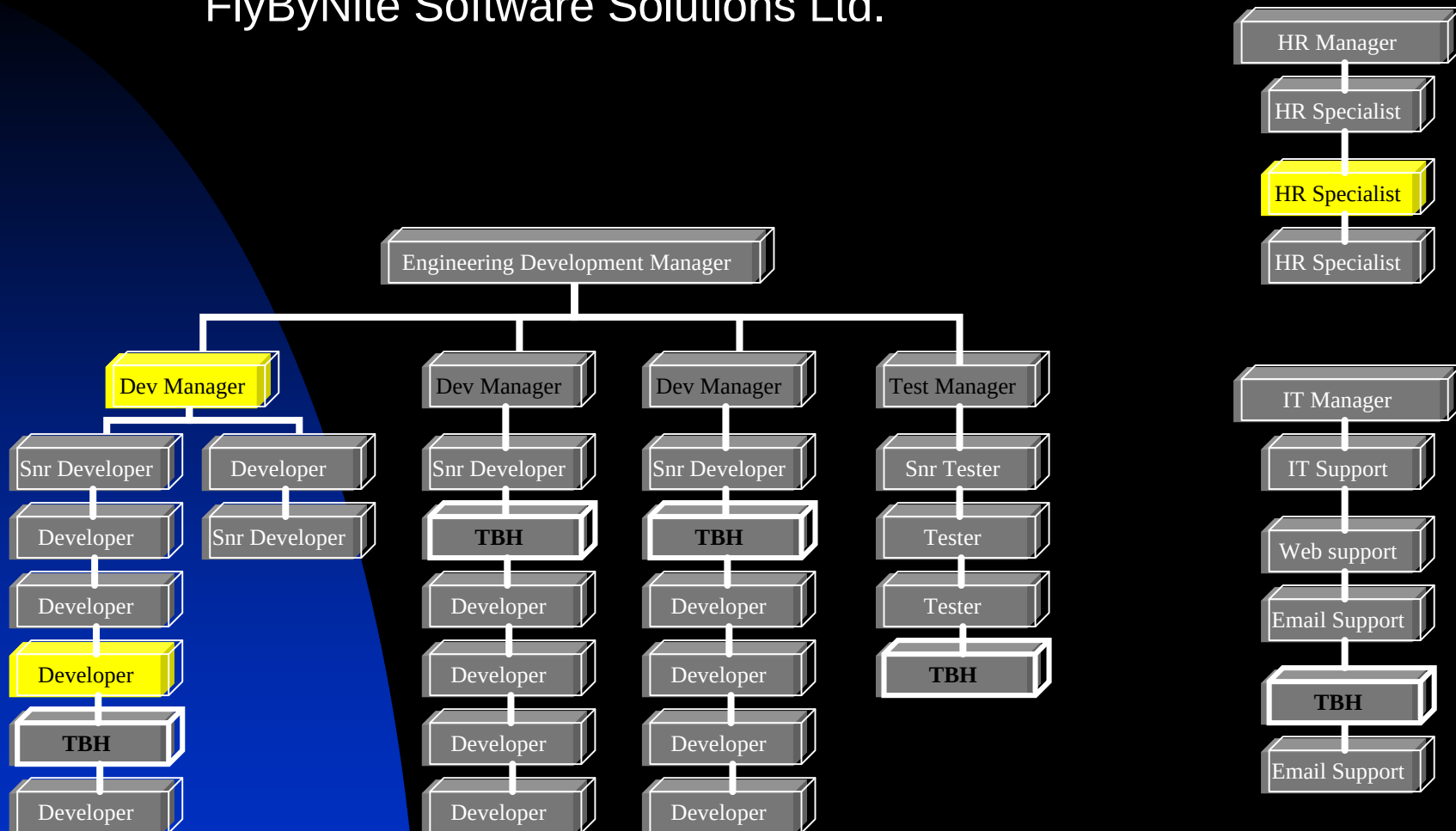
The interview

What are they looking for?

- Are you 'Normal'?
 - ◆ Ability work in a team ('fit in')
 - ◆ Ability to communicate
- Are you competent?
- Are you interested?

People involved in your Interview

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People at Your Interview

- HR Person (personnel dept)
 - ◆ To see if you're normal!
- Development Manager
 - ◆ Your future boss
 - ◆ This person makes the decision
- Engineer
 - ◆ A future colleague

Typical Interview Format

- 'Ice Breaking' to relax you (& themselves!)
- Company background
- Your CV
 - ◆ Your Degree: Subjects, results.
 - ◆ Project
 - ◆ Your questions – but also a chance for **YOU** to make any positive points that may have been left out.
- Optional:
 - ◆ Office/Factory/Lab Tour:
 - ★ Look interested, ask questions!!
 - ★ No negative comments!

Some Questions...

- Why do you want the job?
- Do you want the job?
- What problems did you encounter in your project?
- Where do you see your strengths (& weakness)
- Tell us about yourself
- How do you think you'll adapt to working here?
- Would you work well in a team?
- You got a pass in your overall result – were you happy with the result?
- Why did you do badly in <pick a subject>?
- What was your best subject?
- Do you have a PC at home?
- How do you operate under pressure?
- Give an example of something innovative you did
- How did you project manage your project
- Why should we hire you?
- What do you look for in a job?
- How long would you stay with us?
- What do you think of CIT? (no destructive criticism!)

Some Technical Questions...

- What are: Polymorphism, Encapsulation, Overloading, Overriding.
- What is the difference between an object and a class.
- When would you use global/local (or class, automatic) variables?
- Describe how the switch statement works.

Not the Interview

- The following situations are outside of the interview BUT you should be careful what you say/do:
 - ◆ 'Company tour' after the interview
 - ◆ Company receptionist, security etc.
 - ◆ CIT company presentations (Milkround)
 - ◆ Job Fairs
 - ◆ Recruitment agencies – treat them like you would the company.

Do's

- 'Dress up' for the interview – it shows interest
- Give it your best shot, even if you're not that interested in the company.
- Backup up answers with an example(s)
- Determine who you'll be reporting to
- If there is more than one job going in a company try to understand which job is best for you. Try not to express a preference at this stage.
- Ask about career development – e.g. training.
- Find out about the company (web, someone working there)

Don'ts

- Criticize others for something that went wrong (your lecturer(!), colleagues in your 3rd yr project, your boss during placement etc.)
- Don't mention \$alary at the interview. If asked simply say 'whatever the going rate is'. Get an offer first, then negotiate if you are unhappy.
- Don't Volunteer any irrelevant personal information
- Don't Say you're broke and desperately need a job
- Do Not sign more than one job contract!
- Don't ask 'what are the travel prospects'
- Don't try to 'pull the wool' over interviewer's eyes
 - ◆ (In general – don't bulls**t, you'll get caught out)

Tips

- If you need to explain something negative use 'we/us' or 'the group'
- Explaining something positive use 'I'.
- If asked about your weakness then pick one that is an over-use of a strength
- If asked about something that went wrong pick an example where you **managed to save the situation** and you **learned from the experience** so that you **would not make that mistake** again

Resources

- Student Advisory Service
 - ◆ F. Block Room F1.1
studentadvice@cit.ie
 - ◆ www.cit.ie - Services & Facilities
- www.ucc.ie/careers