



Chat with Microsoft Recruiter: Brian Cuadra

Tuesday, November 17th 2020

Microsoft
University Recruiting



The PLAN

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A little bit more about me

02

A little bit more about Microsoft + How we HIRE

03

Open Q+A



Brian Cuadra

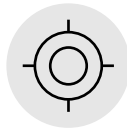


University Recruiter



Bay Area Focus

San Francisco is HOME!



My purpose at Microsoft

To provide students with equitable access to the wonderful world of opportunity at Microsoft!



Fun Fact

I have traveled to over 11 countries recruiting for Microsoft!





Bay Area Recruiting HUB Experiment





Stanford
University



Regional Recruiting Opportunity

- University of California, Santa Cruz*
- San Francisco State*
- San Jose State*
- Santa Clara University
- Make School
- University of San Francisco

*Hispanic Serving Institution (HSI)



Microsoft's mission

Empower every person and every organization on the planet to achieve more.



Our culture



Growth mindset



Customer obsessed



Diverse and inclusive



One Microsoft



Making a difference

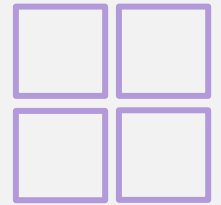
We're Hiring!



Explore Internship



**University
Internship**



Full-time



Which internship is right for me?

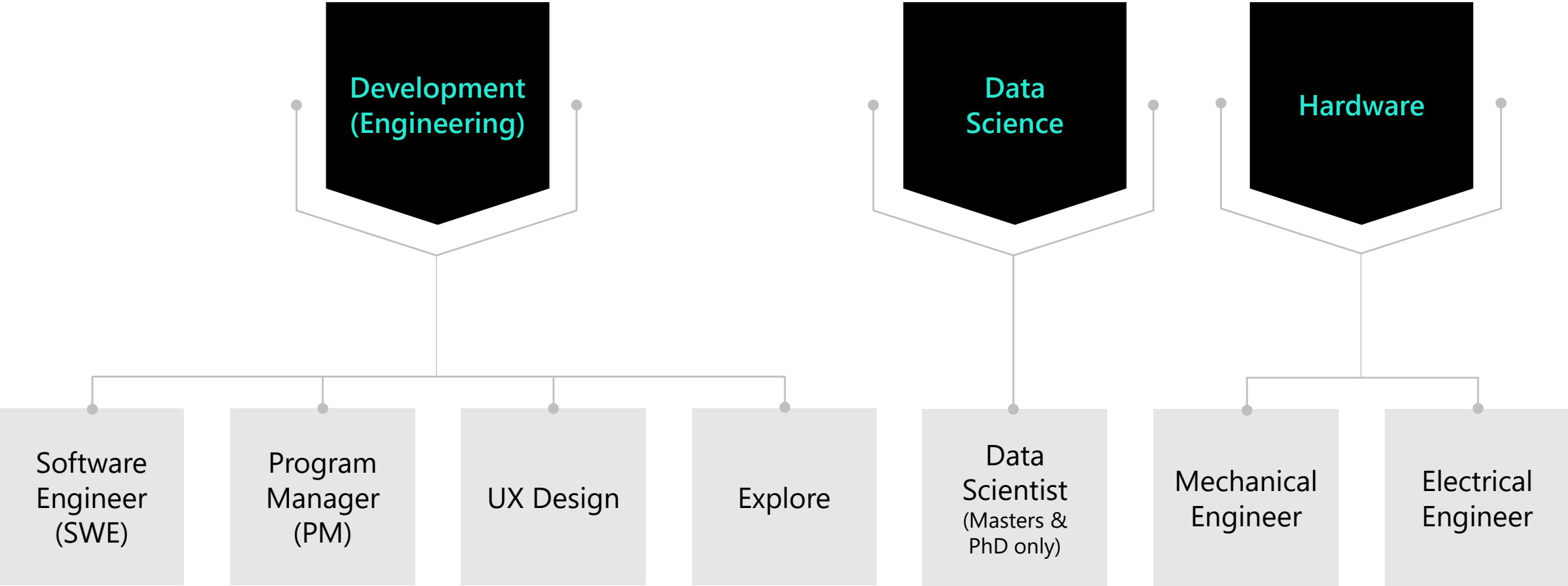
Explore

- Freshman + **Sophomores** encouraged to Apply
- 12 week, paid internship
- Rotate between **SWE + PM** disciplines
- **Work collaboratively** with 2 pod-mates on a project with a team!
- Will have many supports, including a manager, mentor + recruiting contact

