



HOW TO LAND YOUR NEXT JOB IN SUPPLY CHAIN

From the viewpoint of
leading Supply Chain
recruiters!

**The guide for landing a
supply chain job you deserve!**

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*"If the opportunity
doesn't knock,
build a door."
- Milton Berle*



Career Brainstorming & Goal Planning

It's very important to have a baseline understanding of the type of work you'll accelerate at and enjoy doing.

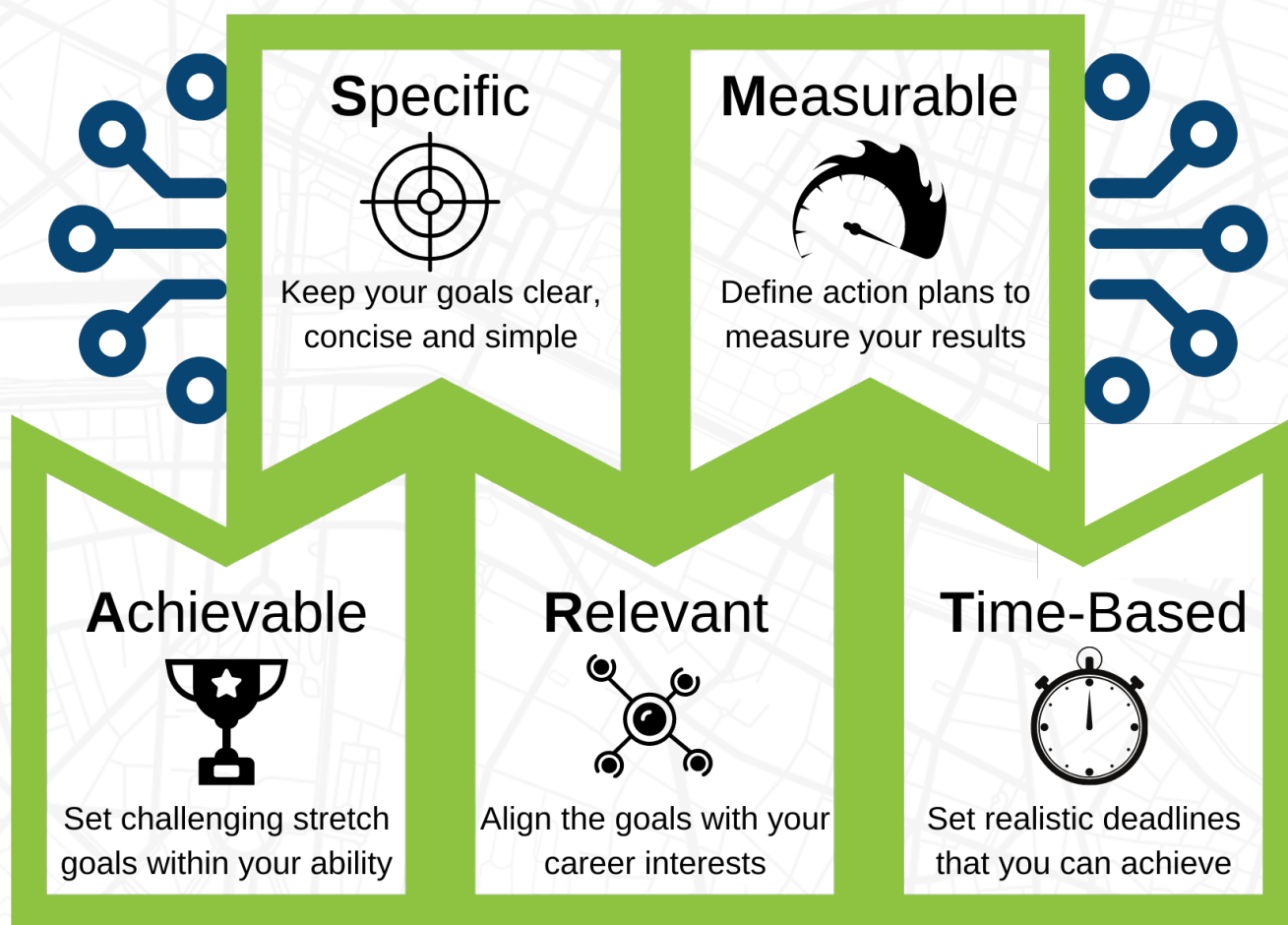
This will help you focus your time and energy on exploring the right companies and jobs that match your interests and career aspiration, while ensuring you're targeting opportunities with companies that are stable versus unstable.

