TEXAS A&M UNIVERSITY
Career Center

Statistics
Internship Searching

Paul L. Rainey, PhD

Learning Outcomes

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Career Center

Timelines & On-Campus Recruiting 01

Participants will learn about typical timelines employers use for internship recruiting

What Employers are Looking For 02

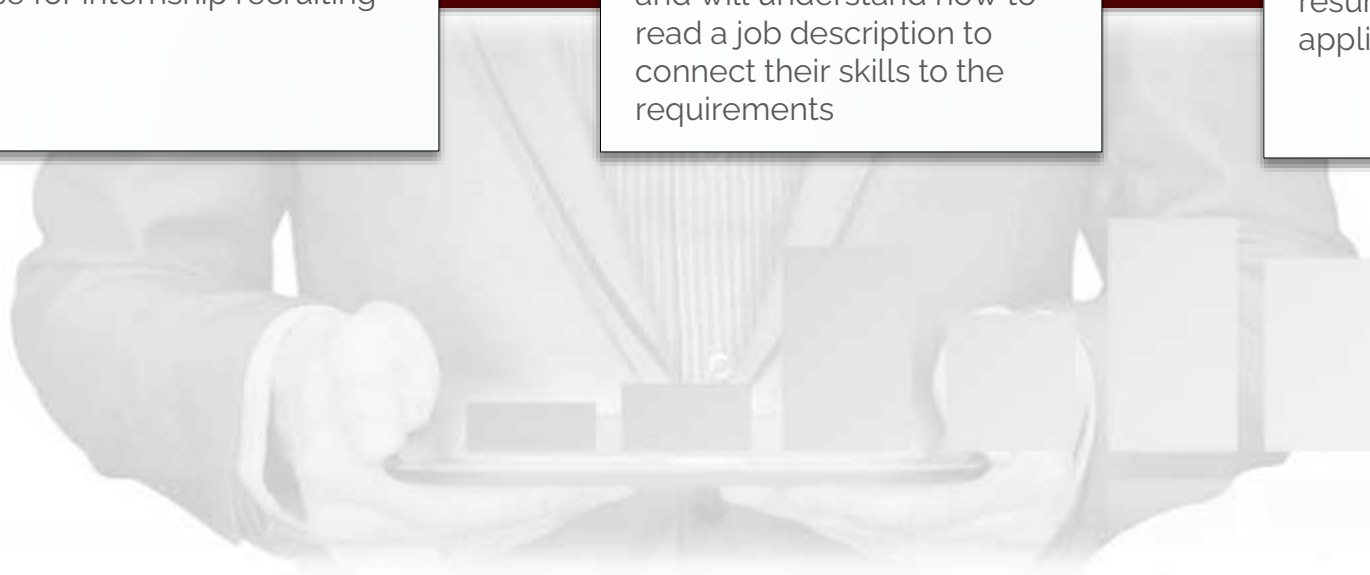
Participants will learn what employers are looking for and will understand how to read a job description to connect their skills to the requirements

Resume Construction 03

Participants will learn the fundamentals of creating a resume for internship applications

Networking 04

Participants will learn how to use LinkedIn and how to approach recruiters and hiring managers for internships



On Campus Internship Search

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Career Center

SPRING 2024 CAREER FAIRS

Date	Event	Location	Contact
Jan 24 & 25	Engineering Career Fair*	Legends Event Center in Bryan, TX	careerfair@sec.tamu.edu
Jan 26	Engineering Career Fair*	Virtual on Symplicity	careerfair@sec.tamu.edu
Jan 30	Arts and Sciences Career Fair - Day 1: Social Sciences & Humanities*	MSC 2300	jzenn@exchange.tamu.edu
Jan 31	Arts and Sciences Career Fair - Day 2: Sciences & Math*	MSC 2300	bosborne@tamu.edu
Feb 1	AGLS Career Fair (Agriculture & Life Sciences)*	MSC 2300	aglscareerfair@tamu.edu
Feb 2	PAID Career Fair (Industrial Distribution)	Kyle Field - Ford Hall of Champions	recruitment@tamupaid.org
Feb 7 & 8	Business Career Fair*	Kyle Field - Ford Hall of Champions	cfair@mays.tamu.edu
Feb 14	Sales Career Fair*	MSC 2300	jmelton@mays.tamu.edu
Feb 20	ECHO Healthcare Symposium*	MSC 2300	ablum@tamu.edu
Feb 22	Visualization Industry Fair (VIF)	Virtual on Discord	pvfavizindustryfair@tamu.edu
Feb 23	Visualization Industry Fair (VIF)	MSC 2406	pvfavizindustryfair@tamu.edu

Go to careercenter.tamu.edu → Events & Programs → Career Fairs

Timelines

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On-campus recruiting for internships often follows a timeline

Example One

Fall
Source Candidates

Spring
Interview Candidates

Summer
Start Internship

Timelines

TEXAS A&M UNIVERSITY
Career Center

On-campus recruiting for internships often follows a timeline

Example One

Fall
Source Candidates

→

Spring
Interview Candidates

→

Summer
Start Internship

Example Two

Early Spring
Source Candidates

→

Late Spring
Interview Candidates

→

Summer
Start Internship

Scenarios

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Jordan is at an interview at Aggie Corp., a premiere manufacturer of widgets. During the introduction, Jordan is asked a typical interview question: ***"What do you know about our company?"***

Answer 1

"You are one of the top widget manufacturers in the world and are known specifically for the product lines of the Goodbull Widget and the 12th Man Widget. Your top values are Excellence, Integrity, Leadership, Loyalty, Respect, and Selfless Service."

Scenarios

TEXAS A&M UNIVERSITY
Career Center

Jordan is at an interview at Aggie Corp., a premiere manufacturer of widgets. During the introduction, Jordan is asked a typical interview question: ***"What do you know about our company?"***

Answer 1

"You are one of the top widget manufacturers in the world and are known specifically for the product lines of the Goodbull Widget and the 12th Man Widget. Your top values are Excellence, Integrity, Leadership, Loyalty, Respect, and Selfless Service."

Answer 2

"You are the top widget producer in North America and climbed from number 3 to number 2 in Europe over the last year. Your top product lines are the Goodbull and 12th Man Widgets, which have been responsible for 67% of the market share in the sector. Your top competitor is Bevo Widgets, but you have chosen to compete on product quality rather than price, which has given you an edge over Bevo. Culturally, your teams are aligned along the pillars of Excellence, Integrity, Leadership, Loyalty, Respect, and Selfless Service."

Determine Research Points

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- What employers are a good fit
  - What employers are stable
    - What employers do
      - What employers convert interns to full time

Job Platforms

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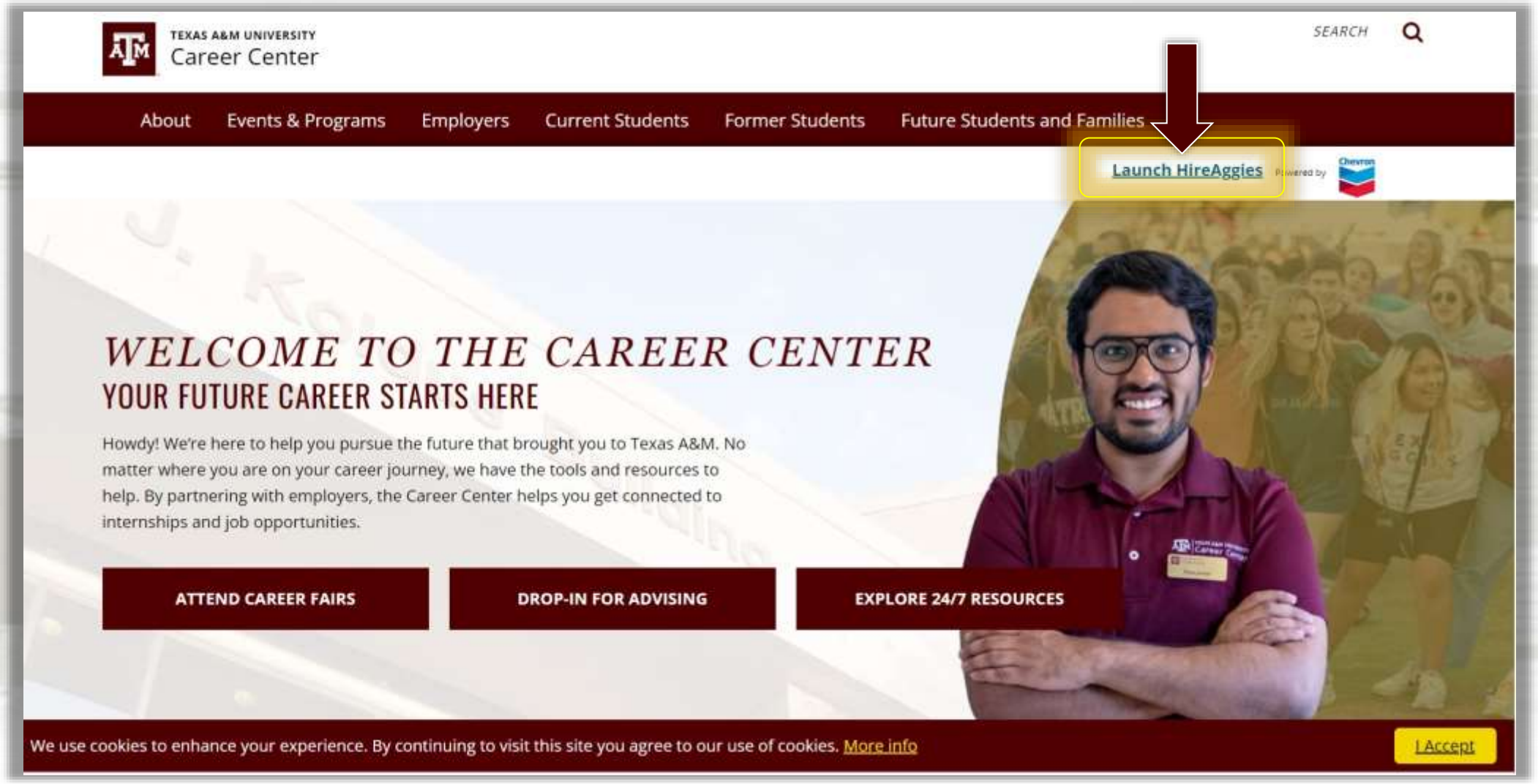

