**Director’s Corner**

Rachel Loock, Director of Undergraduate Programming, Office of Career Services

Note: This issue’s Director’s Corner is excerpted from MBA TerpTalk

We’re in the thick of recruiting season. Chances are you are scheduled for an interview in the upcoming weeks. Asking the right questions in an interview is a skill that can determine whether or not you receive an offer. Make sure you’re prepared!

**Do your homework.**

More than 75 percent of your success in any job interview is determined before the interview even begins. Be sure to prepare beforehand. This includes coming up with a list of great questions to ask your interviewer. Study the company’s mission, values, corporate culture, and core competencies. Often companies will craft their interview questions based on this information. Connect with people who work there. Find out more about specific industries and organizations by attending career fairs and professional association events and conferences.

**Consult multiple sources.**

Comb through the company’s web site. Consult other sources, such as resources at the OCS and web sites that aggregate comments about specific jobs and organizations. Use HireSmith, LinkedIn, and Facebook to find connections to the organization.

**Have your questions ready.**

Many recruiters have shared with us that at least half of the candidates they interview don’t ask questions. This is amazing and a missed opportunity. Make sure you have a list of three to five well-researched questions ready. When the opportunity arises to ask questions, it will show that you are prepared.

**Ask smart questions.**

Recruiters tell us that only about 25% of job candidates ask meaningful questions. Make sure you’re among those candidates who demonstrate the value you’ll add to the organization. For example: “I’ve noticed that your growth is up 30 percent – what steps are you taking to maintain that growth and how can someone like myself help you get there or exceed that?” A question like that shows you’ve done your homework about the company, the marketplace, and demonstrates that you have thought about how your strengths can enhance and bring value to the company. Also, ask
Are You Prepared for Your Next Interview (cont’d.)?

questions about programs and initiatives that the company offers to develop and grow high potential talent.

Ask questions that allow you to learn about the interviewer.

Frequently, recruiters (and individuals in general) enjoy talking about themselves and their career. For example, you might ask your interviewer how their particular company has made them feel valued, or what they like about working there.

Be flexible.

Though you should be prepared with questions, also be ready to think on your feet. Adapt at least one question based on how the interview develops. Ask questions that add to or elaborate on the conversation. Your questions should show that you understand the company’s needs and how you’ll help them reach those goals.

Practice, practice, practice.

Remember to spend some of your interview prep time practicing the questions you plan to ask. You don’t want to sound too scripted or rehearsed in the actual interview, but you also don’t want to stumble over your words. Run your anticipated questions by your OCS Career Coach through a mock interview or coaching appointment, or with friend to be sure they convey the message you are trying to present.

In the next issue—Interview Questions To Avoid

Faculty Spotlight

Gary Cohen

Distinguished Tyser Teaching Fellow & Academic Director, M.S. In Supply Chain Management

UCC: Many students decide to major in Supply Chain Management after taking your class. Why are you so passionate about the field of Supply Chain Management?

Supply Chain Management is a field that is critical to the success of a company. Supply Chains today are global and the execution arm of an organization. I always found it exciting and rewarding in my career to see products on the shelf in a big-box retail store and know that I played a role in them being there for consumers. Every product that we as consumers touch and use are in our hands thanks to Supply Chain Management. Supply chain managers are at the hub of business operations and get the opportunity to regularly interact with managers from other disciplines - Marketing, Finance, Accounting, etc. I loved my career in Supply Chain Management. When you love what you do, it’s easy to be passionate about it. Passion is contagious and when students learn about the possibilities for an exciting supply chain career that compensates them well and offers exceptional growth potential, they become passionate about it too.

In fact, Supply Chain Management jobs are among the highest paying jobs out of college

UCC: The Supply Chain Industry Day takes place on October 12th, Tell us more about that event,

Supply Chain Career & Networking Day (Industry Day) is our flagship event each year. We honor a prominent supply chain executive who delivers a powerful talk about their career in Supply Chain Management and the way they have been able to positively impact their companies. This year’s honoree is Mike Roth, Vice President of North American Operations for Amazon.com. In prior years we have honored senior supply chain executives from The Home Depot, Starbucks and many other companies. Students learn so much from these executives.

Supply Chain Career & Networking Day (Industry Day) also boasts a Supply Chain Career Fair in the afternoon from 1:00pm - 3:30pm. Students have the opportunity to meet recruiters from over 30 high profile companies and discuss internships and jobs after graduation. Companies include Amazon, Walmart, Starbucks, ToysRUs, Pepsi, JC Penney, Dupont, Unilever, The Home Depot, Target, Johnson
& Johnson, Stanley Black & Decker, and many more!

UGCC: What do you recommend to students who are interested in pursuing a career in SCM? How can they stand out in the recruitment process?

I always tell students that their careers really start when they begin college. This is a time when they need to focus on developing leadership skills, building their resumes, and becoming strategic about their careers. Students should join clubs and seek leadership positions and certainly get involved in organizations within their field of interest. Students interested in Supply Chain Management should join the Supply Chain Management Society (SCMS) and the Council of Supply Chain Management Professionals (CSCMP). They need to enhance their resumes and show their passion for the field. Employers want to see and feel that passion. These employers are looking for overachievers and future leaders! If students focus on leadership development through involvement in organizations, concentrate on their academics and maintain a high GPA, and work on developing excellent interpersonal skills, they will stand out to recruiters.

UCC: You’re also the Faculty Advisor to the Supply Chain Management Society, one of the larger undergraduate clubs in the Smith School. In addition to the Supply Chain Industry Day, what other types of programs does the club sponsor? How can students join?

The Supply Chain Management Society (SCMS) regularly holds events where speakers from well-known companies talk about supply chain careers in their firms. There is generally a presentation followed by Q&A. This is a great opportunity for students to learn more about companies and careers in Supply Chain Management. I strongly encourage Freshmen and Sophomores to join our club, seek an executive board or committee position. These experiences can be added to their resumes and help them develop as leaders. Elections will take place later this semester. Juniors and Seniors should also join to engage with recruiters throughout the year and show their passion for Supply Chain Management. Students who want more information or wish to join can follow this link.


Events are open to non-members, but we would certainly like to have students join our club. We have a fabulous group of students who are developing as leaders!

Student Club Programming Events

October 12, 2012

20th Annual Supply Chain Management Career & Industry Networking Day

8:15 am - Breakfast

10:30 am - Person of the Year Presentation and Other Announcements (Business Casual)

11:30 am – Recruiter & Student Lunch (Pre-registration Required)

1:00 pm – Career Fair (Business Professional) First Floor Atrium, VMH

October 29, 2012

Diversity in the Workplace Symposium

6:00 – 7:30 pm

Sponsored by SmithOut & ALPFA

Frank Auditorium
# OCTOBER UNDERGRADUATE RECRUITING EVENTS

**OCTOBER 8 - 31**

**Employer of the Day**

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**Information Sessions**

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For more information, resume deadlines, and event location, please visit HireSmith at [www.hiresmith.net](http://www.hiresmith.net).

Please note dates are subject to change.

Please contact us at (301) 405-2301