

Jobs, Careers, Advice 2015

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VP of Consumer Product & Marketing
Commissions, Inc - Marietta, GA

About Me

- **2003 KSU Graduate**
 - BS Communication
 - Below average GPA
 - 10 year matriculation
- **2008 Georgia Tech MBA Graduate**
 - Global Business focus
- **19 years professional experience**
 - Marketing, graphic & web design, user interface development, product development, m&a, acquisition integration, international development, platform globalization, strategy, innovation
- **13 years with CareerBuilder**
 - BtoB Marketing Coordinator
 - Account Executive
 - Marcom Manager
 - Product Development Manager
 - Director of European Product Development
 - VP of Development for EMEA 2009 'Ideas from Everywhere' Winner
- **3 months with Commissions Inc**

Today's
Job
Market

5.6%
unemployment
rate

Today's
Job
Market

8.7m
unemployed

Today's Job Market



Today's Job Market

Jobs on Indeed Today:

- Sales: 740k
- Healthcare: 465k
- Nursing: 404k
- Customer Service: 894k
- IT: 308k
- Marketing: 299k
- Management: 1.36m
- Construction: 131k

Today's Job Market



Global Leadership Forecast 2014|2015

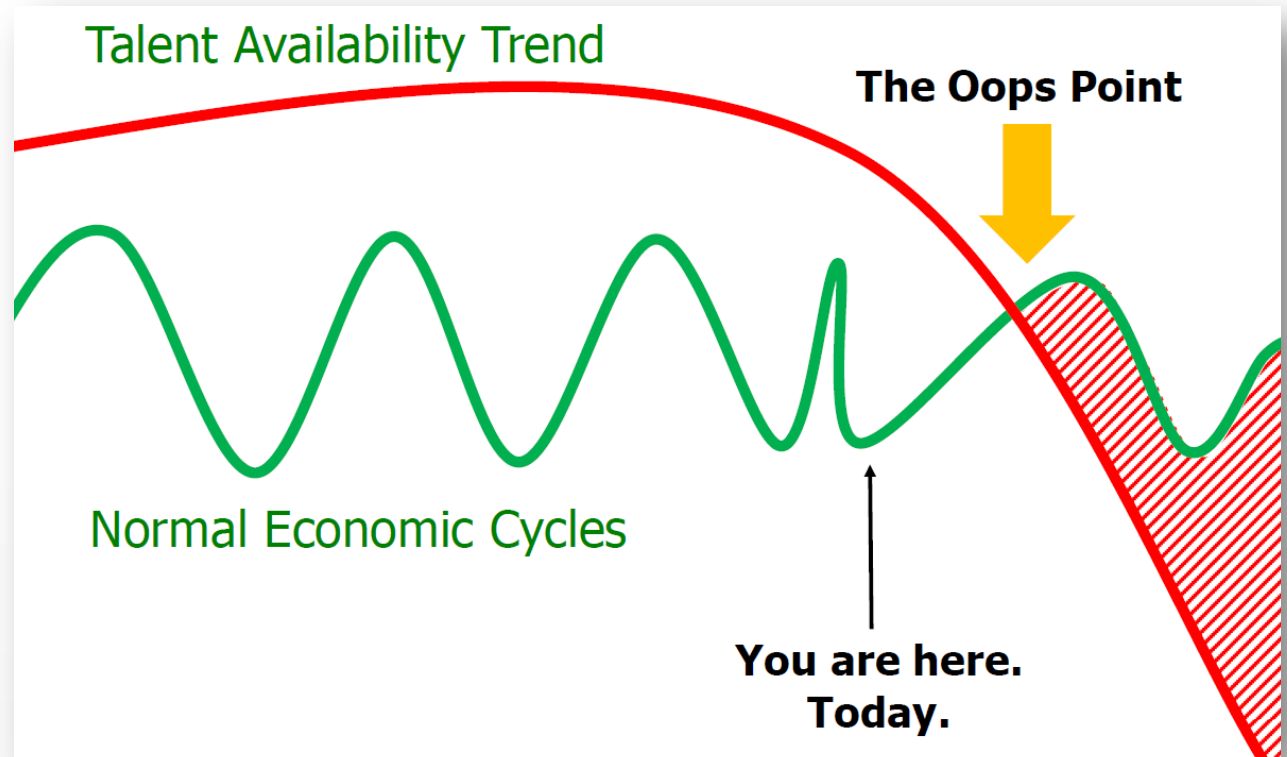


Today's
Job
Market



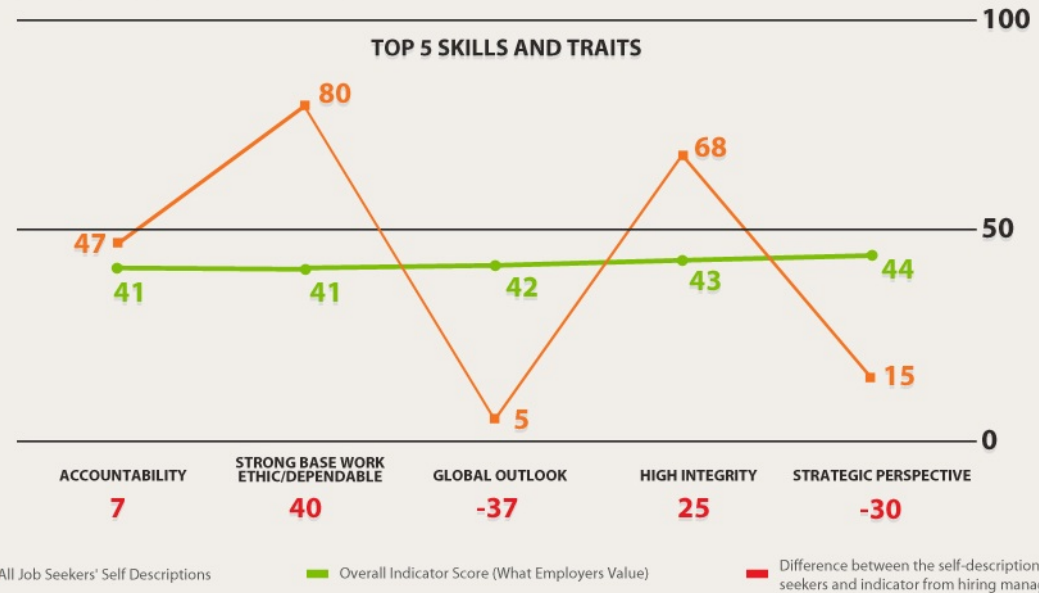
5m
unfilled jobs

Plenty of
People, Not
Plenty of
Talent

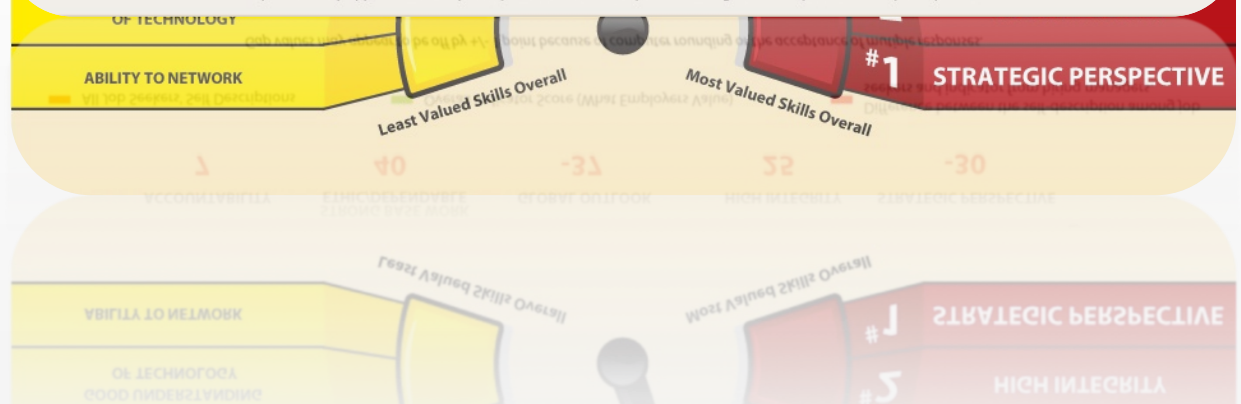


Desired Employee Attributes

WHAT EMPLOYERS VALUE vs. HOW JOB SEEKERS DESCRIBE THEMSELVES

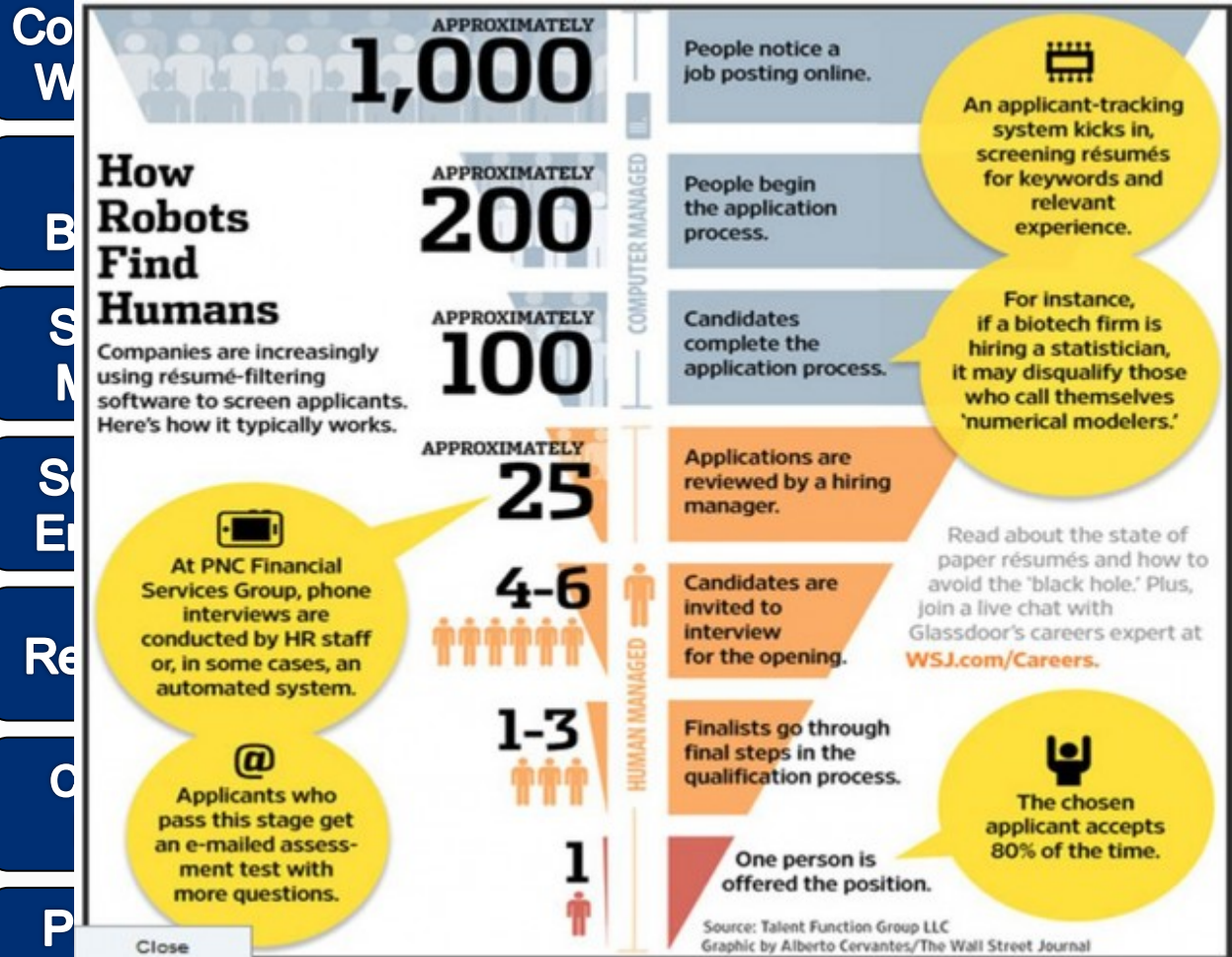


Gap values may appear to be off by +/- 1 point because of computer rounding or the acceptance of multiple responses.



Sourcing > Screening > Selection > Hiring

Typical Recruitment Process in 2012



Staffing and Recruitment Agencies

Sourcing Options

the socialcv.com beta

Google

lesjeudis.com
1ER SITE EMPLOI INFORMATIQUE

Cadremploi.fr

viadeo

simplyhired®

indeed®
one search. all jobs.

eFINANCIALCAREERS.COM
THE FINANCIAL JOB MARKETPLACE

jobs2web
Recruit Better™

LinkedIn

facebook

Taleo



monster®

mixtent

jobsite

TweetMy
JOBS™

totalJobs.com

kariera.gr

talentdrive™

XING

naukri.com
India's No.1 Job Site

careerJET.com

Jobvite

seek

doyoubuzz
Get recognized

YAHOO!

reed.co.uk



about.me™

hackrutter

twitter

Yandex

StartUpers

You Tube

InternMatch
Find your focus

jobrapido

madgex

infoempleo.com