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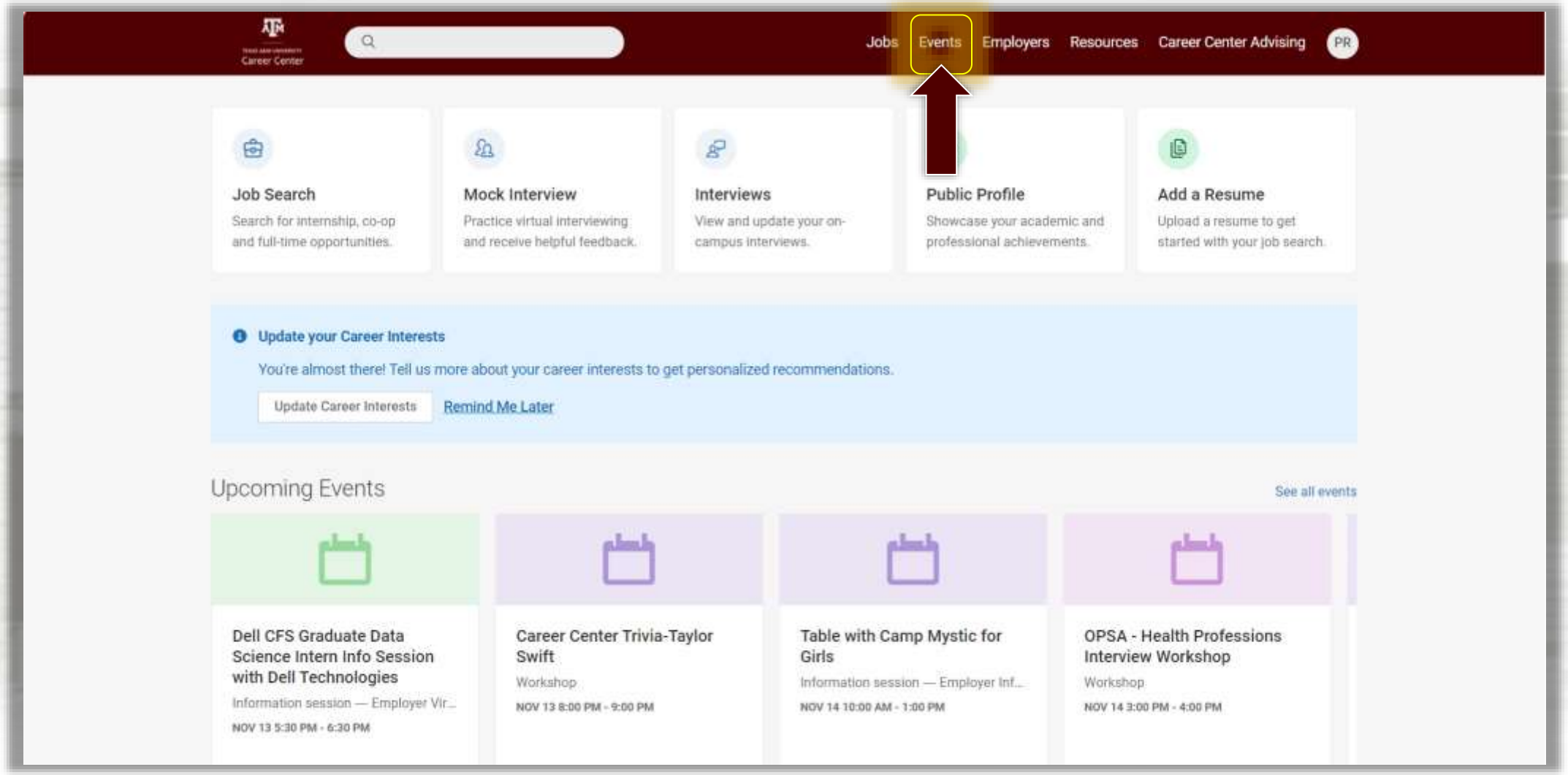

Research Positions

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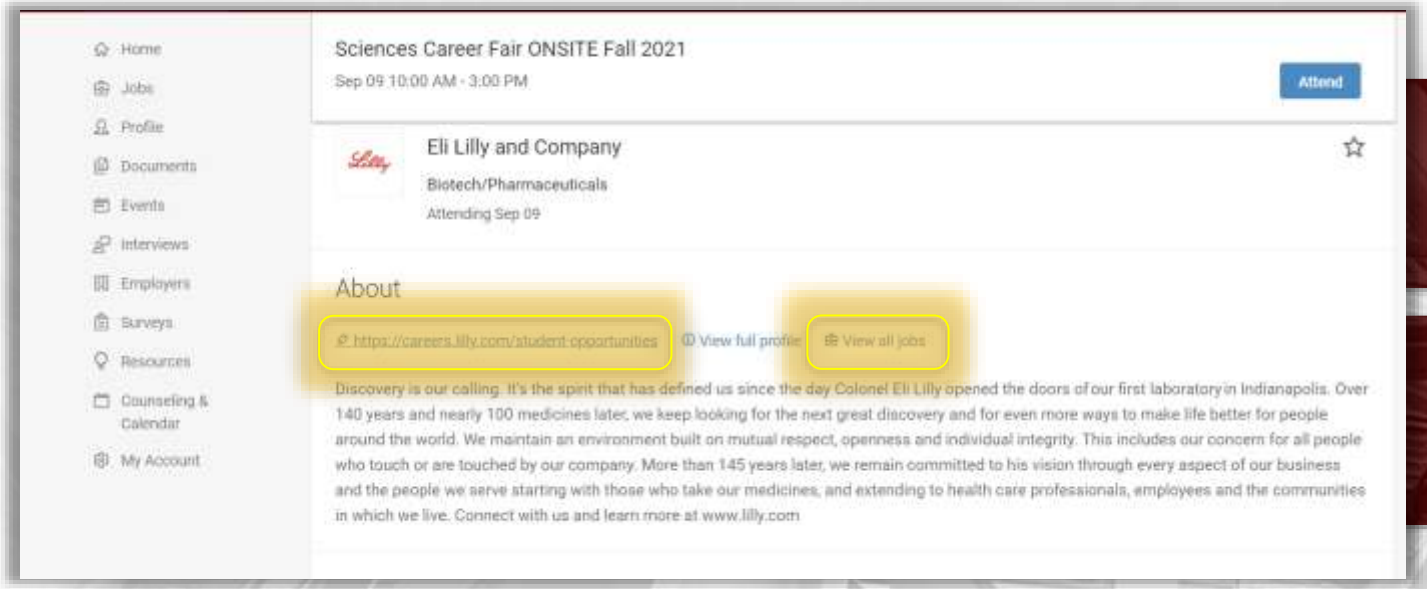

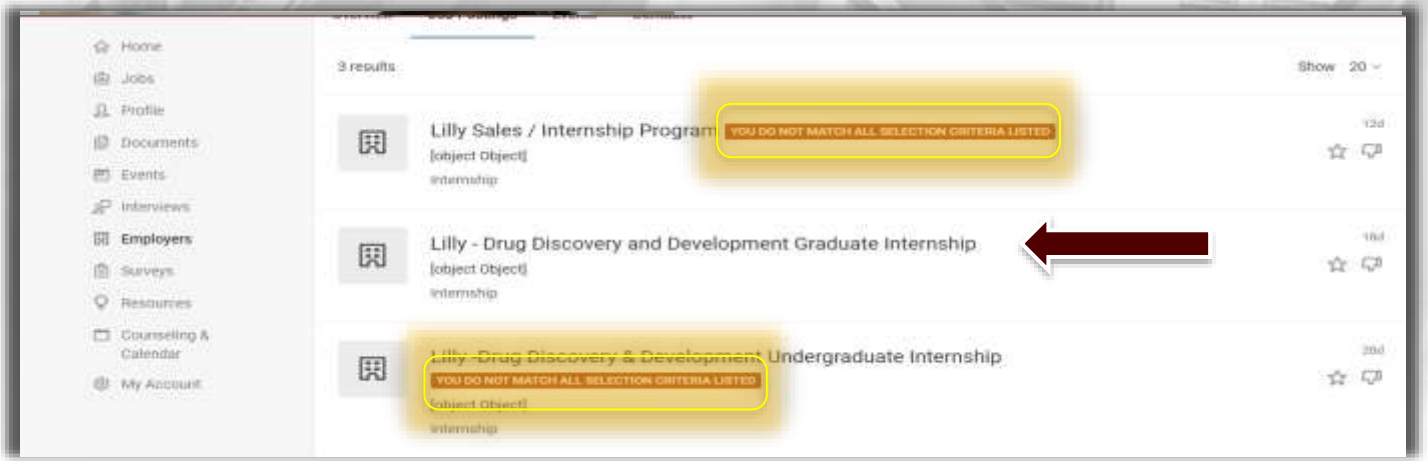

Click on **Links** to learn more about opportunities

Click on **View Jobs** to see what an employer has posted

Don't ignore interesting positions even if it states you don't match selection criteria

Research Positions

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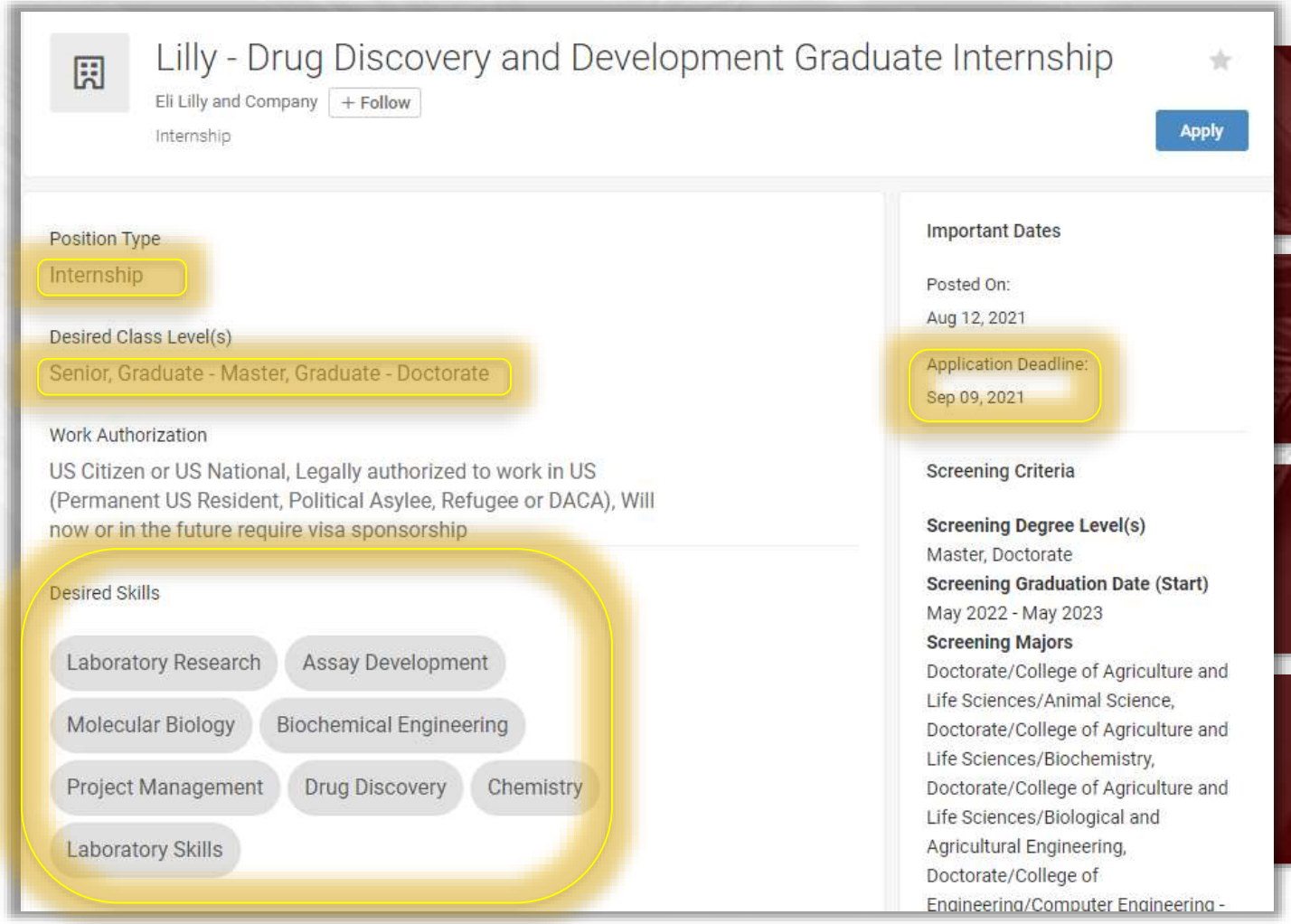