Here are a few questions to ask yourself that can help you focus on the right job search criteria. Try to force rank them in order of best or most important to least important. This information will be very helpful as you begin building out your job search strategy and target list of employers:

- **What are your key strengths?**
- **What are you really good at? What do you want to be really good at?**
- **What are your transferable skills from past work experiences?**
- **What industries are poised for growth vs. decline?**
- **What career disciplines are poised for growth vs. decline?**
- **What size company and type of work culture interests you the most?**
- **What are your geographical preferences and limitations?**
- **What type of roles interest you most?**
- **What are the top trends occurring within your targeted career discipline?**
- **What are your compensation requirements, from "bare minimum" to "desired"?**

S.M.A.R.T Goal Planning

After you gain a baseline understanding of the types of career opportunities you wish to pursue, it's very important to develop the right career goals to aid with keeping you on track when it's time to execute your job search campaign. One of the most effective goal planning processes is the S.M.A.R.T. process:



For example, let's say you're looking to transition from a Demand Planning role to Sales and Operations Planning (S&OP) as you find that career path more interesting. Some S.M.A.R.T. Goals could be:

- Connect with 25 S&OP Analysts, Specialists and Directors on LinkedIn each week
- Spend 30 minutes per day researching S&OP job opportunities, the companies and finding target individuals to reach out to and add to your Job Search Tracker Template (more on that later).

Job Search Strategy Template

“If you fail to plan, you are planning to fail!” - Benjamin Franklin

Now that you have established the core objectives, target companies, and industries for your job search, it's time to develop and organize them into a format that can help you stay laser focused on the right activities that aid with accomplishing your goals. I recommend treating your job search similar to how you manage a project in terms of prioritizing and organizing the key activities that lead to hitting milestones and ultimately completing the project by the established deadline.

The Job Search Strategy Template was designed to help you keep track of specific goals and action steps, helping you refine your strategy as you go through your job search. Edit this Excel template as necessary to fit your particular needs.

This easy-to-use Excel template is divided into the following seven tabs:

1

Action Plan

(daily/weekly/monthly job search activities) - Use this tab to document measurable action steps. Include specifics such as due dates, status of completion, and future action items that pop up during your job search. Examples of relevant action items include:

Applying to X amount of jobs daily

Connecting with Y amount of new LinkedIn contacts weekly

Scheduling Z networking calls weekly

Download the Job Search Strategy Template here!

2

Target Company List

- Include the most pertinent details for your target companies, such as URLs to company websites and their job listings pages, for example. We recommend keeping your list to 25-50 companies in efforts to stay laser focused. This will be a dynamic versus static list, as you'll be adding and deleting companies throughout your job search. Be sure to share this list with members of your primary network to see if any of your contacts have any relationships within these companies and could facilitate introductions. Remember that **referrals are the #1 source of hires!**

Job Search Strategy Template

3 Networking Contacts - When building your contact list, try to capture as many specifics as possible beyond the obvious phone number and email. Note the job title, how you connected and anything you have in common - which can go a long way when it comes time to initiate a conversation and "break the ice". Other useful contacts, such as third-party recruiters, should go on this list as well.

5 Interviews - Here is where you'll want to keep track of all job interviews, whether they're phone, video or face-to-face, the date you send out thank-you notes, follow-up calls, and any pertinent details you discussed during your interview. It also doubles as a scoring sheet, with space for you to rate how well you performed during each job interview, as well as any relevant impressions you had about the company.

4 Job Applications - Keep track of every job you apply to, whether it be online or through emailing your resume to a company. Stay organized so you can follow up in a timely fashion, keep yourself from becoming overwhelmed, and stay prepared when a potential employer calls about that latest resume you submitted. The last thing an employer or recruiter wants to hear from a candidate is "Now what job and company is this for again?"

