I got the interview... the offer...
Now What?

Glenda Darrell
Career Development Center
Use “Annotate” on Zoom to put a stamp in the columns that best represent your current situation

<table>
<thead>
<tr>
<th>I'm actively applying to opportunities</th>
<th>I'm actively building alumni &amp; industry/ grad school connections</th>
<th>I'm attending graduate school</th>
<th>I've secured a full-time position</th>
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Why prepare?

It’s important to position yourself to quickly relay how specific skills and experience you possess best align with companies’ specific needs. The more concrete information and real-world examples you provide, the more successful you’ll be.”

S. Steinberg, CNBC, 2020
Practice builds confidence

- Research the organization...know WHY them?
- Compare the job description with YOUR resume
  ...What are the important points of connection?
- Practice programming questions – start to finish
- Review common interview questions.
- Write down bulleted notes responding to each question.
- Record yourself on your phone/ computer & watch yourself.
- Participate in a mock interview with your Career Counselor.
Technical interviews

Programming Interview
- algorithms, data structures, coding
- regularly do algorithmic challenges …study …practice
- check Glassdoor for company’s interview questions

Language-specific Interview
- if it’s on your resume be able to show your knowledge
- answer quiz questions, discuss projects, share opinion on language features

Source: Louis Li, “Tips for Computer Science Internship Interviews”
Prepare Effective Examples

**EFFECTIVE STORY TELLING:** direct, logical, meaningful and personalized

- **Prepare**
  - LISTEN to question
  - THINK of an event
  - Plan, ORGANIZE in 5 to 8 seconds

- **Situation**
  - Provide context & BACKGROUND
  - “Our customers complained…”

- **Task**
  - Describe problem, & CHALLENGES
  - “We faced supply chain shortage…”

- **Action**
  - Explain WHAT YOU DID & how
  - “We solved…” “I calculated…”

- **Results**
  - State BENEFITS, savings, rewards, recognitions, etc.
  - “The impact of…”

Do not think of new details as you answer. SAY what you had planned for & END

http://www.RightAttitudes.com
Tell me about a time you had to work on several projects.

**SITUATION OR TASK**
Last semester I had a project for a competition and a programming project as well as a project with Engineers without Borders to be completed by end of the semester.

**ACTION**
I scheduled blocks of time to work on each project and maximized team meetings so project milestones were met at each meeting.

**RESULT**
The class project was submitted before the deadline. My team placed 2nd in the competition and EWB coordinated with the organization to implement the project after exams.
Tell your story
Prepare a story for each question

- Tell me about a technical challenge you had and how you handled it.
- A time when you learned from a mistake.
- A time when you demonstrated your willingness to work hard.
- A time when you had to deal with a difficult person.
- A time when you had to “turn-on-a-dime” and change quickly.
- A time when you worked on a team.
- A time when you took the initiative.
What to ask?

- What kind of person tends to succeed at this company?
- What are the biggest challenges one may face in this position?
- What is different about working here than anywhere else?
- What measures do you take to ensure employees feel valued?
- What are performance expectations over first 12 months?
- What gets you most excited about the company's future?
- What is the next step in the recruiting process?

TIPS
- Always prepare questions to ask
- Ask well-informed questions - not readily available
First Impression Still Matters
Prep your attire – professional business attire
Smile, maintain eye-contact (*look at camera*), good posture.
Wait until interviewer stops speaking before *you* start.
Take a deep breath before responding to any question.

Plan for Success
Know yourself; review your resume beforehand.
Test your computer audio and video the day-before

Prep your Space
Quiet, private, well-lit location; *lighting makes a difference!*
Raise computer screen to be parallel with your face
Adjust the temperature to be a bit cooler, if possible
Communicate with those living with you, in advance, that you have an interview at X time.
I got the offer...What do I say?

Student A interviewed for a full-time position with 4 different companies last month. Company #2 extended Student A an offer, but Student A has not heard back from the other companies yet and company #3 is Student A’s employer of choice. Company #2 would like a response in five business days.

Discussion

- What are Student A’s options?
- How does Student A professionally handle situation?
I got the offer..What do I say?

- Thank them for the offer..be enthusiastic
- Listen and ask any initial questions
- Ask for offer in writing
- Understand when they want to hear back
- If needed, ask for more time.

