MS CAREER OPPORTUNITIES AND JOB SEARCH

Jeanine Cook, Sandia National Laboratories
Jaime Moreno, IBM Research

2018 CRA URMD Grad Cohort Workshop

CRA
Computing Research
Association

Agenda

- **Introductions**
- **Possible career paths with an MS degree**
- **Finding an industry position**
- **How to present yourself**
- **Career growth and advancement**

CRA
Computing Research
Association

Jeanine Cook, Sandia National Laboratories

- **BSEE, MSCS, University of Colorado**
- **PhD EE, New Mexico State University**
- **Faculty Member NMSU ECE, 2002 - 2012**
- **Principal Member Technical Staff, Scalable Architectures, SNL, 2012-present**

Jaime Moreno, IBM Research

- **Originally from Chile**
- **Electrical Engineer, University of Concepcion, Chile**
- **Computer Science, MS, PhD, UCLA**
- **Faculty Member, University of Concepcion, Chile**
- **Researcher, IBM TJ Watson Research Center, NY**
- **Current role**

  Senior Manager, High-Performance Data Centric Systems

  Distinguished Researcher

Where can you get a job with a tech MS degree?

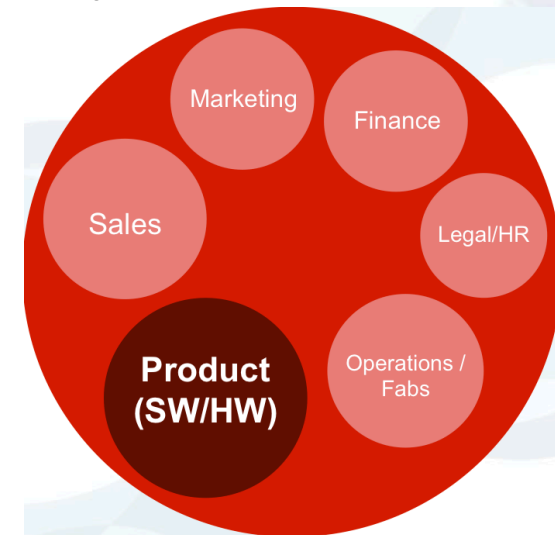# Where

- **Many starting paths for tech Master graduates**

  - **Developer**

  - **Designer**

  - **Data Scientist**

  - **Product Evangelist**

  - **Program/Product Manager**

  - **Consultant**

  - **….**

  - **….**

  - **Go on to PhD program**

- **Tech jobs are not only in tech companies**

  - **Business: Retail, Banking, Sports, etc., etc.**

  - **Government**

  - **Healthcare**

  - **Services**

  - **Entertainment**

  - **Education**

  - **Etc.**

CRA
Computing Research Association

Any organization, multiple departments

- *Product* or *Service*
  - Development, manufacturing, deployment, maintenance
  - Advanced development / research (future product or service)

- **Marketing**
- **Sales**
- **Client support**
- **Finance**
- **Operations**

- **Opportunities for tech-MS people exist on all these areas**

Range of Opportunities and Tradeoffs

- **Established (large/mid-size) organizations**
  - **Scale**
  - **Resources, roles, locations, career path**
- **Small organizations**
  - **Focus**
  - **Diverse role**
- **Start-ups**
  - **Risk/reward/pace**
  - **Role breadth**
- **Freelance**
  - **Autonomy**
  - **Diverse role**

What can you do now to prepare
for your job search?

What

- Develop skills and technical profile
- Develop and leverage a professional network
- Be recognized among your peers
- Maintain updated personal social media presence
  - Professional web page, LinkedIn profile, other professional social media, etc.
- Attend career fairs, companies' campus visits
- Join professional organizations
- Attend technical conferences and workshops
- Participate in events (competitions, hackathons, etc.)
- Use recruiters
- Search broadly

CRA
Computing Research Association

How do you prepare for the job market?

Finding Opportunities

- **Use your professional network**
- **Use recruiters**
- **Use professional networks (eg., LinkedIn et all)**
- **Organizations' campus visits**
- **Organizations' job postings on their web sites**
- **Conferences and events**

- **Search broadly**

CRA
Computing Research Association

How do you grow in your career?

Career Growth

- **Understand expectations and opportunities of a position**

  - **Understand objectives and goals of your organization**
  - **Define clear goals and set expectations for your performance**
  - **Align with the objectives of the organization**
  - **Regularly meet with team and manager, be proactive, make them aware of your progress, understand their expectations of your contributions**
  - **Actively participate in meetings (sit at the table, not in the back)**
  - **Balance between being nice and making a point**
  - **Be visible: to peers, your manager, your manager's manager**
  - **Take on stretch assignments to grow visibility and capabilities**
  - **Meet other people in the organization over lunch/coffee, job shadows**
  - **Find or ask for a mentor (formal or informal)**
  - **Take risks**

CRA
Computing Research Association

Career Growth: Advancing

- **Be pro-active about your career plans**
  - **You can change your mind any time**
  - **The first job most likely will not be your only job**
- **You own your own career**

- **Ask frequent, actionable feedback (manager, peers)**
- **Talk to people at the next level about what is expected and how you can achieve it**
- **Volunteer to take on roles above your current position**
- **Work with advocates to build a case for promotion before the decision window opens**
- **Find a sponsor**

CRA
Computing Research
Association

Someone I know

- **MS female graduate in Computer Science**
- **First joined database company as Software Engineer**
- **Moved to research/advanced development in a large company**
- **Established herself as technical leader in her group**
- **Became manager/senior manager of a group**
- **Transitioned to business organization**
  - **Product and services deployment, business development, strategy development**

- **Currently: Vice-President in the large company**

- **Many successful executives have MS degrees**

CRA
Computing Research
Association

Special Considerations for Persons with Disabilities

Special Considerations for Persons with Disabilities

- **Accommodations**
  - **Don't assume all organizations comply with ADA**
    - **There is no ADA enforcement**
- **Disclosure**
  - **When to disclose disability?**
    - **At interview if physical (visible) disability**
    - **At offer if invisible**
- **Job Search**
  - **Some organizations actively seek persons with disabilities for certain product development tasks**
- **Career growth**
  - **Advocate for what you need to be successful**

Resources

Resources

- **Many resources available on-line**
  - *The Google Resume: How to Prepare for a Career and Land a Job at Apple, Microsoft, Google, or any Top Tech Company*
    - **Gayle Laakmann McDowell**
  - *Cracking the Coding Interview*
    - **Gayle Laakmann McDowell**
  - **askamanager.org**
  - **glassdoor.com**
  - **185 powerful verbs, TIME.com**
    - **http://time.com/3648812/verbs-resume-awesome**
  -