University Internship

- Sophomores with experience + **Juniors** encouraged to apply
- 12 week, paid internship
- **One discipline:** SWE or PM or HW, etc.
- Will work **more independently** on a project with a team
- Will have many supports including a manager, mentor + recruiting contact

Internship opportunities



How to Apply



Apply Online

Microsoft.com/university

Applications go live on
August 15th this year!



First Round Screen

30 min phone interview

Blend of technical +
behavioral questions



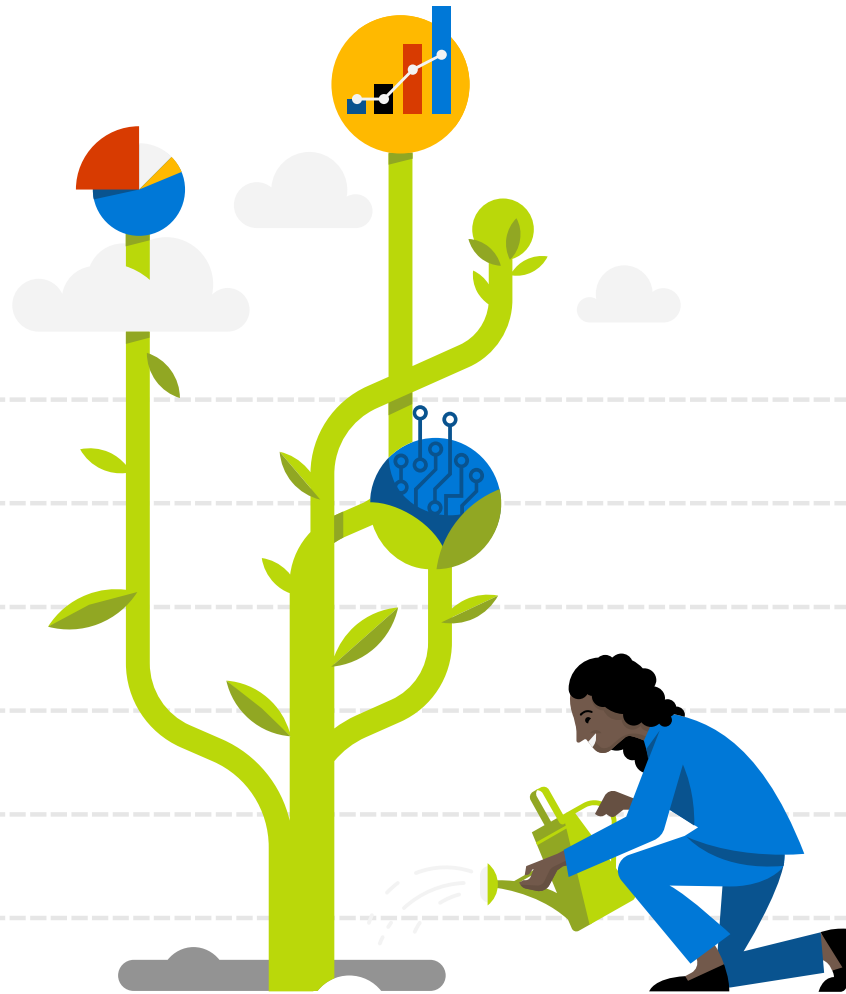
Final Round Interview

2-4 virtual interviews with the
team that you are being
considered for



Offer Decision

Candidates typically have
2 weeks to make a
decision on their offer!