6 Offers - If you receive multiple offers, then this tab provides an easy way to analyze and compare offer packages. Include important information such as offer decision deadlines, salary, bonuses, long-term incentives, benefits, perks, and your personal interest level.

7 Career Websites & Apps - With so many career websites out there and so many employers using their own career portals, it's important to keep track of all your login/account information, the status of your applications and any further action steps you need to take. You can maintain this information on this tab within the spreadsheet or use a password manager app such as LastPass or Dashlane.

[Download the Job Search Strategy Template here!](#)

Avoid the Online Application Blackhole -

How to go through the “Back Door”

Outbound tips and tactics for getting your resume noticed by the right decision makers.

While the internet has increased the efficiency of the job application process, it has also led to widespread frustration and criticism amongst job seekers, with most complaining about spending a lot of time applying to jobs and never hearing back from the employers. Putting in some extra work can help your application get noticed by the right decision makers at your target employers.



Tip 1: Use LinkedIn Advanced Search to Identify Decision Makers

After you send in a job application, search for the Company Name using LinkedIn's Advanced Search Page. Try to identify the following:

- Hiring Manager
- Corporate Recruiter (supports the functional area you're applying to)
- HR Partners (aligned to the department or facility you're applying to)
- Department Head (over the function you're applying to)
- Head of Supply Chain

Send a personalized connection request, and once they accept, you'll be able to obtain their email address (and maybe a phone number if they included it in their profile) which provides multiple methods for initiating contacting and sending follow-up messages.



Avoid the Online Application Blackhole

Tip 2: Do Your Research and Make Initial Contact

Before you initiate contact, conduct research to establish a working knowledge of the company and the individuals you're reaching out to. Be sure to review their LinkedIn profiles, seeking out information you can leverage in your message to help break the ice, to include posts the individual has "liked", shared or commented on. You'll want to incorporate a "call to action", such as asking for a referral or to schedule a brief introductory call.

As it relates to LinkedIn, know that the "open rates" for messages sent through the platform are much higher than email, so you definitely want to focus on sending LinkedIn invitations followed by direct messages, once connected, as this can increase your engagement levels.

Follow the message format below for optimum effect:

1. Thank your new contact for accepting your LinkedIn Invitation.
2. Reference the job title and job ID# you applied to, then let them know you are extremely interested in pursuing employment at their company.
3. Politely request a 5-minute introductory call so you can learn more about their career opportunities. You should also ask "If you're not the proper person to speak with, could you do me a huge favor and point me in the right direction?"
4. Keep the message short and sweet, no more than 5 sentences, as the goal is to "initiate" a dialogue, as opposed to trying to sell the person in the first message.
5. Strive for a real, humanized tone as if you're striking up a conversation with someone at a networking event. Avoid generic templates that wreak of laziness and borderline spam. Be sure to leave your contact information, and of course, **attach your resume!**

Tip 3: Schedule and Conduct Exploratory Interviews

It can be more difficult to connect with higher level supply chain leaders as they're typically in meetings or traveling while getting bombarded with sales-oriented messages on a daily basis. Another tactic that can yield quicker results is to connect with peers and/or those doing the type of job you're interested in at your target organizations.

Reach out to see if they would be available to hop on a video or phone call to talk about their career and the steps they took to get to where they're at today.

Typically, these individuals can be more receptive to networking, especially since they were in your shoes not long ago. Gather intel on what they like about their job, what they don't like, the challenges, etc.



Avoid the Online Application Blackhole

Tip 4: Go the Extra Mile

The next step is a follow-up call. While this may seem intimidating, it can significantly improve your job search results.

Before you cold call someone, you have to know *exactly* what you're going to say. You will likely only have 30 - 60 seconds to get your point across, so it's important to spend time developing your elevator pitch. Jot down talking points, then practice in front of a friend or family member.