Lilly - Drug Discovery and Development Graduate Internship

Eli Lilly and Company + Follow

Internship

Apply

Position Type

Internship

Desired Class Level(s)

Senior, Graduate - Master, Graduate - Doctorate

Work Authorization

US Citizen or US National, Legally authorized to work in US (Permanent US Resident, Political Asylee, Refugee or DACA), Will now or in the future require visa sponsorship

Desired Skills

Laboratory Research | Assay Development | Molecular Biology | Biochemical Engineering | Project Management | Drug Discovery | Chemistry | Laboratory Skills

Important Dates

Posted On:
Aug 12, 2021

Application Deadline:
Sep 09, 2021

Screening Criteria

Screening Degree Level(s)
Master, Doctorate
Screening Graduation Date (Start)
May 2022 - May 2023
Screening Majors
Doctorate/College of Agriculture and Life Sciences/Animal Science, Doctorate/College of Agriculture and Life Sciences/Biochemistry, Doctorate/College of Agriculture and Life Sciences/Biological and Agricultural Engineering, Doctorate/College of Engineering/Computer Engineering -

Find the position type

Also consider positions that may not ask for graduate-level

Be mindful of application dates, **can apply before fair**

Look to see what skills are desired for the position

Your Story

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Throughout your career and educational journey, you have developed a **career story**

Employers Interested in Two Things

1. Skills
2. Accomplishments

Make the Connection

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Skills + **Accomplishments**

Help the employer connect the dots as to why your unique **knowledge, skills, abilities,** and other attributes (KSAs) make you a good fit for a position.

Parker S. Aggie

Bryan, TX | 979-555-5555 | psaggie@tamu.edu

Analytic-focused data professional with **2+ years' experience** developing computational models and executing statistical projects to drive insights. Demonstrated ability to translate complex datasets into actionable information and support overarching research initiatives.

EDUCATION

Texas A&M University, College Station, TX — May, 20xx (anticipated)
Master of Science (MS) in Statistics — GPA: 3.xx/4.x

University of California San Diego, San Diego, CA — May, 20xx
Bachelor's of Science (BS) in Physics — GPA: 3.xx/4.x

EXPERIENCE

Texas A&M University, College Station, TX — August, 20xx – Present
Graduate Research Assistant for the Aggie Computer Research Group

- Collaborated with cross-functional team of computer, electrical, and mechanical engineers to define and prioritize data science projects, driving $1.5M NIST-funded research in multimedia storage systems
- Worked with 32K+ datasets, designing and implementing data processing pipelines to clean and preprocess data for multivariate analysis
- Conducted exploratory data analysis (EDA) on large datasets using Python and SQL, identifying key trends and patterns to inform research focused on multimedia bit rate conversion
- Conducted statistical analysis of experimental results to evaluate the effectiveness of algorithms and models
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University of California San Diego, San Diego, CA — June, 20xx – August, 20xx
Undergraduate Researcher for the Computer Science Lab

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LEADERSHIP

Texas A&M University Graduate Consulting Club, College Station, TX — June, 20xx – Present
Events Committee Member

- Assisted in coordinating and executing successful case interview competitions for the club, involving over 25 participants and 3 judges from consulting firms
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SKILLS

Simple Linear Regression | Multivariate Linear Regression | Statistical Modeling | Data Integrity
Parametric Tests | Nonparametric Tests | Sampling Methods | Natural Language Processing (NLP)
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Write with the audience in mind

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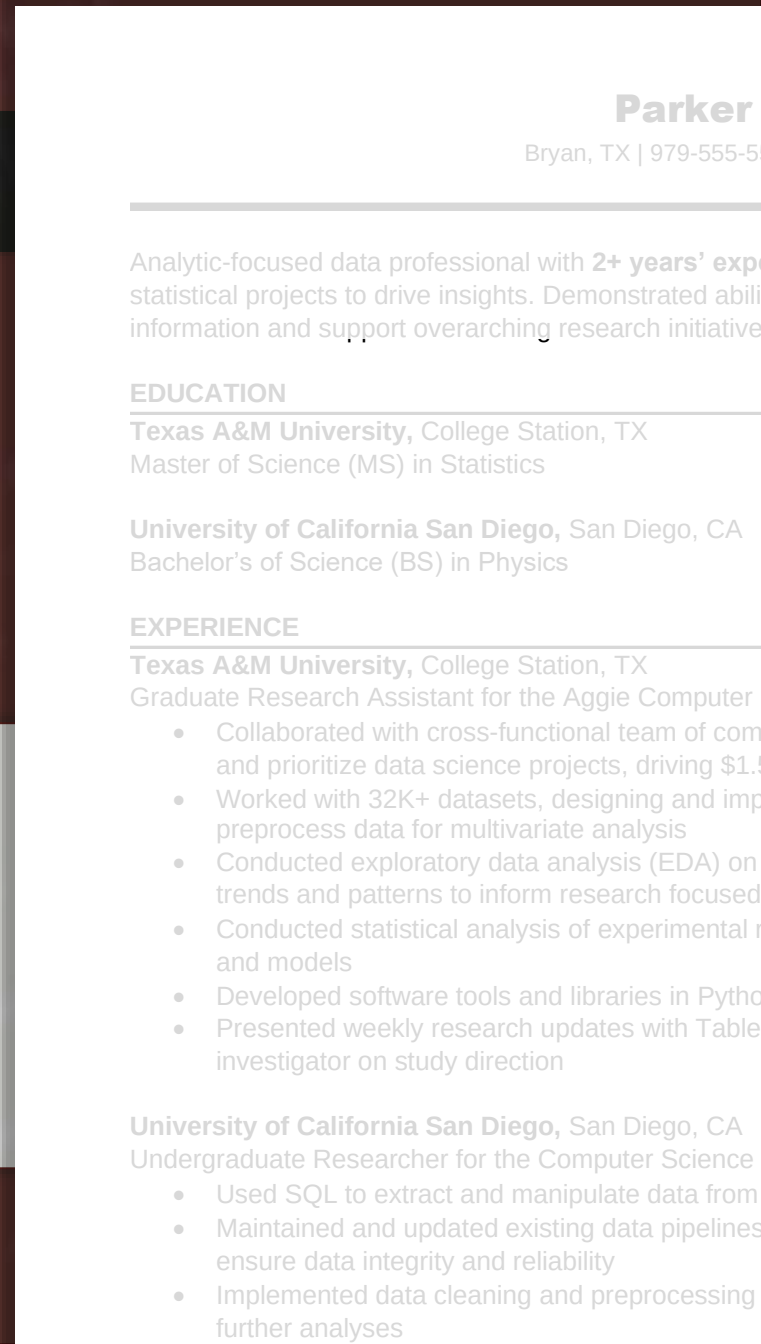
Summary Formula

[Broad title] with expertise in **[list 3 key skills/methodologies].** Diverse experience and success in **[list 2 or 3 roles/industries/projects]. [Task done]** resulting in **[list accomplishments].** Able to **[task]**. **[<-the need]**

Example

Data analyst with proficiency in data processing, pattern recognition, and statistical modeling. Varied experience and accomplishments in developing data analysis protocols. Pioneered novel data cleansing technique leading to 20% reduction in processing time. Proficient in managing multiple projects from day one.



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Be intentional with skills

Keywords are important because recruiters use them when doing searches inside their applicant tracking systems (ATS) and they show alignment with the job.

When directly applying to a position, the job description often signals what key words are important.

Some Key Words for Statistics

Algorithms
Big Data
Clustering
Data Cleansing
Data Mining
Data Visualization
Decision Trees
Descriptive Statistics
Data Exploration
Data Preprocessing
Hypothesis Testing
Machine Learning
Multivariate Analysis
Predictive Modeling
Regression Analysis
Statistical Analysis
Time Series Analysis
Unstructured Data
Variance
Visualization Techniques

Analytic-focused data professional with **2+ years' experience**
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But don't simply stuff your resume full of keywords!

Make sure you can **qualify** or **quantify** that skill.

A student is considers putting **R Programming** on their resume as a skill

Before doing so, student anticipates interview questions they may get asked regarding this skill:

"Tell me about a time you used R to analyze data that hadn't been cleaned?"

"On a scale of 1 – 5, how comfortable are you with R Programming?"

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Job Dimensions

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Scope — Level of oversight over work and employees and purview

Responsibility — Day-to-day duties and general expectations

Judgment — Authority level and ability to make independent decisions

Impact — Influence potential on meaningful business decisions

Taken from
Daniel Space, HRBP (2023)

Build Resume Bullets

Action Verb + **Duty or Tasks** + **Task or Duty Impact**

Build Resume Bullets

Scope Responsibility Judgment Impact

Build Resume Bullets

Scope **Responsibility** Judgment **Impact**

SAS

Basic

- Used SAS to compute statistical tests

- Loaded data from various sources, such as spreadsheets, databases, or text files, into SAS for further analysis

Middle

- Programmed OLS regression in SAS and examined regression coefficients, identifying 2 significant predictors and direction and strength of their impact on participant satisfaction

Expert

- Built and applied custom SAS macro to perform longitudinal data analysis, accounting for individual-specific variations and repeated measurements over 2 years

Build Resume Bullets

Scope Responsibility Judgment **Impact**

SAS

Role will impact healthcare stakeholders

How can we show the extent of our impact?

