

A decorative graphic on the left side of the slide, consisting of several overlapping, parallel lines in shades of blue and grey, forming a stylized road or path that curves downwards and to the right.

A Road Map to Industry Employment for Graduate Students

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Work in
industry?

Continue in
academia?

“Working in industry”

- Working in your general area of expertise
- Working for a for-profit or non-profit company
- Starting your own company
- Freelancing or consulting
- Anything away from trajectory of academia: education, teaching, research

Getting a head start

- Attend tradeshow and conferences
- Collaborate with companies for your grad studies research
- Do a co-op or internship with companies in your field
- Network
- Create a business card
- Create a resume (not a CV), cover letter, and portfolio
- Create a LinkedIn profile
- Research local/regional/national companies working in your field
- Become familiar with industry jargon and buzzwords
- Familiarize yourself with interview process in North America/Europe
- Recruitment companies vs. job opening scrapers
- Prepare to answer common interview questions

What employers are looking for

- Hard skills (technical)
AND soft skills
- Knowledge about the
company
- A lifelong learner
- A good cultural fit



Cultural Fit

- Employee's beliefs and values match the company's values and culture

Ask The Right Questions

The interview is the most critical tool an HR leader or manager has in the toolbox to determine whether a candidate fits. Listing past accomplishments and skills is often easy for candidates, but how do you get at the more intangible elements of an applicant's personality and values?

Consider the questions you're asking, and incorporate open-ended questions surrounding the qualities your organization most values. For example, questions we frequently use include:

- What do you value most at work?
- What do you like most about working on a team?
- Can you give an example of when you went out of your way to help a coworker or create a positive experience for a customer?

Hiring a good cultural fit
can happen
AT THE EXPENSE OF
diversity

Job Application

- Research shows that graduates take on average 6 months to 1 year to find full-time industry employment (sources)
- Send a unique, tailored resume and cover letter with every application
- Employers care less about your academic achievements (i.e., scholarship awards, teaching assistantships, journal publications)
- Employers in NA are sometimes weary to hire graduate degrees
- Use recruiters but don't rely solely on them

After Applying

- The entire process from application until hiring can take 3 months or more and include multiple interviews
 - Expect to follow-up by email 2-3 weeks after sending your resume
 - 4 -5 interviews is common for STEM-related careers
 - Sometimes have digital interviews/personality tests/HR screening questions
 - Often time you travel on your own \$ for interviews

The DON'TS of Applying

- Don't put your photo on your resume
- Don't say you're the best or that you know everything
- Don't make obvious mistakes in spelling/grammar and formatting
- Don't repeat information on your resume
- Don't be pushy
- Don't disrespect people's time
- Don't overestimate your English fluency or skill level
- Don't submit same resume and cover letter to all jobs

Standards in North America are very different than in the Middle East.