During the call, keep your Job Search Tracking template handy so you can document the new contact information and referrals. Keep it short and sweet, and always remember to have a clear Call to Action for each conversation. Here are some sample Call to Actions that you could utilize:

- Ask for a referral (if they aren't the right person that can help you)
- Ask for a quick resume review in consideration for the role you applied to
- Ask for advice to help with getting your foot in the door

Having a tough time finding someone's phone number or email address? A great and FREE source for looking up someone's personal contact information is www.truepeoplesearch.com.



Tip 5: Be Persistent

Don't make the common "one and done" mistake that many job seekers make i.e. sending only one email, sending only one LinkedIn message, or leaving only one voice mail with a prospect then calling it quits.

The best way to separate yourself from the competition is to be *consistently persistent* with your outreach and follow-up efforts. Establish a cadence that leverages email, LinkedIn and the phone as this will significantly improve your odds of connecting with your target employers and staying on their radar.

With that said, you also need to exercise extreme caution with your outreach efforts as overdoing can be a turnoff. Use your best judgement based on your target audience.

Attract Employers & Recruiters to You

Inbound career tips that can improve your discoverability on the internet and social media.

As important as reaching out to individuals is, it's just as critical to make sure you're attracting them to YOU through social media. Try to think like a marketer, and if you have any friends or colleagues that work in marketing, see if you can pick their brains to get some advice in this area. You'll want to represent yourself with a consistent "brand" as this will increase your odds of being noticed for a role without having to do as much outbound job hunting and outreach.

Before you get started optimizing your profile, here a few quick tips to brand yourself effectively:

- Have a professional take your photo and use the same photo for all your online profiles.
- Use the same name, or handle, across all Social Media profiles, as well as the same profile description.
 - For example, I use "SCM Talent" as my handle across all my online profiles. If you search Google for "SCM Talent," you'll see that most of my profiles appear on page one, because my handles (brand) are consistent.

Defensive Googling - set up a Google search alert (www.google.com/alerts) on your name to keep a pulse on any content that is published. If you come across any content that's negative or paints you in the wrong light, work to have the content removed.



Focus on Supply Chain Centric Keywords

Be sure to identify the most popular keywords that are associated with your supply chain skill set, qualifications and experience. For example, if you work in Logistics, you may want to include keywords like transportation, warehousing, LTL, truckload, intermodal, carrier relations and the like.

Next, be sure to incorporate these keywords into ALL of your online profiles while making sure they flow naturally so that it reads well. This way, when a recruiter is running a targeted search on LinkedIn or other platforms for candidates with certain keywords, your profile has a stronger chance of ranking higher in the search results.

Attract Employers & Recruiters to You

LinkedIn

LinkedIn is one of the most important platforms for recruiters to find supply chain talent. Many firms, including our firm, pay for a premium package that allows recruiters to search the entire LinkedIn platform using specific keywords, years of experience, skills, degrees, and other filters.

If your profile isn't completed in full with the right keywords integrated in the right sections, chances are that you won't show up on a recruiter's radar when sourcing for candidates with your background. Try searching LinkedIn for your "twin", using the keywords you feel best represent your background and skill set, and pay close attention to the profiles that appear at the top of your search results. From here you can tweak your profile based on those that rank up top, but refrain from copying directly from someone else's profile.

In addition, in order to reap the full networking benefits, **you need to be an active participant** versus someone that lurks in the shadows. Start by:

1. **Engaging in posts**, "liking" and commenting on articles, and sharing content that may appeal to or help your target audience. You may want to consider writing and publishing your own content on the [LinkedIn Pulse](#) platform as well. This will enhance your exposure to potential employers, improve your engagement level with your existing network, and accelerate the expansion of your network.
2. **Updating your profile to the setting**: "Open to New Opportunities". Your employer and coworkers will not be able to see this setting, and it entices recruiters to reach out to you for potential opportunities.
3. **Following companies you are interested in** potentially working for in order to stay abreast of new job postings, news announcements such as expansions or hiring initiatives, and the like.
4. **Joining and participating in the top LinkedIn Supply Chain Groups** such as [LinkedIn Supply Chain Groups](#) or [Supply Chain Recruiters](#).