Small

- Conducted cluster analysis using SAS to analyze trial data and presented to 7 person research team for grant reporting

Discuss who was affected through our research

Large

- Discovered novel patient stratification based on exploratory data analysis (EDA) in SAS, leading to personalized treatment recommendations with potential to affect 2.5M patients

Things to Keep in Mind

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Be specific and stick with technical skills in Skills section

"Communication" is very broad, but "Scientific Writing" is specific. Soft skills, such as leadership and organization, are best saved for bullet points and cover letter rather than Skills section

Use both abbreviations and the full spelling

Recruiters may do searches using either, so cover all your bases by using both—e.g., Exploratory Data Analysis (EDA). Some very common abbreviations, such as SCUBA, don't need the full word

Go beyond the Skills section to highlight keywords

The Skills section aids in quick eye scanning of the resume, but bullets create context

Goodbull L. Kaur

College Station, TX 77840 – gkaur@tamu.edu – (979) 555-555

- ✓ Accomplished statistics student with foundation in machine learning and track record of utilizing advanced techniques to analyze and derive valuable insights from large datasets
- ✓ Proficient in Natural Language Processing (NLP) and adept at developing and deploying generative models for text generation
- ✓ Demonstrated expertise in training deep neural networks, optimizing model performance, and implementing scalable solutions to tackle complex data-driven challenges

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Bachelors of Science in Economics — May, 20xx
Coursework: Economic Statistics, Integral Calculus, Math Micro Theory Advanced Applications

EXPERIENCE

Texas A&M University, Harley L. Whoop Lab — College Station, TX
Graduate Research Assistant — May, 20xx - Present

- Collaborate with team of primary investigator, 3 graduate students, and 2 post-docs, to use Artificial Intelligence (AI), Machine Learning (ML), and statistical analysis, to improve economic forecasting and decision-making through utilization of large-scale (250k observations) financial datasets
- Leverage Natural Language Processing (NLP) techniques to extract and analyze textual data, improving sentiment analysis models for predicting market trends and investor sentiment
- Develop and implement novel Long Short-Term Memory (LSTM) network architecture to model and forecast time-series financial data, achieving a 15% reduction in prediction error
- Utilize Reinforcement Learning algorithms to optimize portfolio management strategies, leading to 20% increase in annual returns in simulated trading scenarios
- Conduct comprehensive data mining, including stepwise regression and exploratory data analysis, to identify key economic indicators and relationships
- Apply Bayesian inference and Monte Carlo simulations, to quantify uncertainty in economic forecasts—implications of assisting policymakers in making more informed decisions
- Collaborate with industry partners to secure funding for research projects, resulting in $150k grant for development of AI-based financial risk assessment tool

Texas A&M University, Department of Statistics — College Station, TX
Graduate Teaching Assistant — December, 20xx – August, 20xx

- Assisted lead instructor in creating and delivering lectures on statistical concepts to 500+ undergraduates for educational services valued at $250k
- Demonstrated proficiency in R, Python, or SPSS, aiding students in data analysis, visualization, and interpretation, enhancing student practical skills in statistical applications
- Conducted weekly tutorial sessions, providing one-on-one and group support to students, resulting in 15% increase in overall class performance and a reduced rate of academic withdrawals

INTERNSHIP

PriceWaterhouseCoopers (PwC) — Dallas, TX
Strategy & Deals Senior Associate Intern — May, 20xx – August, 20xx

- Recruited from on-campus interviewing, reporting to Director of Strategy and Deals to applying problem-solving skills to address complex business issues
- Developed deep understanding of PwC's business operations, values, and client-focused approach, effectively increasing client satisfaction (3 individuals) by 20%
- Demonstrated ability to think critically, ask relevant questions, and collect and analyze business and industry trend information, leading to a 25% reduction in project completion time
- Successfully completed internship as part of PwC's commitment to fostering authentic and inclusive leadership at all levels and across various service lines

COURSE PROJECTS

Bird Migration Analysis
Statistical Methodology I, Department of Statistics — Fall, 20xx

- Conducted comprehensive project analyzing bird migration habits by employing regression analysis, identifying key environmental factors and impact on bird migration patterns, resulting in the development of predictive models with an R-squared value of 0.85.
- Employed factorial analysis to examine the interaction effects between multiple variables, shedding light on the nuanced relationships between habitat characteristics, climate changes, and bird species migration behavior, providing valuable insights for conservation efforts.
- Collected and processed extensive migratory data, performing data cleaning and transformation to ensure the accuracy and reliability of the dataset, reducing data errors 25%
- Presented project findings to class of 15 through data visualization in Tableau

Survival Analysis of Cancer Patients
Theory of Linear Models, Department of Statistics — Spring, 20xx

- Analyzed 500-person cohort of cancer patients' data to assess overall survival rates using Kaplan-Meier curves to generate insights into disease prognosis and treatment outcomes
- Implemented stratification techniques to compare survival between different patient groups, such statistically significant differences in survival probabilities ($p < 0.05$)
- Generated comprehensive reports with Kaplan-Meier curves, highlighting survival trends over time a

HONORS

Association of Former Students Outstanding Graduate Student Award in Teaching — Fall, 20xx
G.R.A.D. Aggies Professional Development Certificate — Summer, 20xx

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Texas A&M University, Harley L. Whoop Lab — College Station, TX
Graduate Research Assistant — May, 20xx - Present

- Collaborate with team of primary investigator, 3 graduate students, and 2 post-docs, to use Artificial Intelligence (AI), Machine Learning (ML), and statistical analysis, to improve economic forecasting and decision-making through utilization of large-scale (250k observations) financial datasets
- Leverage Natural Language Processing (NLP) techniques to extract and analyze textual data, improving sentiment analysis models for predicting market trends and investor sentiment
- Develop and implement novel Long Short-Term Memory (LSTM) network architecture to model and forecast time-series financial data, achieving a 15% reduction in prediction error

- ✓ Proficient in Natural Language Processing (NLP) and adept at developing and deploying generative models for text generation
- ✓ Demonstrated expertise in training deep neural networks, optimizing model performance, and implementing scalable solutions to tackle complex data-driven challenges

EDUCATION

Texas A&M University College Station, TX
Doctor of Philosophy (PhD) in Statistics May, 20xx (anticipated)
Coursework: Reproducible Computations in Machine Learning, Communication Skills in Statistical Research, Stochastic Processes, Statistical Aspect of Machine Learning I & II, Asymptotic Statistics

University of Texas at Austin Austin, TX
Bachelors of Science in Economics May, 20xx
Coursework: Economic Statistics, Integral Calculus, Math Micro Theory Advanced Applications

EXPERIENCE

Texas A&M University, Harley L. Whoop Lab College Station, TX
Graduate Research Assistant May, 20xx - Present

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- Develop and implement novel Long Short-Term Memory (LSTM) network architecture to model and forecast time-series financial data, achieving a 15% reduction in prediction error
- Utilize Reinforcement Learning algorithms to optimize portfolio management strategies, leading to 20% increase in annual returns in simulated trading scenarios
- Conduct comprehensive data mining, including stepwise regression and exploratory data analysis, to identify key economic indicators and relationships
- Apply Bayesian inference and Monte Carlo simulations, to quantify uncertainty in economic forecasts—implications of assisting policymakers in making more informed decisions
- Collaborate with industry partners to secure funding for research projects, resulting in $150k grant for development of AI-based financial risk assessment tool

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- Collaborate with industry partners to secure funding for research projects, resulting in $150k grant for development of AI-based financial risk assessment tool

Texas A&M University, Department of Statistics College Station, TX
Graduate Teaching Assistant December, 20xx – August, 20xx

- Assisted lead instructor in creating and delivering lectures on statistical concepts to 500+ undergraduates for educational services valued at $250k

- Demonstrated proficiency in R, Python, or SPSS, aiding students in data analysis, visualization, and interpretation, enhancing student practical skills in statistical applications
- Conducted weekly tutorial sessions, providing one-on-one and group support to students, resulting in 15% increase in overall class performance and a reduced rate of academic withdrawals

INTERNSHIP

PriceWaterhouseCoopers (PwC) Dallas, TX
Strategy & Deals Senior Associate Intern May, 20xx – August, 20xx

- Recruited from on-campus interviewing, reporting to Director of Strategy and Deals to applying problem-solving skills to address complex business issues
- Developed deep understanding of PwC's business operations, values, and client-focused approach, effectively increasing client satisfaction (3 individuals) by 20%
- Demonstrated ability to think critically, ask relevant questions, and collect and analyze business and

- Demonstrated proficiency in R, Python, or SPSS, aiding students in data analysis, visualization, and interpretation, enhancing student practical skills in statistical applications
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- Demonstrated ability to think critically, ask relevant questions, and collect and analyze business and industry trend information, leading to a 25% reduction in project completion time
- Successfully completed internship as part of PwC's commitment to fostering authentic and inclusive leadership at all levels and across various service lines

COURSE PROJECTS

Bird Migration Analysis
Statistical Methodology I, Department of Statistics Fall, 20xx

- Conducted comprehensive project analyzing bird migration habits by employing regression analysis, identifying key environmental factors and impact on bird migration patterns, resulting in the development of predictive models with an R-squared value of 0.85
- Employed factorial analysis to examine the interaction effects between multiple variables, shedding light on the nuanced relationships between habitat characteristics, climate changes, and bird species migration behavior, providing valuable insights for conservation efforts.
- Collected and processed extensive migratory data, performing data cleaning and transformation to ensure the accuracy and reliability of the dataset, reducing data errors 25%
- Presented project findings to class of 15 through data visualization in Tableau

Survival Analysis of Cancer Patients
Theory of Linear Models, Department of Statistics Spring, 20xx

- Analyzed 500-person cohort of cancer patients' data to assess overall survival rates using Kaplan-

industry trend information, leading to a 25% reduction in project completion time
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Survival Analysis of Cancer Patients
Theory of Linear Models, Department of Statistics — Spring, 20xx

- Analyzed 500-person cohort of cancer patients' data to assess overall survival rates using Kaplan-Meier curves to generate insights into disease prognosis and treatment outcomes
- Implemented stratification techniques to compare survival between different patient groups, such statistically significant differences in survival probabilities ($p < 0.05$)
- Generated comprehensive reports with Kaplan-Meier curves, highlighting survival trends over time

HONORS

Association of Former Students Outstanding Graduate Student Award in Teaching — Fall, 20xx
G.R.A.D. Aggies Professional Development Certificate — Summer, 20xx

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Reading a Job Description

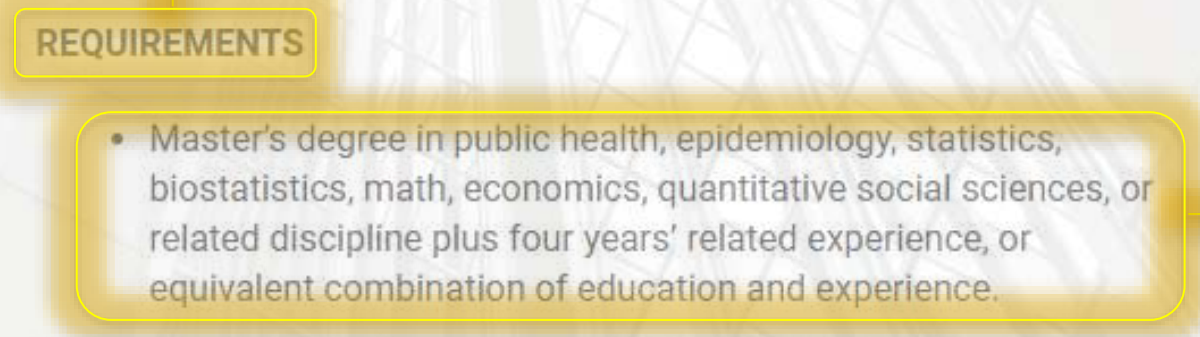
TEXAS A&M UNIVERSITY
Career Center

Basic Qualifications (BQ)

These are the objective baseline requirements needed in order to be qualified for the job. Your resume needs to demonstrate them.

If student is studying for a PhD, they will meet the 4-year requirement.

