The Pandemically Challenged Job Hunt #1: "How to Get Hired" - Advice from Leading Entertainment Industry Recruiters

Panelists:

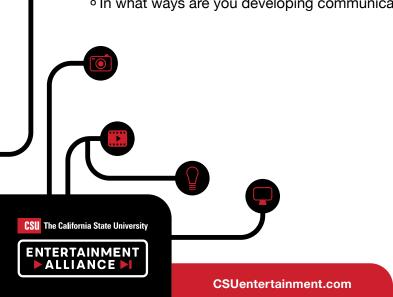
- Kelly Waite Associate Director HR Business Partner @ MediaCom
- Hugo Vergara Senior Recruiter @ Lionsgate & STARZ
- Howard Lin Talent Acquisition Manager at Deluxe Entertainment Services Group/ Company 3/Method Studios
- o Jeremy Chau Talent Specialist @ RPA
- The CSU Entertainment Alliance Intro
- Pipelines Mobile Intro
- Resumes
 - No more than 2 pages
 - Grammar check
 - Linkedin uses an industry standard format
 - Build your profile there
 - And then you can download directly from there
 - Simplicity or Pretty?
 - Happy medium of both
 - Demo reels? Resume along with that if it is requested
 - Industry standard format for the resume of 1-2 pages
 - o LABEL with first name, last name, resume

• Experience level?

- What can they include on a resume even if they have little to no work experience
- Speak to the clubs and orgs that you are in
- Get involved at your school, etc.
- o Certifications there are free and paid ones that you can get
- Create a section for volunteer experience
- Even community involvement
- o Something you can really capture in a cover letter lean on that if you don't have a lot of experience in the work world
- Volunteer to be a part of different experiences or productions

Transferable skills?

- Any skill that can apply to any and all industries
- People who work at Starbucks managing multiple orders and staying calm and professional
- How you act in a team
- o In what ways are you developing communication skills



• Transferable skills? (CONT'D)

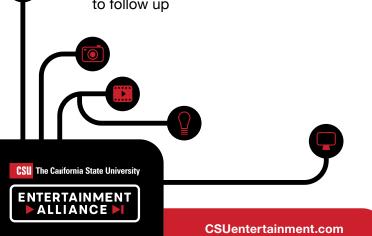
- Put a narrative behind it
- Write about it because that can be a work sample
- o Comparable platforms (you may not know resolve but you have used premiere pro, etc)
 - There are a lot of equivalent platforms for technical skills
- They don't expect to find someone who hits all of the boxes

Tips to make your resume stand out?

- Be concise keep bullet points to one sentence
- Be sure to include your contact info and your linkedin
- Your company, your title, your dates
- o Don't use "summer 2019" say from June-Sept 2019
- Keep it to one page
- Like to see side hustles / interests
- Less is more
- Look at it like real estate space is money
- o Action verbs and making sure you beef it up a bit
- Make it exciting

Interview Preparation

- Do your due diligence about the company before you get to the interview
- Know the product of the company
- Check out the culture pages and the social media pages to see what's happening in the company
- Understanding what the product / company is and how it applies to you
- Why you are interested in this job and this company
- Finding things that aren't surface level
- You can go on YouTube, etc.
- Know your WHY
- Think about how you can contribute to the company
- Make eye contact and engage
- Always have some questions ready for the interviewer
- Questions about culture
- The interview is a two way street
- Should finish the interview of having a really accurate picture
- What are the pain points?
- What kind of problems do you run into?
- Focus on the why
- Utilize the network you have to help you get seen
- Meet in your career center
- Be intentional about what jobs you are applying for
- Be strategic about that
- Be transparent
- What is your timeline and how soon are you looking to fill this position? It will give you info and when to follow up



Zoom Etiquette

- Test it out
- Be in a space where you won't be interrupted
- Be able to be seen

• Interview, etc.

- How to answer the tell us about yourself
 - You and how it relates to the job
- Behavioral questions (tell me about a time...)
 - Star method
 - Situation
 - Task
 - Action
 - Result
- o Do your values match up with the company's values?
- What is it about this job that interests you?

Follow ups

- o Thank you notes
- o Same day or next day email a note
 - Thank you, learned a lot, still really interested in the position, etc.
- Proper follow up tells folks you are responsible and have follow through
- Make thank you's unique because they share them amongst each other
- o Don't let it be an after thought

• Is Linkedin necessary?

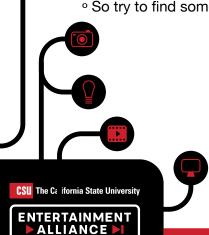
- o Yes, everyone should have one
- Yes, it's a great way for people to find you

Job Portals

- Company's website
- We are Next
- Entertainmentcareers.net
- o Social media Facebook groups based on skill sets

Staying positive throughout the job hunting process?

- Don't lose focus
- Work on the skill set for the job
- Keep open minded about where you can get experience
- Explore different things because what you want to do will change along your route
- o Try as many things as you can
- What you are good at, may not be what you really like
- So try to find something in the middle



Building resume while in school?

- o No time for clubs, etc.
- Showcase the projects and the work you have done in the classroom
- o Be more open minded in how you go about the job search
- Whatever the reason is, capture it in the cover letter
- Expand the things you can do

Basic skills you look for at an entry level position

- Communication
- Ability to learn new things
- Team environments

Weaknesses that turned you off?

- o Asking about bonus structure as the first thing
- Walk into the convo with the mindset of collaboration and how you can help each other as opposed to just the monetary

• Is it okay to ask about any gaps etc.

- o Ask in a follow up areas you can work on
- o If you are having the convo, you are qualified, so come from that area

Attire / piercings / hair /etc

- Depends on the industry
- o As long as you behave professionally, etc.

• Extra tips for non-citizens?

- Entry level jobs
- Please be transparent about this

• Tips for demo reels

- Depends on the industry
- Have ONE main demo reel at the top
- When it comes to email follow ups make sure you apply to the position first and then do a follow up