Attract Employers & Recruiters to You

Facebook

While Facebook may seem like more of a personal/ recreational tool, it also has potential for professional networking. Below are a few tips to taking advantage of its networking potential:

1 Complete the work and education sections, making it easy for recruiters to find you.

2 Join Groups related to your industry, such as [Supply Chain Jobs](#) or [Logistics & Supply Chain Management Professionals](#).

3 Use the "Like" function to connect with the business pages of employers on your Target Company List, as well as supply chain associations.

4 Clean up your profile! Remove any negative or inappropriate images or posts that could prevent you from a job opportunity.



Other Avenues for Attracting Employers

Writing or contributing to articles for a blog or a trade magazine, as well as participating in podcasts and speaking engagements, are great tactics for enhancing your visibility while showcasing your expertise.

Setting up your own blog is fairly easy and can be a great way to publish your thoughts on supply chain topics of interest, show off your expertise to employers, showcase your resume, and highlight your professional skills and experience. [Wix](#) is one of the most user-friendly blog hosting sites and offers pre-built blog templates that make it easy to get up and running. [WordPress](#), while more complex and robust, is another great platform for setting up a blog.

Networking Tips and Tactics

The referral process continues to be the #1 source of new hires, making networking a vital aspect of any job search strategy. However, after the spike of the covid-19 pandemic, traditional methods for making new connections with other professionals, such as lunch meetings or attending supply chain events, started to fade away.

This in turn made “digital” networking the new normal, and paramount for success as it relates to making new business connections and finding a new job.

The good news is that with more people working home than ever before, your odds of getting through to those you’re reaching out to greatly improves, as people tend to be more accessible working from home as opposed to working in distracting office environments.

Here are some tips to help you excel at networking and making meaningful connections, without stepping outside of the comfort of your home.

Set Networking Goals



Before you get started with networking, it’s important to establish goals that stretch beyond landing a new job. There are many benefits that one can achieve through networking, beyond landing a new job, such as identifying a new mentor or enhancing your knowledge on certain topics.

Tap Your Collegiate Network



Alumni networking is simple, direct and can yield tremendous results. Start by searching on your university website as most contain a section for alumni networking, with online directories and portals for searching by keyword, location, and company. FYI - this is exactly how I landed my first job 20+ years ago!

LinkedIn provides another helpful option, by following a few simple steps:

- 1 If applicable, be sure to add the names of the colleges you attended to your LinkedIn Profile so alumni can find you easier.
- 2 Go to your University’s LinkedIn Page and click on the “Alumni” tab. Here you can search alumni by title, keyword or company. This is a great tactic for identifying supply chain professionals that attended your University and for identifying alumni that work or have worked at your target employers. When you find someone you’d like to connect with, click the “Connect” button.
- 3 Include a personalized message for optimum effect, stating you are also an alum of your University, and add a few bullet points explaining why you’re reaching out to include a call to action e.g. setting up a 5-minute call, meeting up for coffee, etc.

Networking Tips and Tactics

Connect with Supply Chain Recruiters

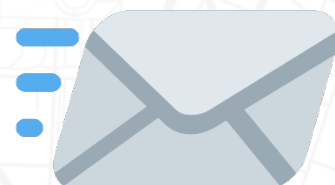
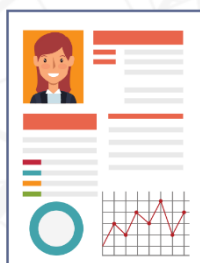
Not all Supply Chain Recruiters are equal, as many specialize by geography, function, job level, industry and so forth. I recommend doing some research first, starting with polling your supply chain network for recommendations, then searching the internet using keywords like “supply chain recruiters,” “logistics recruiters” and so forth.

It’s important to remember that many search firms work directly for clients to find candidates, rather than to help candidates find jobs. However, networking and submitting your resume to their database is a good practice in case a job becomes available that fits your criteria.

Submit your resume to the SCM Talent Group database here!