If they are a master's student, how can they get the experience? **Be creative!**



Reading a Job Description

TEXAS A&M UNIVERSITY
Career Center

Preferred Qualifications (PQ)

These are “nice to have” qualifications that the recruiter and hiring manager(s) will be looking for. Find ways to match skills to them.

Additional Requirements:

- Results- and detail-oriented individual who can initiate and complete tasks under tight deadlines and changing priorities both independently and in a team environment. Flexibility with hours and workload is key.
- Demonstrated research experience or interest in drug and alcohol use disorders. Excellent analytic, critical thinking, and quantitative skills.
- Experience devising and executing statistical modeling techniques.
- Demonstrated ability to quickly recognize problems in results and identify root causes in data, methods, and code.
- Highly skilled in designing, executing, and troubleshooting code in R.
- Excellent written and oral communication skills required, including track record of success in co-authorship on multiple scientific papers, presenting results, and representing research at meetings.
- Ability to work both independently and in collaboration with a

Student has not specifically researched drugs but has looked at sensorimotor functioning.

Reading a Job Description

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Career Center

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Student has done statistical modeling in their own research and their PI's research.

Reading a Job Description

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- Ability to work both independently and in collaboration with a

Student solved a major problem with data that was heteroskedastic in an experiment they had run.

Reading a Job Description

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Career Center

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- Ability to work both independently and in collaboration with a

Student’s main experience is with SPSS and SAS for data computation.

Reading a Job Description

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- Excellent written and oral communication skills required, including track record of success in co-authorship on multiple scientific papers, presenting results, and representing research at meetings.
- Ability to work both independently and in collaboration with a

Student will have several papers and presentations from their research.

Networking with LinkedIn

TEXAS A&M UNIVERSITY
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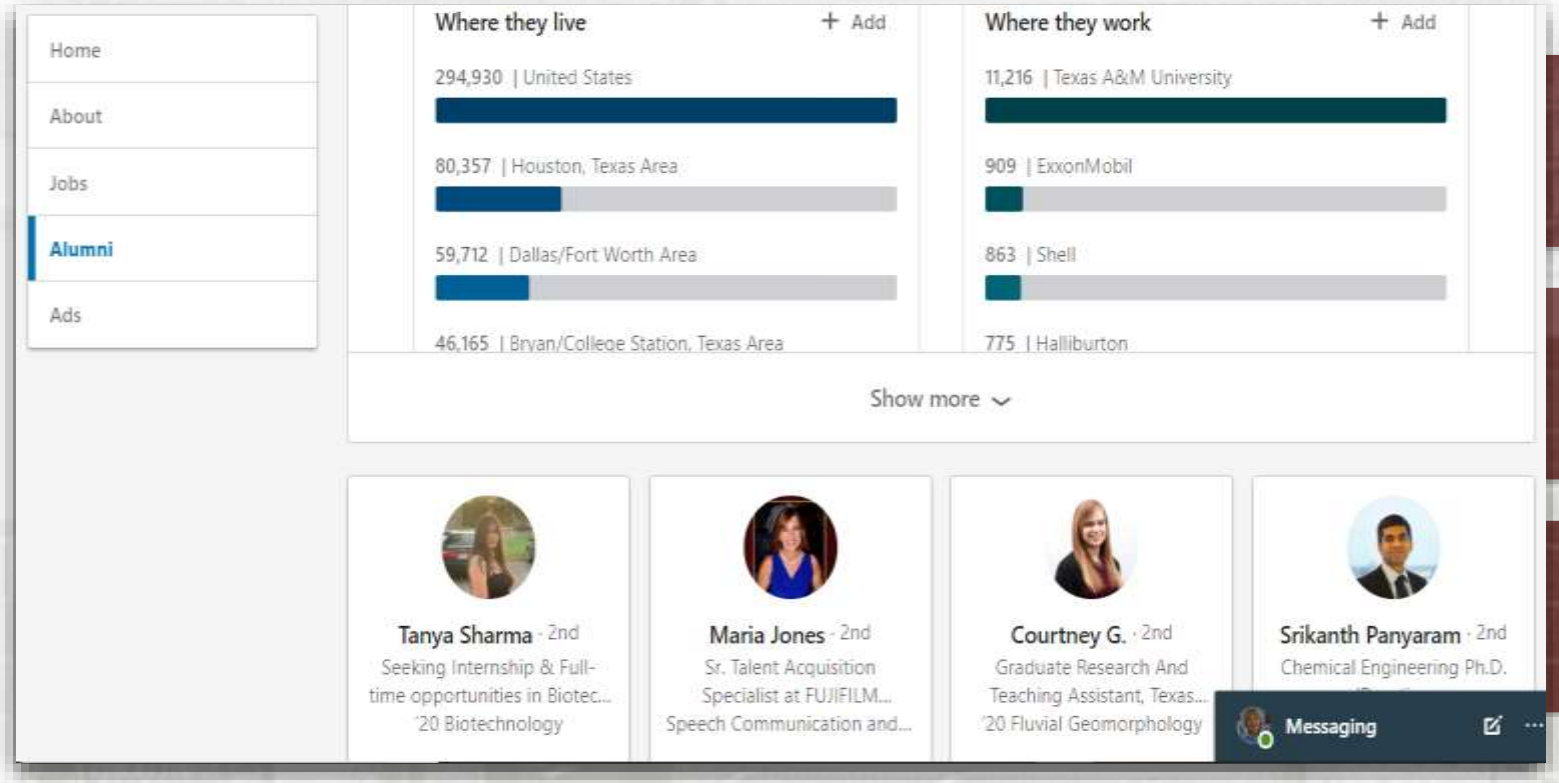

Go to Texas A&M University's LinkedIn Page

Go to Alumni **tab**

Do a keyword search for contacts

315k+ Aggie Alumni

Association of Former Students

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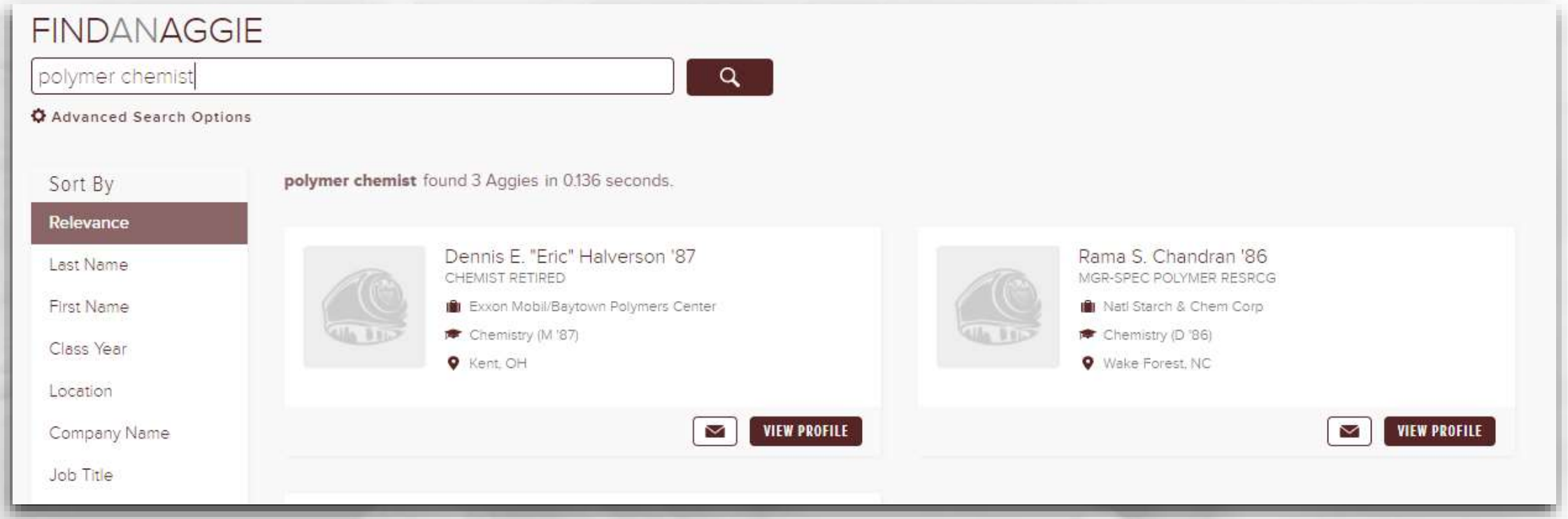

aggienetwork.com

Career Influencers

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We'll refer to **CAREER INFLUENCERS** as people within organizations who may want to connect with on LinkedIn who can move you toward a job or a career.

Recruiter Types

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Campus Recruiters

Focused on early career talent
Sources through career fairs and informational events
Part of longer hiring cycle and seasonally recruits

Corporate Recruiters

Focused on early, mid, or senior career talent
Sources through LinkedIn, job postings, referrals, and ATS
Part of shorter hiring cycle

Agency Recruiters

Focused on niche or executive level roles
Sources through LinkedIn, job postings, and databases
Part of very fast hiring cycle

