

CBAT Career Services: Helpful Hints for International Students Seeking Employment

According to *International Student* web site, employers tend to be cautious in terms of hiring international students due to the following:

- *Complexities and misunderstandings concerning visas*
- *Hiring international students can be costly and time-consuming*
- *Fear of new hires leaving after six months or a year*
- *Concern that the student might have poor English skills*

Source: http://www.internationalstudent.com/study_usa/graduation/job-search/

To help offset these challenges, international students should:

1. **Begin job searches early.** Perseverance.....You must work hard.
2. **Major sure your job search tool kit** is ready and perfect.
3. **Target global companies**, either those from your home country that are operating in the US or US companies that have a presence in your home country.
4. **LinkedIn:** Make sure your profile is complete and strategically geared to your employment goals.
5. **Leverage LinkedIn**—Reach out to fellow alumni (whether ETSU alums, fellow international student alumni from your undergraduate home country institution, or even high school alumni.) See where undergrad or high school comrades are living/working in the US and reach out to them for advice, suggestions.
6. **Join LinkedIn groups** as a way to network with business professionals in the US who are transplants from your home country in your professional areas of interest.
7. **Network** with Americans. Improve your communication skills and learn social protocols for engaging with business representatives here. Talk to guest speakers in your classes after presentations. Ask for a business card. Follow up.
8. **Attend employment engagement events.** CBAT@Work Networking Career Social and CBAT Career Fair.
9. **Attend professional organization career fairs:** NSBE, NSBA, for example. International students have landed internships using this strategy.
10. **Be organized.** Track your networking via a spreadsheet where you document contact name/position/company/phone/email/type of contact made/date of contact....all with a goal of following up.
11. **Use Co-op, temporary positions** as a way to establish a relationship and get your “foot in the door.”
12. **Volunteer to gain experience.** It is all about building your resume.
13. **Use job boards:** www.indeed.com; www.simplyhired.com; Handshake (OPT / CPT employer designation on this platform); CBAT Connect; LinkedIn Jobs, and more.
14. **Consider temp agencies.** Some temp positions lead to full-time hiring; even if the position ends, you have more experience for your resume.
15. **Search in major metro areas** that are “melting pots” globally, culturally where you will find more companies with opportunities for international students—and the processes in place to work with you.
16. **Visit cities of choice;** connect with support groups for your culture.

17. **Review Chamber of Commerce membership listings** to get an idea of the employer footprint there.
18. **California, New York, and Texas** have reputations as states that are friendly to international students regarding employment.
19. **Be persistent—and flexible.**
20. **Brand yourself.** What do you offer an employer that is unique? How can you add value to the employer? Help the employer view you as an asset. *Consider sharing a portfolio, github, website on your resume, LinkedIn profile, or application.*

Some potentially helpful links:

- ✓ <https://online.goinglobal.com/default.aspx>
- ✓ <http://www.indeed.com/jobs?q=Hiring+Opt+Cpt+Student&l=>
- ✓ <http://online.usacareerguides.com/default.aspx>
- ✓ <http://myvisajobs.com> : Lists top 100 H1B sponsors in US
- ✓ <http://foreignmba.com>
- ✓ <https://www.naceweb.org/public-policy-and-legal/legal-issues/legal-q-and-a-are-employers-required-to-interview-international-students/>
- ✓ <https://mbs.rutgers.edu/articles/international-students-guide-landing-job-offer>

Interviewing Articles for International Students:

- ✓ https://www.ncda.org/aws/NCDA/page_template/show_detail/92291?model_name=news_article
- ✓ <https://business.vanderbilt.edu/news/2017/12/20/5-tips-interviewing-international-student/>
- ✓ <https://www.goabroad.com/articles/jobs-abroad/international-job-interview-questions>

1. Hierarchy/right answer vs communication/conversation
2. Be able to talk about your contributions to the team
3. Selling your skills vs being modest—What do you bring that makes you a unique candidate?
4. Do not memorize your answers and merely recite them.
5. Talk slowly
6. Practice the art of “small talk”
7. Be sure you have 3 questions to ask the interviewer that are good, solid, insightful questions
8. Listen
9. Confirm sponsorship details for a company as these may change from year to year, BUT not right away during the first interview unless the employer brings this up.