BeKnown

startwire

Dice

StepStone

Caterer.com

InfoJobs.net

vizualize.me beta

Staffing & Recruitment Agencies

- **Many Types:**
 - Staffing/Temporary
 - Contingency Recruitment
 - Retained/Executive Recruitment
 - Hybrid
- **Important to know**
 - Looking for 100% on-spec
 - Paid on placement
 - Highly self-interested
 - (UK example)

Free Agency

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 **ANNA D.**

 **Background checked!** **21** Level  (55 reviews)

Get just about anything done by safe, reliable, awesome people.

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 **How TaskRabbit works**
See how easy it is to outsource your Tasks and errands.

 **Safety is Task #1**
All TaskRabbits are background-checked and community reviewed.

 **TaskRabbit for Business**
Businesses are using TaskRabbit's Task and errand service to help with all kinds of office To-do's.

Advice

On Finding a Job:

- Target industry & company over specific position
 - Look for growth within growth
 - Easier to create your own path within a growing org/growing industry
- Understand the hiring landscape
 - Highly automated
 - Highly fragmented
 - Patience and positivity required
- Profile is key
 - Be concise. Cut filler. Use modern terms. Include hard-number accomplishments. Show dedication to learning.
 - Post it everywhere
 - Differentiate yourself
- Seek out data. Seek out *people*.
- Make the people you talk to smarter with the data you find

On Finding a Job:

- Ask tons of questions in interviews
 - Show strategic/global focus
 - Ask about challenge, learning and innovation
 - Impress with questions about current problems
 - Dig into the culture
- Follow up without stalking

Advice

On Building Your Career:

- Look at your time as an investment
 - Do tomorrow's job for today's \$\$
- Experiment. Find out who you aren't. Move for the right reasons.
- Once you find a passion, invest yourself in it
- Constantly develop your knowledge and skills
 - With free online resources & communities, no excuses

Advice

On Building Your Career:

- Be and stay as technically literate as possible
 - Codecademy
 - <http://ocw.mit.edu/index.htm>
 - <http://online.stanford.edu/courses>

- Advice**
- Find and solve the biggest problems you can
 - Play free agency, even if that just means side projects
 - “Start as you mean to go on”