Finding Recruiters

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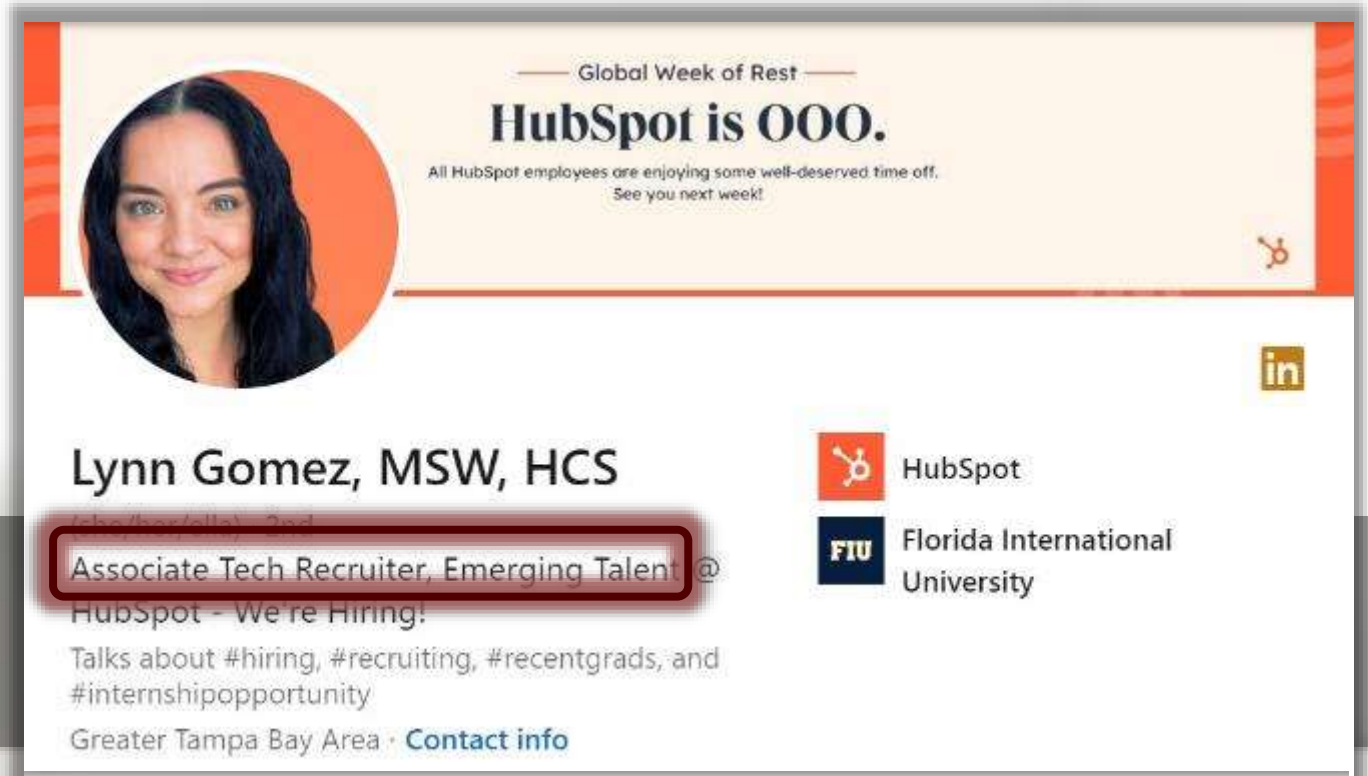
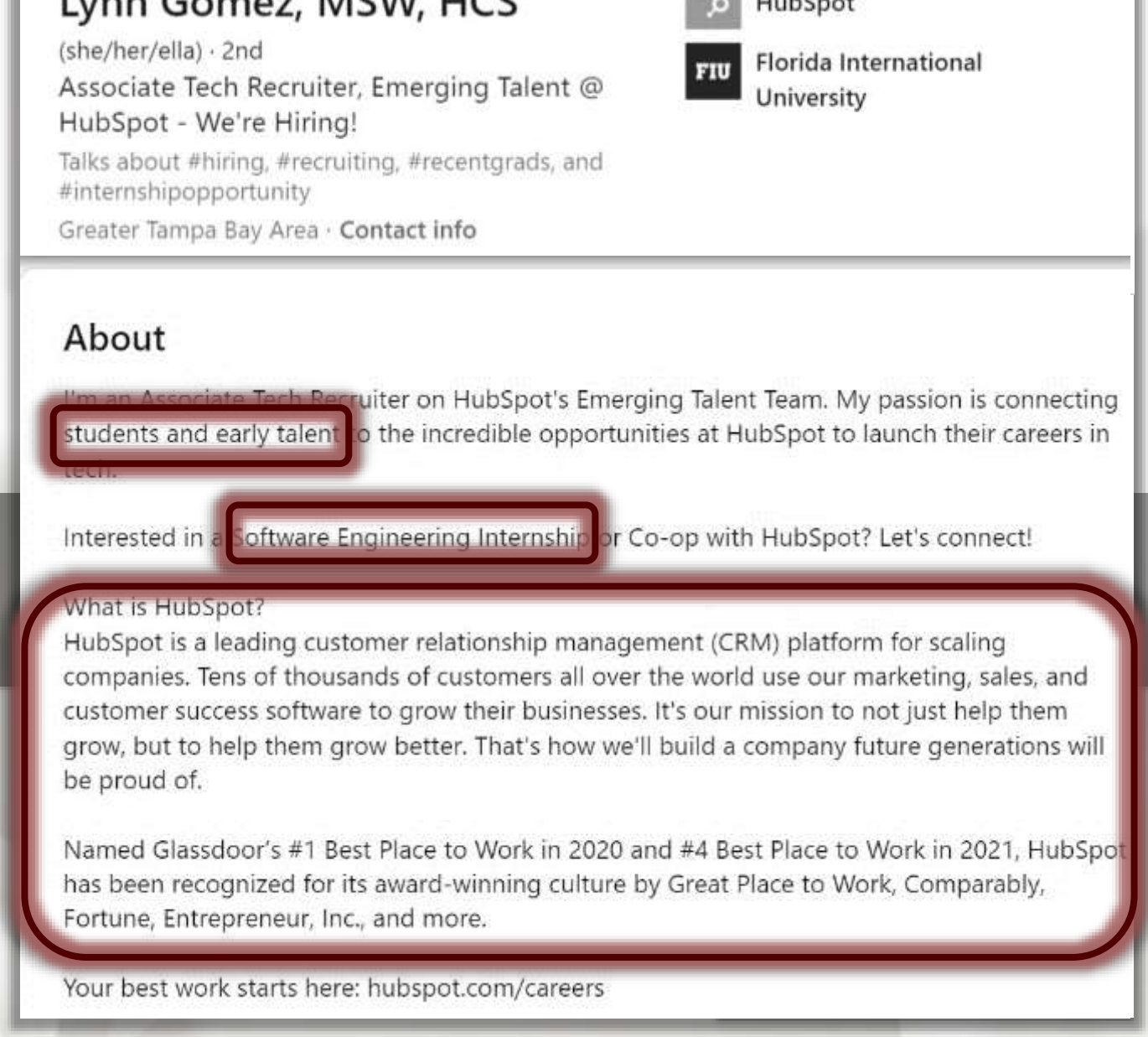
Recruiters are tasked with **finding people for jobs** rather than finding jobs for people

So be intention with your strategy for reaching out to recruiters and make their job easier!



Look at **job title** to get an idea of what types of jobs the person recruits for



Look at their About section to learn more about their **territory** and job **requisition portfolio**

Let’s try this again by making Lynn’s job **easier**

Making the Initial Contact

Dear Lynn,

I am a statistics graduate student at Texas A&M University. My focus is on deep learning and data engineering.

I've been interested in HubSpot's mission to create an ecosystem to help businesses grow with a conscience, since it aligns with my own personal values.

In the near future, will you be filling any internship roles with an emphasis on data engineering or machine learning or connect me with recruiters who are?

STRONG Introduction

Focuses on Lynn's future **pipeline** of candidates

Demonstrates research into Lynn's employer

Doesn't overwhelm with a laundry list of skills

Variation on Introduction

Dear Lynn,

I am a statistics graduate student at Texas A&M University. My focus is on deep learning and data engineering.

I've been interested in HubSpot's mission to create an ecosystem to help businesses grow with a conscience, since it aligns with my own personal values.

I want to be ready to apply when it comes time for any internship opportunities. Accordingly, would you mind telling me when your next hiring cycle starts and if there are any specific skills you recommend I emphasize on my resume?

Variation on Introduction

Dear Lynn,

I am a statistics graduate student at Texas A&M University. My focus is on deep learning and data engineering.

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LinkedIn Recruiter

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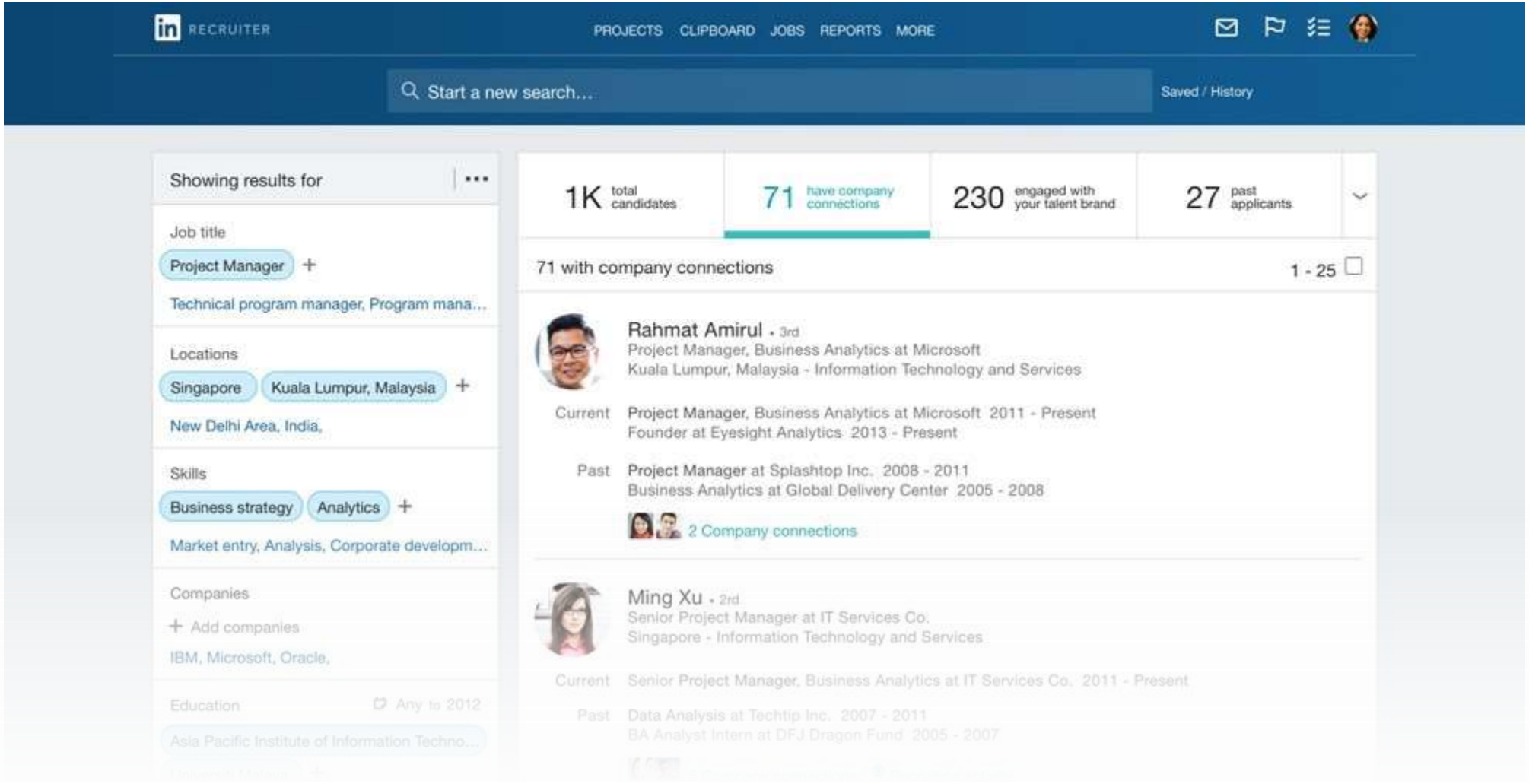
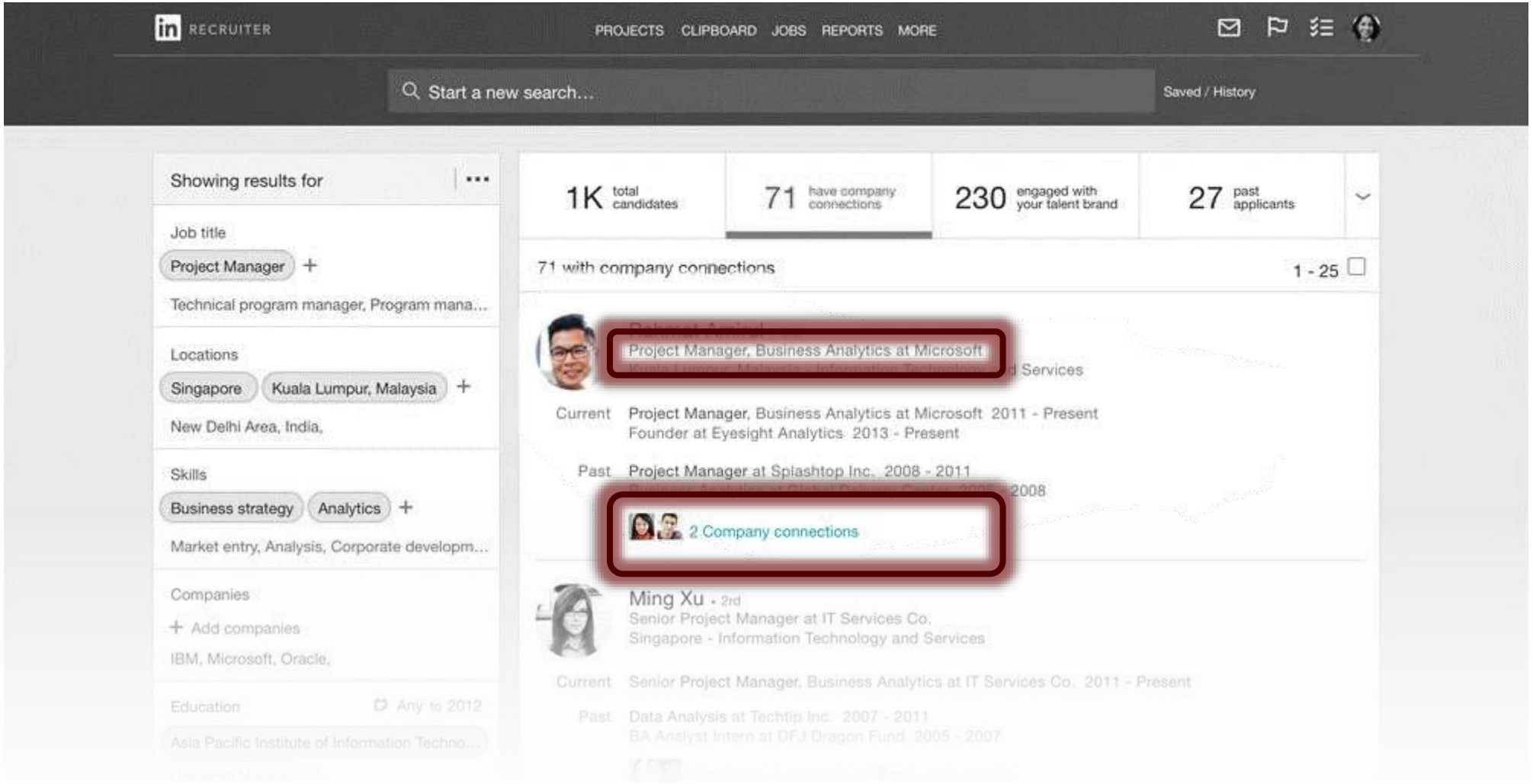
Career Center



