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# YOU'RE HIRED! A VIEW FROM THE OTHER SIDE

UIUC Physics Career Seminar

February 7, 2025

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## WHO AM I?

- 1997 UIUC Physics Ph.D Graduate – Experimental Condensed Matter
- Career in the semiconductor chip industry
  - Cypress Semiconductor (Technology Development – ESD & Latch-up) – Sr Engr
  - Infineon Technologies (Customer Quality – Communications Division – wireline/wireless) – Mgr/Sr Mgr
  - Maxim Integrated (Reliability) – Sr Mgr
  - Cirrus Logic (Reliability Operations – creation of lab) - Dir
  - Maxim Integrated (Customer Quality) -> Analog Devices (Customer Quality) - Dir
  - onsemi (Product Quality) – Sr Dir
- If you are graduating this year, first off **CONGRATULATIONS!** It is a great accomplishment!

Now onto your next exciting phase of life!

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## THE JOB MARKET/SEARCH

- It can be a tough market in 2025. However, there are jobs out there and in a tough economy “NCGs” (New College Grads = <2 yrs from graduation) can still be hired.
  - I’ve been rejected, hired, recruited, laid off & referred.
  - Remember your search and results are not a reflection of who you are or your worth.
  
  - My search:
  - Used the UIUC career center to find & go to company info sessions, on campus job fairs (came once as company rep), sign up for interviews (even ones I wasn’t that interested in). Good for info and more importantly practice of “elevator speech” who are you and answering questions!
  - Went on three on-site interviews (less common today, which is a pity) and received two job offers relatively close in time, so I had a choice. It can help if a future employer knows you have an offer.
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## THE HIRING PROCESS

- Job Description/Responsibilities/Qualifications
    - This is my kitchen sink list – This is my theoretical ideal candidate, but remember I’m an experimentalist. What percentage of what is stated is really required will vary depending on manager.
  - Resumes
    - Will need some buzzwords to get past automated filters/recruiter.
    - Accomplishments are good. Things that make you stand out are good (e.g. BS candidate Eagle Scout)
    - “Miranda” – anything you write can and will be questioned.
    - Grammar is still important - No typos! Make sure customizations match job!
  - Gamers mantra – must get to next level should be your goal – limited success, switch it up.
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# THE HIRING PROCESS

- Recruiters

- Larger companies have recruiters that will be your contact. Smaller companies it can be the hiring manager themselves.
- Will sometimes have a list from the manager what to look for. Some companies may even have a test.
- They will usually not have a detailed understanding of the job. They will be looking for general traits, e.g. can you communicate, what is your attitude, what is your interest, why do you think you are a good fit, etc.

- Interviews

- Held via some platform – Zoom, WebEx, Google Meet, MS Teams, etc. Haven't had a phone screen in years.
  - Check your HW and environment – microphone, camera (yes, it should be on even if the interviewer's is not), surroundings (background image, where you are at 'noisy', etc.).
  - Attire should be business casual at a minimum. Overdressing is always okay.
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## THE HIRING MANAGER

- Hiring for many managers is a necessity, but this is not their expertise (nor most of the interviewers).
  - Hiring tools will basically display lists of candidates, link to resume and where they are in the process. It will also include if the candidate is a referral (from an employee, e.g. former classmate or friend's relative).
  - Hiring is likely also not the manager's main job, so a quick scan of a resume maybe all someone gets to move on or not.
  - Hiring managers don't want to get bombarded, so this is one reason they aren't published with the job description, hence elusive. I don't need candidates chasing me on LinkedIn, but there are some good sleuths!
  - Whether the interview is 30 min or an hour and one person or multiple interviewers, we can only get an impression of the candidate, so do your best to make it count.
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# A HIRING TOOL EXAMPLE

## My Inbox Tasks



### New Internal Candidates

0 items

View All Candidates

### New Referred Candidates

7 items

- R240562 Engineer, Customer Quality Engineering
- R240562 Engineer, Customer Quality Engineering
- R240562 Engineer, Customer Quality Engineering
- R240562 Engineer, Customer Quality Engineering
- R240562 Engineer, Customer Quality Engineering

View All Candidates

### Screen Tasks

0 tasks

View All Tasks

### Interview Tasks

0 tasks

View All Tasks

### Background Check Tasks

0 tasks

View All Tasks

### Offer/Employment Agreement Tasks

0 tasks

View All Tasks

## My Candidates



Job Application	Job Requisition	Potential Duplicates	Date Applied	Source	Resume	Stage	Step	Total Score (Questionnaires)
<input type="checkbox"/>	Engineer, Customer Quality Engineering (Open)			Job Board -> LinkedIn	Resume 00.pdf	Review	Review	0
<input type="checkbox"/>	Engineer, Customer Quality Engineering (Open)			Social Media -> LinkedIn post (in-feed)		Review	Review	0
<input type="checkbox"/>	Engineer, Customer Quality Engineering (Open)			Job Board -> LinkedIn	RESUME	Review	Review	0
<input type="checkbox"/>	Engineer, Customer Quality Engineering (Open)			Job Board -> LinkedIn		Review	Review	0
<input type="checkbox"/>	Engineer, Customer Quality Engineering (Open)			Social Media -> LinkedIn post (in-feed)		Review	Review	0
<input type="checkbox"/>	Engineer, Customer Quality Engineering (Open)			Social Media -> LinkedIn advertisement		Review	Review	0
<input type="checkbox"/>	Engineer, Customer Quality Engineering (Open)			Job Board -> Indeed		Review	Review	0