Thank you for the offer of the entry-level position. I enjoyed my visit to your offices and meeting you and your colleagues. I am excited about the offer and the chance to consider this opportunity. I am in the midst of my job search and would like additional time to make a thoughtful decision. When would you need me to get back to you?
Why Negotiate?

- Relevant experience & skills you offer employer
- Potential future growth...a 5% salary increase now, compounds over time
- Salary offered significantly below average for similar NCSU students
- 90% employers – never retracted offer because entry-level candidate attempted to negotiate

Do not negotiate salary unless valid reason. Just to earn more, is not a valid reason.
Step-by-Step
...Salary negotiations

Step 1: Know your market value
Step 2: Prepare a budget
Step 3: Consider whole compensation package
Step 4: Make the Ask
Step 5: Exit strategy

Learn how to apply each step at Pack Career Chats
Listen [here](#)
Step 1 Know Market Value

- Future Plans Survey results – NC State Office of Institutional Strategy & Analysis
- National Association of Colleges & Employers (NACE) Salary information.
- Salary.com
- Indeed.com Salary information
- Glassdoor
- Occupational Outlook Handbook
Do your research... Future Plans Survey

CSC Department
MAY 2020 GRADUATES

Accepted Jobs: 60.6%
Graduate School: 11.7%

Salary Average: $78,792
Salary Median: $76,250

Where are the jobs?

6 Hires: LexisNexis
5 Hires: Microsoft
4 Hires: Fidelity Investments
3 Hires: Dell EMC, Infosys
2 Hires: Accenture, Allscripts, Cisco, Epic, Garmin, Prometheus Group, SAS Institute

Source: Department of Institutional Strategy and Analysis

Triangle Area: 69.4% | Other NC Areas: 4.8% | Outside NC: 25.8%
Step 2. Prepare a Budget
Cost of Living

- Cost of Living Wizard
  https://swz.salary.com/costoflivingwizard/layoutscripts/coll_start.aspx

- Cost of Living Calculator (bankrate.com)

- Cost of Living Calculator (payscale.com)
  https://www.payscale.com/cost-of-living-calculator
Step 3. Look at Whole Package

Benefits & Perks are Important

- Paid Vacation & Sick Time
- Paid Maternity Leave
- Work-From-Home Options
- Childcare Options
- Wellness Programs
- Professional Development
- Flexible Hours

- Retirement Benefits
- Student Loan Forgiveness
- Tuition Reimbursement
- Casual Dress
- Discount Programs
- Parking Options

4 in 5 Employees Want Benefits or Perks More than a Pay Raise

Glassdoor
Step 4. Make the Ask

“Thank you so much. I am extremely excited about the offer. I think (employer name) is a good fit for me and the (position) would be a great opportunity. I have done some research on average salaries for NC State students in my area/field major and based on that and my internship experience, I am hoping for a salary in the range of $70,000 - $80,000. Please let me know if you can help me with this.”
What else can I negotiate?

- Healthcare
- Retirement
- Stock Options
- Paid Vacations
- Bonuses
- Professional Development
- Education
Step 5. Plan your Exit Strategy

- Remain confident, tactful and diplomatic throughout negotiations
- Decide BEFORE negotiations whether you will still take the job
- Provide acceptance or declination in writing
Your Decision

Accepting

Declining

Reneging

No thanks

Contract
Career Development Center

APPOINTMENTS (virtual)
Schedule through ePACK
Glenda Darrell
D.R. Ingram
Emily Hoey

Services
✓ Access to ePACK
✓ Resume / cover letter / LinkedIn profile
✓ Job / Internship Search
✓ Mock Interviews
✓ Grad School Prep
✓ Offer Process / Salary Negotiations
✓ Pack Career Chats
✓ Wolfpack Styled Clothing Closet
facebook.com/wolfpackstyled

careers.ncsu.edu | gbdarrel@ncsu.edu
WHAT: Build your skills
Clifton Strengths Workshops
Emotional Intelligence
Job Search Workshop
Work/ Life Integration
Tools for Leadership
Improving Personal Effectiveness
Manage/ Facilitate Meetings

Register Here

Visit: https://www.engr.ncsu.edu/ engineer-your-experience/