Once you identify a few recruiters that seem to align with your needs, you’ll want to:

1. Connect with them via LinkedIn
2. Send them your resume, cover letter, and a short summary of your basic job search criteria via email and be sure to leave a call to action such as “Do you have any current opportunities that align with my job search criteria?” or “Is there another recruiter at your firm that I should connect with?”
3. Check in every so often via email, LinkedIn and/or phone to see if they have any new opportunities but refrain from bombarding them with too many messages. Your goal, in the event they don’t have any “current” opportunities to consider you for at the time, is to simply stay on their “radar” in the event a new opportunity arises that matches your background and job search criteria.



Networking Tips and Tactics

Join Professional Associations

Professional supply chain associations are simple and inexpensive to join, with local chapters that host networking and educational events on a monthly basis, as well as larger national and global conferences that are held annually.

Most associations have online membership directories, ideal for identifying and connecting with fellow association members.

There are other avenues you can explore to help expand your network, from online meetup groups to volunteering in your local community. I also recommend if you're an ASCM (formerly APICS) member to check out the Career Coach white papers and webinars which are chock-full with career development and job search advice, geared for supply chain professionals.



Video Trumps Phone

Instead of setting up the typical networking phone call, aim to schedule a video chat as video is as close as you get to meeting in person. Video can help to establish a more authentic connection compared to phone, as you're essentially "putting a face with the name". Zoom has become a very popular video chat tool along with Microsoft Teams, but if you want to save a little money, go with Google Meet which is free to use (for now) with a Google / Gmail account.

Be Authentic & Empathetic

When reaching out to network, keep your messages sincere and empathetic. Personalizing and humanizing your messages, in a caring and genuine manner, can really make a difference these days, as opposed to pushing out canned templates that focuses on you versus them. Before sending a message, think about how you would feel as the recipient of your message, and make any final adjustments if needed.

Networking Tips and Tactics

Always Think: “How can I help?”

When networking, it’s critical that you refrain from focusing only on your needs. The most successful networkers know that networking is all about giving and receiving, with the goal of building “mutually beneficial” relationships. As the saying goes and rings true to this day: “the more you give, the more you receive”.

Write down a list of things you can do to help others and keep this list handy as you initiate contact. You can offer to facilitate introductions to people within your personal network. Perhaps you could share a thought-provoking blog post, an article that contains helpful advice (such as this one 😊), or a recent innovation in supply chain. Bottom line, always reference ways you could help in every message or conversation as this is mission critical for networking success.



Follow-up and Patience

Two common networking mistakes are underdoing it or overdoing it. Underdoing it refers to making only one attempt to reach someone such as sending out one email and assuming there’s no interest due if there’s no response. Overdoing it is blowing up someone’s inbox or dialing their phone several times per day, which is akin to stalking.

Persistence with follow-ups is very important, however, it is imperative that you exercise a high degree of patience as well. Spread your follow ups over several days, keep them short and sincere, and don’t expect anyone to get back to you right away.

Automate Your Job Search

Instead of wasting hours of your time searching countless job boards, use the benefits of technology to **enable the jobs to come to you**. By setting up a few simple automated alerts, you can make your job search strategy a lot more effective.

Social Media

Need some help managing all of those social media accounts? I recommend either [Hootsuite](#) or [Tweetdeck](#). Both platforms maximize your chances of finding job opportunities by creating streams of keywords of your choice, like "supply chain jobs," or "now hiring." They offer free profiles, the ability to track keywords, schedule posts in advance and help you manage your social media presence.

Job Board Alerts

Most of the big job boards like Monster and CareerBuilder allow you to set up alerts that come to your email inbox on a daily basis, based on your specific search criteria. My favorite is Indeed.com. With Indeed, there is no limit to the amount of email job alerts you can create, and it allows you to specify criteria such as location, job title, keywords, and company name. They even have an online Job Alerts Tutorial in case you get stuck.

Save Jobs on LinkedIn

LinkedIn also has the ability to not only search for open jobs, but allows users to set up alerts for new jobs posted on LinkedIn that match your general search criteria or are recommended to you. You set alerts to come in daily or weekly, and you can even get notified via the mobile LinkedIn app. LinkedIn has put together the steps to take to set up and manage these alerts.