Hiring Based on Passion + Potential

We don't expect our college hires to be experts or unicorns!

We are hiring **students** and we recognize that most of you might not have years of work history or specialized training/skills in specific areas. Our recommendations for hire are based on *potential* for success, as opposed to proven excellence. *Passion* for technology is another important piece. 😊

1. PASSION

This is something we can't teach you! Ask yourself:

What makes you excited about technology?

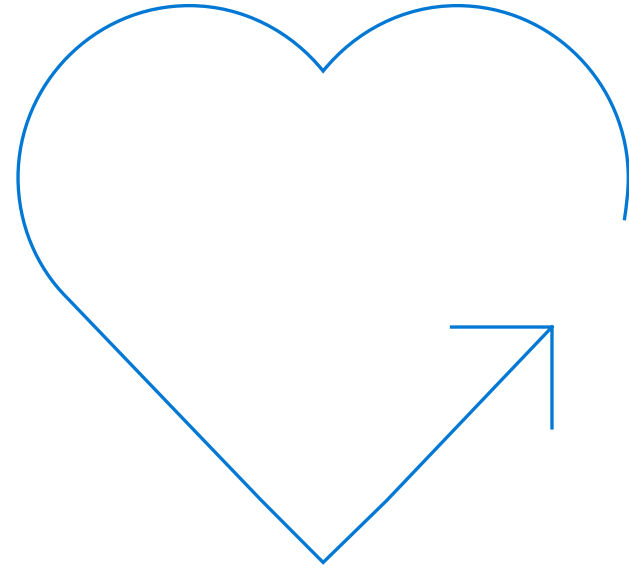
How do you spend your time outside of school?

Why did you choose Computer Science?

Are you excited about working with people?

Can you articulate what you are excited about working on?

...the things on your resume that make you the most proud?



Could translate to:

- Personal Projects
- Leadership roles or involvement in student groups
- Hackathon or extracurricular engagements related to tech

2. POTENTIAL

Are you eager to learn and to GROW? Ask yourself:

How are you making the most of your educational resources?

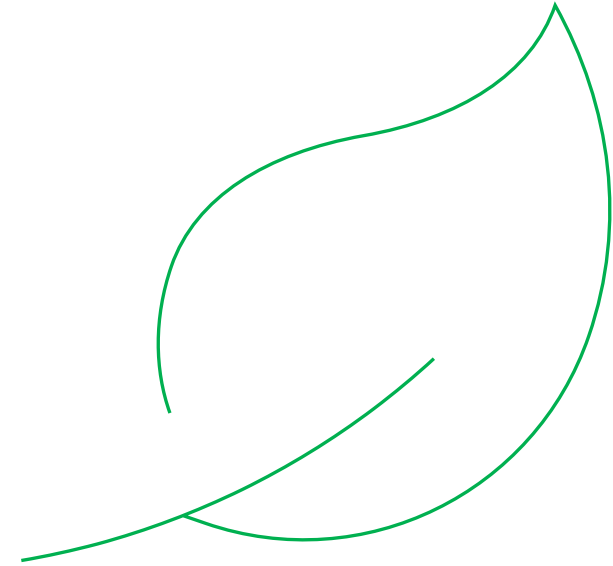
Do you have a growth mindset and challenge yourself?

Have you sought out opportunities to grow as an engineer?

...As a leader?

Have you exposed yourself to new technologies or challenges?

How do you work through obstacles and drive for results?



Could translate to:

- Applicable Skills
- Experiences (Professional, personal or academic!)
- Teaching Others (TA, mentor, etc)

What we are scanning for:

1. **Graduation Date** (Eligibility)
2. **Academic Background** (Pipeline)
3. **Applicable skills/Experiences**
4. **Things that set them apart!**
 - a. **Personal projects** and/or technical **experiences**
 - b. **Leadership + community involvement**
(Hackathons, awards, scholarships, TA)
 - c. Indicators of **Passion**



Q+A