LinkedIn Recruiter

TEXAS A&M UNIVERSITY
Career Center



LinkedIn Recruiter

TEXAS A&M UNIVERSITY
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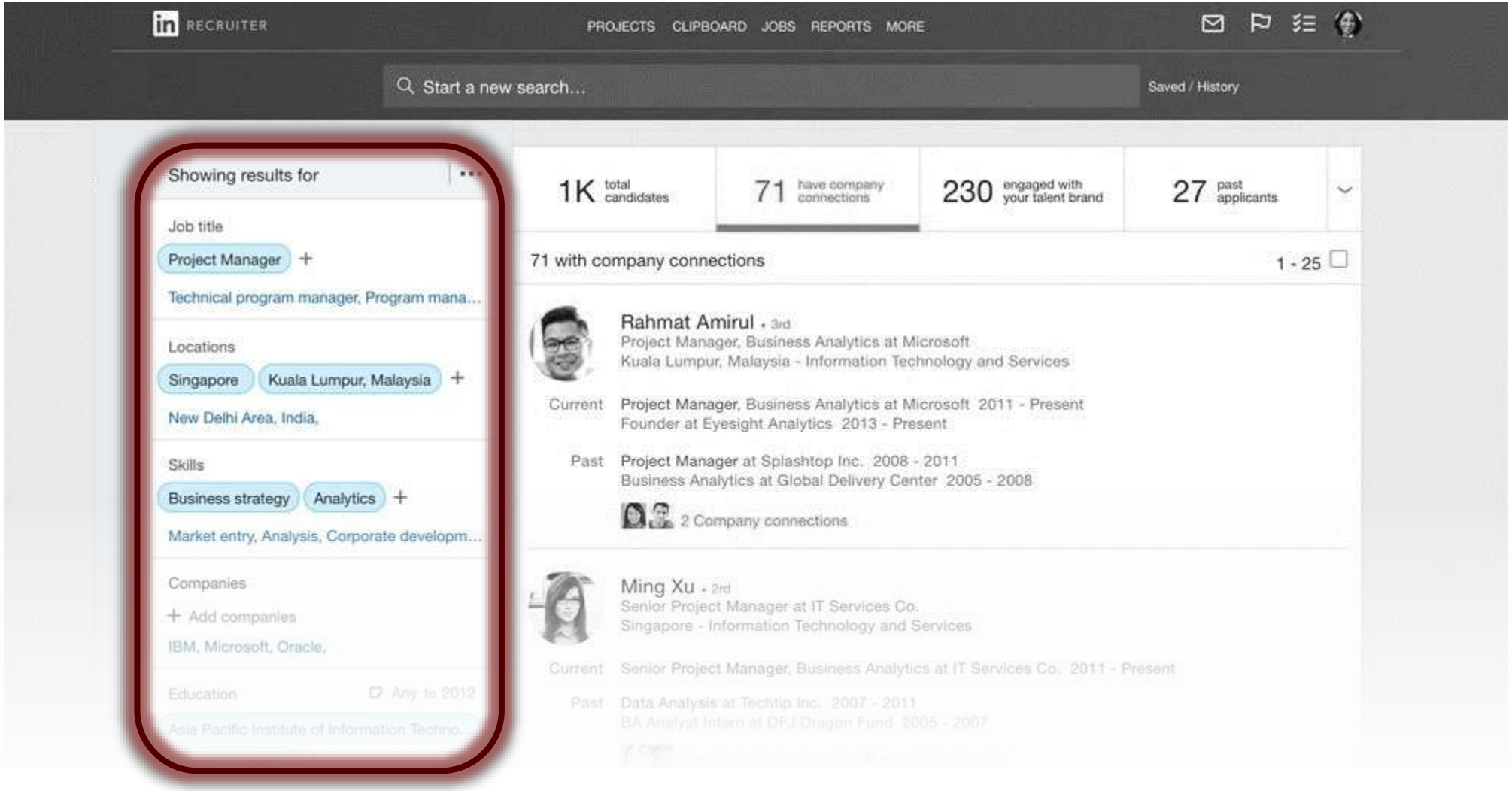
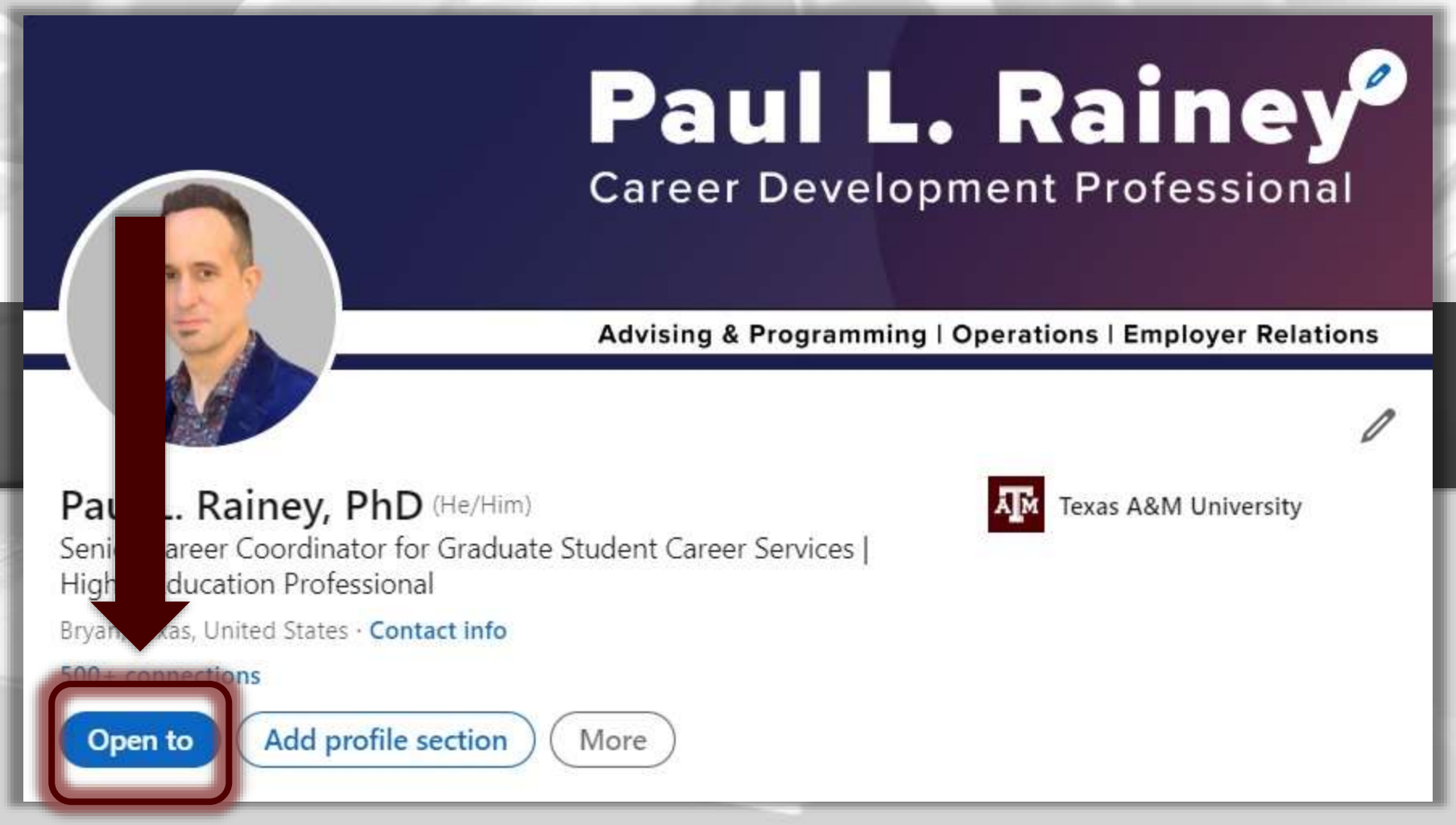
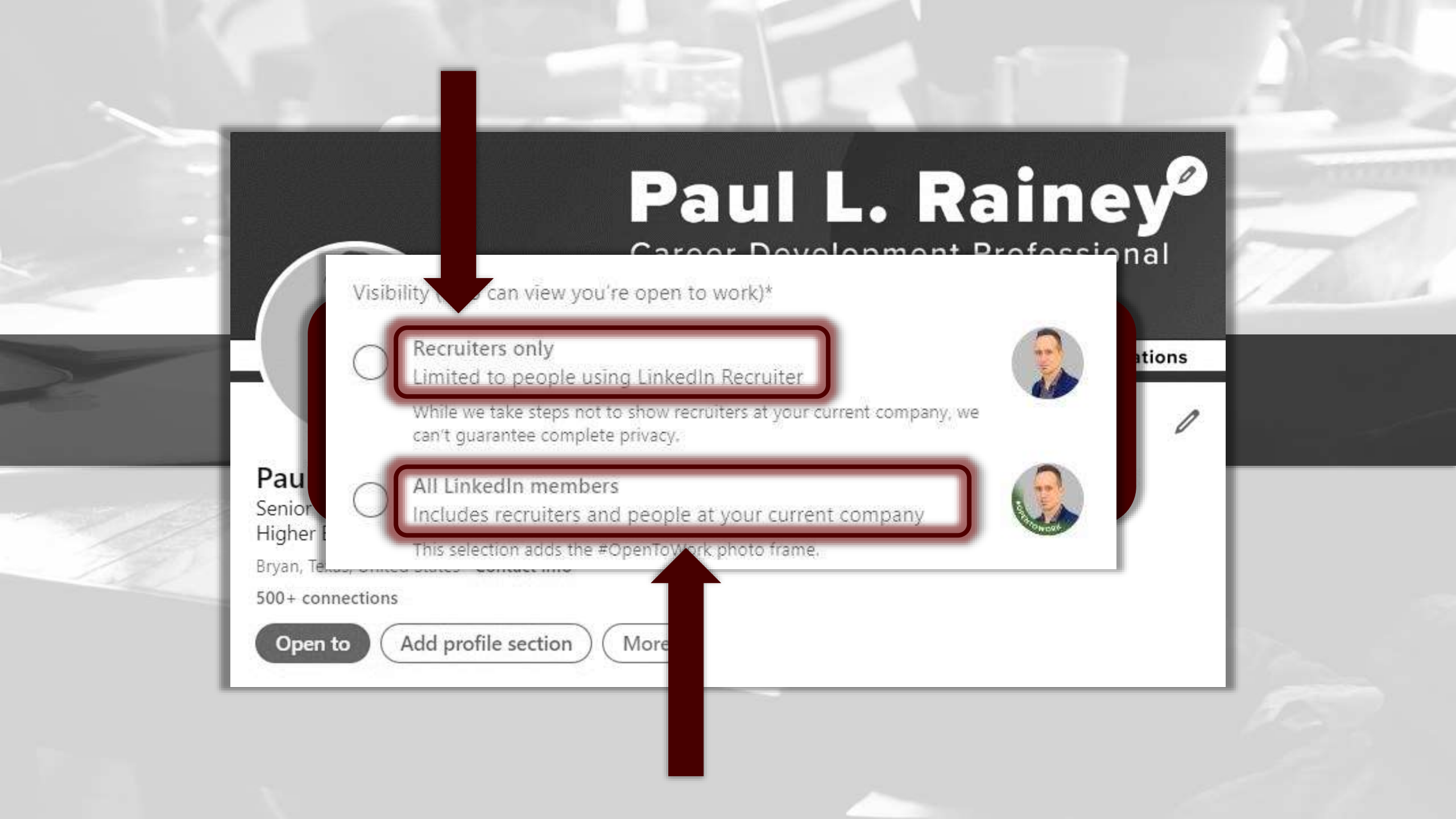