Web Crawlers

For the next step up, you can enable [Google Alerts](#) or [Talkwalker](#), both of which search newly indexed web pages in "real time," including blogs, job postings, news, and company sites. You then receive email alerts according to your preference (usually daily or weekly). For a great tutorial on Google Alerts, check out Job Searches in [Google Alerts](#).

Advanced search engine techniques, such as Boolean logic, can help you create the most accurate results. Jim Stroud explains the process in his [Googling for Jobs tutorial](#).

If you're looking for more resources, I recommend you check out or [supply chain career toolbox](#), your one-stop, complete toolbox for everything related to productivity, advancing your supply chain career, optimizing your resume, and much more.

Video Interviewing Tips & Best Practices

Hiring practices for most companies have evolved and the dominant interviewing format has shifted from in-person interviews to video interviews.

A lot more can go wrong in a video interview than an in-person interview though, mainly because there are more technical factors to contend with that contribute to a smooth, positive interview experience. Failing to adequately prepare for a video interview can diminish your chances of landing the job.

We have created a list of tips to help ensure these technical factors are planned for accordingly so all you need to worry about is being yourself and 'wowing' the hiring team.

Find an Appropriate Background

Do not make the mistake of uploading a picture to use as a backdrop for your video call. This can create an unprofessional look while distorting the quality of your video feed. Instead, find a well-lit background (not too bright) that is simple, free of clutter and distractions such as a TV, and can capture the attention of your interviewer(s). You want the hiring manager to be focused on YOU, not your background.

Avoid having a window or bright light in the background as the light can easily over-expose on the screen, resulting in making you appear dark and sometimes unrecognizable.

Test your Internet Speed and Computer Battery Life

A quality internet connection is critical for a successful video interview. If your video is appearing to be pixelated you should invest in increasing your internet bandwidth, even if it's temporary while you're conducting a job search. Google offers a simple and free internet speed test (simply search "internet speed test") that can help determine if you need to make any bandwidth upgrades.

This seems like an obvious one, but make sure your computer battery is fully charged or better yet, the computer is plugged into an outlet. The last thing you want is for your laptop to die in the middle of an interview.



Video Interviewing Tips & Best Practices

Adjust Your Lighting

A good rule of thumb to follow is that your face needs to be the most “lit up” object on the screen. The way you do this is by having a soft light in front of your face and have the background behind you a little darker. Facing a window is always a good idea. Lume Cube makes an affordable clip-on light that attaches to laptops or monitors, providing ample lighting for video interviewing and conferencing.

Sit the Appropriate Distance

Away and Eye-level to the Camera

Even though this is a video interview, you still want to give the interviewer some “personal space”. Do not sit a few inches away from your screen or too far away. To make the video feed look normal, take a seat about 2 feet away from your camera.

When viewing your laptop screen or monitor, ensure that the camera is close to eye level and there’s a little space (1-3 inches) between the top of your head and top of your screen. This will allow for proper spacing for your video interview.



Run a Practice Test

Practice is the key to a successful interview, regardless of the interview format, but with video it’s even more important to practice in advance of the real thing.

Grab a friend or family member, start a video call, and go over this simple checklist:

1. **Joining the Video Call** - this may sound self-explanatory, but make sure you know how to work the video call software so you are not late to your interview
2. **Video Check** - get rid of any glares, make sure the exposure/lighting is right
3. **Audio Check** - make sure you are not echoing or sound too loud or soft
4. **Network Check** - is your internet and computer battery capable of conducting an hour-long video call without any issues?

Dress to Impress

It may seem like a silly question, but you should always ask what the proper interviewing attire is prior to a video interview. Just because you’re not there in person doesn’t mean that the interviewer won’t be making the same type of “first impression”. When in doubt, wear business attire as it’s better to be safe than sorry.

Video Interviewing Tips & Best Practices



"Arrive" Early

Generally, there is a waiting room that is equipped with a video call. You'll want to join the call about 3-5 minutes early and wait for the interviewer to officially launch the broadcast.

