

## Insights from a Career Fair Recruiter Illumina (Biotech)

1. The good students come prepared to talk.
  - a. Not just talk, but actually interface with us by asking questions, continue with follow-up questions, and engage.
  - b. They know something about us. Doesn't have to be extensive knowledge, but they know the company generically, maybe a few areas of research we support, maybe a few product lines. That shows they did their homework.
  - c. They talk about opportunities
  - d. One guy didn't have any "industry experience" but said he liked our company values of moving fast/embracing change. He then linked how he moved fast by comparing his bartending job to adaptation every night. So, I took the bait and asked him about "do you have experience working in teams and conflict resolution?" Got a good chuckle out of him, with some really good dialog about how as a bartender he has to interface with his kitchen nightly, how they can argue, but that they all have to work together because they are all trying to make the bar money. After he left, we all thought he was a great candidate because he was able to answer questions, interface with us, and show how he was valuable to what we need.
  
2. A large percentage just show up
  - a. Some literally just stated "I'm graduating in May – what kinds of jobs do you have available."
  - b. Some talked only about themselves and what they studied – no link to how that helps us or why they are valuable
  - c. Some just have no concept of what is a job or what careers they can possibly have
  - d. Some told us "oh Illumina, you guys make lighting equipment" as in Illumina = illumination for office space, aka office lighting. FACEPALM smack
  
3. Their grade level and expectations
  - a. This one kind of popped out last night. The student grade level really determines the recruiter expectations. Got me thinking about perspectives and how students need to adapt accordingly (new take on an old comment I have made).
  - b. We had some Freshman walking around the job fair, just gathering in the whole experience. Three stopped at our booth, all dressed up, just kind of curious. They introduced themselves, mentioned they were Freshman, stated they really were not sure what we did, they were trying to get some experience learning about job fairs and careers, but wanted to learn more. That honest and open approach was fine for a Freshman – they still have about 3 more years of school before they have to serious job hunt. They are also putting themselves out there, we talked for a bit, gave them some tips, gave them some company info, and all was good. Our expectations are rather low for Freshman due to their status, we don't have positions for them, but really appreciate the effort. Any type of interaction is a positive.
  - c. Now – the juniors and seniors who did the same thing as 3.b above came off negatively. Those late Juniors/early Seniors waiting this long to start looking for jobs is not a good thing (we know that all ready lol). That lack of planning shows up as

unprepared and desperation – which then comes off negatively during the recruiting fair. Juniors and Seniors better have their game on – they should at least do some up front planning, they should know something about us, etc.

- d. Those Juniors and Seniors who were prepared – they gave good impressions. We talked a lot with them