But not all recruiters have access to LinkedIn Recruiter

Make Yourself **Easier** to Discover


Paul L. Rainey
Career Development Professional
Advising & Programming | Operations | Employer Relations
Pau L. Rainey, PhD (He/Him)
Seni areer Coordinator for Graduate Student Career Services |
High ducation Professional
Bryan xas, United States · Contact info
500+ connections
Texas A&M University
Open to
Add profile section
More


Paul L. Rainey
Career Development Professional
Visibility
can view you're open to work)*
Recruiters only
Limited to people using LinkedIn Recruiter
While we take steps not to show recruiters at your current company, we can't guarantee complete privacy.
All LinkedIn members
Includes recruiters and people at your current company
This selection adds the #OpenToWork photo frame.
500+ connections
Open to
Add profile section
More

Finding Hiring Managers

TEXAS A&M UNIVERSITY
Career Center

The magic search key string:

"I'm Hiring" + "[Job Title]"

Messaging the Hiring Manager

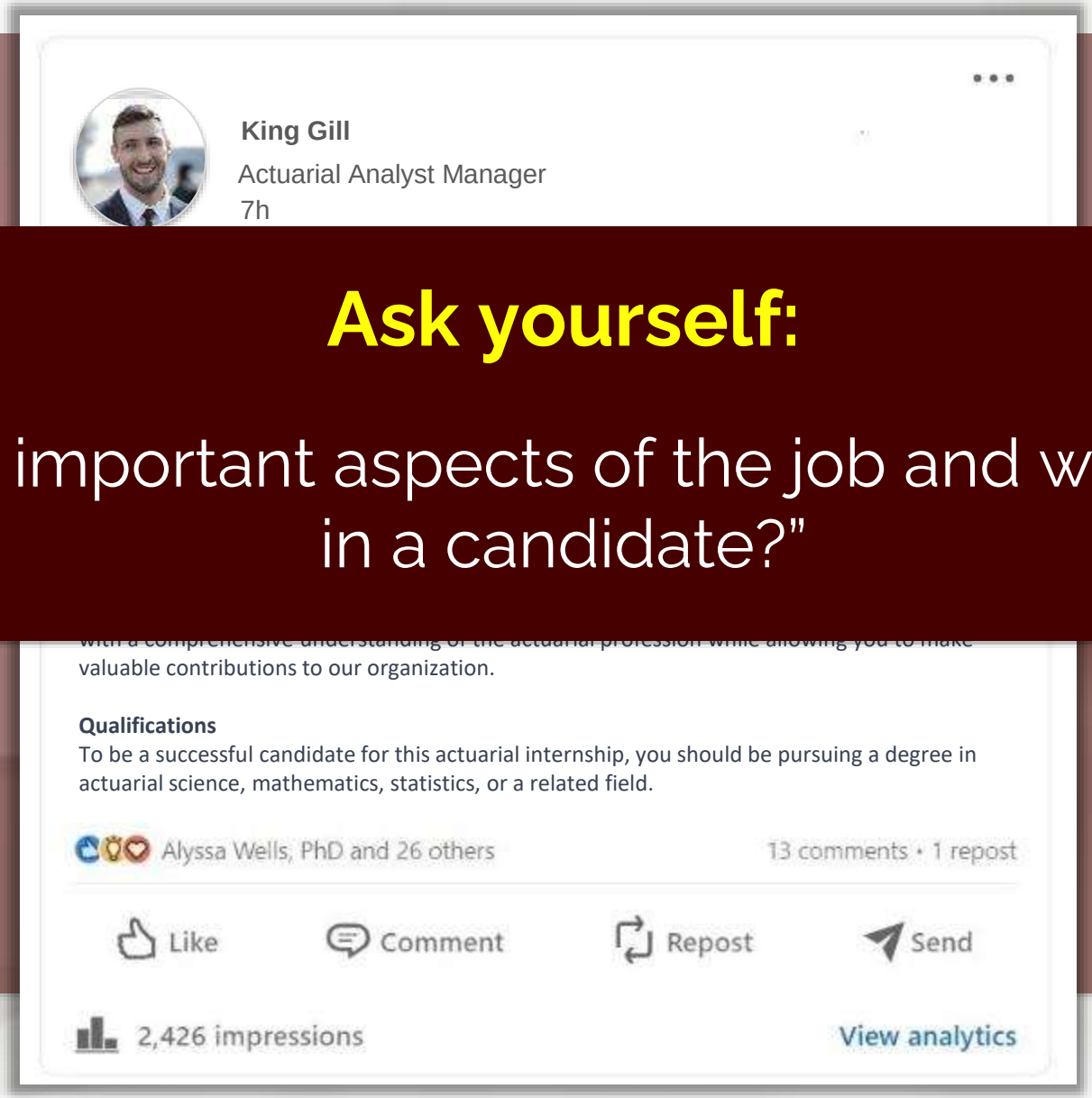
When applying to a role you found on LinkedIn, you can take the opportunity to message the Hiring Manager. Since you most likely don't have InMail capability with a free account, **send your message with a connection request** (300 character max)**.**

You can:

Send a message **after** you apply or even **before** you apply.

In either case, make sure your profile is up to date and best highlights your professional background!

Messaging the Hiring Manager



Ask yourself:

"What are the most important aspects of the job and what would King want in a candidate?"

Messaging the Hiring Manager

If After Applying

Hello King, I recently applied to the Actuarial Intern position you discussed on LinkedIn. I'm currently a statistics student at Texas A&M and have already taken Exam P and Exam FM so I believe I could hit the ground running in this role. Please feel free to reach out if you have any questions.

-Aggie Actuary

Messaging the Hiring Manager

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If After Applying

Touches on key skills and shows understanding of role

Messaging the Hiring Manager

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If After Applying

Touches on key skills and shows understanding of role

Focuses on solving hiring manager's need

Messaging the Hiring Manager

If Before Applying

Hi King, I'm interested in the Actuarial Intern position. With my research studying risk and applying statistical models to the concept, I believe I'm a great fit. To best communicate how I can fulfill the position's requirements, could you share what you see is the central, prioritized need of the role? I understand if you can't disclose info until I'm an active applicant. I look forward to applying.

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Messaging the Hiring Manager

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If Before Applying

States how candidate would be a good fit for role

Focuses on the hiring manager's needs

Messaging the Hiring Manager

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If Before Applying

States how candidate would be a good fit for role

Focuses on the hiring manager's needs

Seeks additional information to tailor application materials

Messaging the Hiring Manager

When to Use This Strategy

Strategy will have more traction with **small employers** (<50 employees) and/or for **niche roles**

Not recommended for **large employers** and **standard roles** (e.g., Data Scientist at Meta)

Even better if you already are connected and have built trust with hiring manager

Hi King, I'm ir
research stud
concept, I beli
fulfill the posi
the central, pr
disclose info u
applying.

-Aggie Actuar

lf Before Applying

s how candidate would good fit for role

ses on the hiring ager's needs

ks additional rmation to tailor lication materials

Still respects the application process

Summary

TEXAS A&M UNIVERSITY
Career Center

Internship Search is Iterative

Use Career Center resources to continually revisit your career trajectory and how you can best use you can best use your time to target positions and employers.

Understand the Role & Employer

Part of being successful is knowing what skills, experiences, abilities, and knowledge is needed for a specific career. Which of those do you have and which of those do you need to get?

Make a Plan

If there is a career you wish to enter, how do you get the needed skills and experiences? Will your coursework provide the needed experience? Are there opportunities on campus through organizations, programs, or research opportunities.

TEXAS A&M UNIVERSITY
Career Center

CONTACT US

209 Koldus Building

979.845.5139

cc_advisor@tamu.edu

careercenter.tamu.edu

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youtube.com/tamucareercenter