You wouldn't want to be too early or late to an in-person interview or phone interview, so treat video interviewing the exact same way.

Facial Expressions & Nodding

A downside of video interviewing is that nonverbal communication, such as eye contact and body language, can be diminished compared to in-person interviewing.

You certainly don't want your interviewer wondering if your video feed is frozen since you are not moving your head or showing any facial expressions.

A way to make up for these lost nonverbal cues is by showing facial expressions and nodding your head while the interviewer talks. This reassures the person on the other end that you're invested in what they have to say.

Another good practice is to stare directly into the camera the entire time. You should be able to use your mouse to "drag" the video of your interviewer towards the camera lens which can help with keeping your eyes focused on both your camera and the interviewer.

Let the Interviewer Completely Stop Talking Before Responding

This is one of the biggest flaws in video interviewing. Yes, in a real-life situation you should wait for someone to quit talking before you begin speaking. But in video interviewing, the pause between when the interviewer stops talking and you begin talking needs to be a slightly more extended pause than in real life.

If you jump in with your response too soon, it will mute the mic of the other person and totally cut them off. This can come across as rude to the interviewers, and awkward, if you miss out on what was said and need to ask the interviewer to repeat a sentence or question.

Video Interviewing Tips & Best Practices

Use Video to Your Advantage

An advantage to interviewing is that the interviewer cannot see what is behind your computer screen. Leverage this opportunity to:



Set aside your notes, questions you'll want to ask, list of relevant/significant accomplishments and other pertinent information



Have the job description and your resume visible



Have background information on the interviewers and company you are pursuing such as the company website and LinkedIn profiles

Let the Interviewer End the Meeting

Now that your interview has gone as smoothly as possible and you can tell that it is coming to an end, let the interviewer be the one to 'officially' end the video call. Of course you'll want to cover the basics prior to the conclusion, such as thanking them for taking the time to meet with you and inquiring about the next steps and timing of when you should hear back from the company.



Happy Hunting!



There is no one-size-fits-all approach to job hunting. Everyone's situation is unique, and no two people have the same job requirements, preferences, or abilities. Likewise, your Job Search Strategy will probably look a little bit different from anyone else's, even if you follow the time-tested tips outlined in this guide.

Your Job Search Strategy is like a moving target. It requires constant modifications in order to maximize productivity and achieve your desired results. If something you've tried a hundred times before isn't working, then it's time to try something new!

In the end though, tools and technology will only get you so far. The truth is, referrals still rate as the #1 source of hires for most employers, and the best way to generate referrals is through networking. If you're unsure where to start your job search activities, or if you find yourself stuck in a rut and getting nowhere, networking is usually the best place to start. This is where the job search "magic" occurs so make sure you're spending most of your time on networking and less of your time surfing the job boards and applying online to job postings.

**Join The Supply Chain Careers Community
where you can receive expert supply chain
career advice and tips straight to your inbox!
(click here)**

Submit Your Resume to open positions on the **Supply Chain Careers Job Board!**

About The Author | Rodney Apple



Completely specialized in end-to-end supply chain recruitment since 2001.

Built the very first supply chain department for The Home Depot (Fortune 13 at time)

Spanning 10+ years, led supply chain recruitment for 4 corporations that made the Gartner Top 25 Supply Chain list:

- The Home Depot
- Kimberly-Clark
- Cummins
- The Coca-Cola Company

Personally filled more than 1,000 professional to executive supply chain positions

ASCM (formerly APICS) Career Coach since 2014

ASCM Magazine Author for "Professional Development"

Presenter at CSCMP and APICS global conferences on supply chain talent topics

About SCM Talent Group

Executive Search Firm

End-to-End Supply Chain Recruiting

- Logistics
- Procurement
- Manufacturing
- Continuous Improvement
- Planning / S&OP
- Operations

Staff Level to C-Suite

About Supply Chain Careers

The Hub for Advancing Supply Chain Careers

Made for:

- Professionals
- Students
- Veterans

Resource to Help Employers Build Supply Chain Teams

Featuring:

- Job Board
- Podcast
- Content Hub

Contact Us!



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