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  - Hiring is likely also not the manager's main job, so a quick scan of a resume maybe all someone gets to move on or not. It is like being a grad student grader for intro physics courses, except you can't ask for regrades.
  - Hiring managers don't want to get bombarded, so this is one reason they aren't published with the job description, hence elusive. I don't need candidates chasing me on LinkedIn, but there are some good sleuths!
  - Whether the interview is 30 min or an hour and one person or multiple interviewers, we can only get an impression of the candidate, so do your best to make it count.
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## THE INTERVIEW

- Managers are looking for a positive attitude, energy, problem solving and teachability.
  - Expect standard interview questions, e.g. strengths and weaknesses, behavioral questions.
  - Practice questions/answers with each other – refine your answers. Get as many interviews as possible. You want to come off somewhat natural, but not too polished – be like Steve Jobs.
  - I've seen presentations from recent NCGs highlighting who/what they have accomplished – see next slide
  - Do at least minimal research on the company, that's what the web is for.
  - Make sure you get a chance to ask questions – while it may be weighted toward the interviewer, this is your chance to find out more about the company (what is not in webpages). Have at least a few questions. What is a typical day like, what have I shown you today, what are the expectations, what is it like to work with the boss, what are the next steps, etc.
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# PAST EXPERIENCE

Examples

- 1) Component/Part Package Creation : 2D Package and PCB Symbol Creation
- 2) BOM Scrubbing
- 3) Environmental Compliance : RoHS
- 4) PCN (Product Change Notifications)

- 1) FFF (Form Fit Function) : Compatibility with Where-used and Impact Analysis
- 2) Obsolescence Risk Assessment with Forecasting : End of life (EOL) Status Part
- 3) Change management : ECR, ECO, ISM
- 4) Excel Daily Report Files : Demand, SDD and Risk

- 1) RFQ's, PO and Invoices handling
- 2) Stocking and Purchasing Strategy Development : Safety Stock, EDO and lead Times
- 3) Power-BI Reports & Automation of Daily reports (DAX Language)
- 4) MRP Walk : Quality Inspection

- 1) PRMP Review : DFM, Product Validation & Verification, Audit, Capability Study Review, Traceability
- 2) SCARs (MRB Walks, CTQs, Root Cause Analysis, Issue Resolution, Sort
- 3) PCR & Process Deviations
- 4) New Part Sourcing with New Production Line setup

Outcome

Developed Innovation & Mentoring/Coaching Ability

Developed Communication & Presentation Competency

Developed Independency & Problem Solving

Developed People Management & Relationship Building

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## THE OFFER

- It can take time after an interview before there is an offer. It depends where you are in the list of candidates.
  - Some companies will have an immediate feedback session after the interview, some will wait until all the candidates are interviewed.
  - A recruiter may talk to you about an offer and then have to route it for approval. If you are going to negotiate (be a bit cautious), then here is a good time.
  - There can be other factors outside of the hiring process that could impact the timing, e.g. pause or freeze in hiring.
  - Look over any offer carefully. It will usually focus on total compensation (not just cash compensation). Total can include bonus, stock?, 401(k), paid time off (PTO), relocation and other fringe (medical, dental, insurance) benefits.
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## YOU'RE HIRED! NOW WHAT?

- Listen, learn and establish credibility. Go into the office, now is not the time to be remote.
  - First years in a career is the prime time for learning. Those lessons will carry forward. It may also be the only time you are technical (so build those skills) if you later pursue a managerial track.
  - Make your boss's life easier as Mark Cuban says are his best employees. Take on tasks, be someone they can depend upon, don't make them dig. Provide proposals and info to back it up.
  - Business is rarely personal. Soft skills can be equally important (read the room).
  - Politics exist because we are human. Your boss should protect you from them when you start out.
  - Be visible. This will be important during annual performance appraisals and your career.
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## KEY POINTS

- Resumes truly only get a few minutes. Cover the required, but try to find ways to stand out.
  - Practice makes perfect – practice your interview question answers. Examples that demonstrate your listed skills are great. Before the interview is over, ask to save some time for YOUR questions.
  - Unless you are applying for a very unique niche, experienced hiring managers I know across various companies don't expect NCGs to be plug and play. They do expect a good attitude, energy, curiosity/willingness to learn, problem solving and reasonable social skills.
  - Once you get an offer, there is some room to negotiate. A lot of effort has gone into getting to this point, so companies are somewhat invested to make it work.
  - Make sure your work is known and you are not invisible. Your work does speak for itself, but a little self-marketing is good (and let's you know if you are working on the right things). Help your boss and they should help you. If not, then you may need a new boss.
  - It's hard, but don't take any rejection personally. There are too many other factors in the background that you can't know. This is not a measure of your worth. Good luck!
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