

# CSMC Referral Program

## 1 Disclaimer

This program does not guarantee a referral, interview, nor offer. At the bare minimum, you are guaranteed to have at least one person looking at your resume.

If at any point you provide your contact information outside the confines of this program, you are responsible for any messages and/or spam you receive.

## 2 Problem Statement

It was commonplace for fellow CSMC mentors to give referrals to other mentors. As mentors come and go, this positive feedback loop stays.

The global pandemic changed everything. The cycle halted. Many lost internship opportunities. May the odds be ever in your favor to find a full time job out of college.

## 3 Mission Statement

This program is one answer that seeks to provide a semi-established channel for (current and even former) CSMC mentors find internships and their first job after graduating.

While it may seem like a temporarily solution to a bigger problem, it is still walking towards a more permanent, established path.

## 4 Participation Requirements

### 4.1 Requester

You are eligible to request referrals if and only if you have worked at least 2 semesters at the CSMC.

### 4.2 Referrer

Requirements are still a work in progress.

For now, it is only former CSMC mentors; however, this is what you would more likely call “guidelines” than actual rules.

## 5 Opt-in Process

### 5.1 Requester

At some point Jason Smith should have posted Pratik Bhusal's referral request form. Assuming you are eligible, please fill that form out to show your interest in the program.

### 5.2 Referrer

If you want to give referrals and Pratik Bhusal has not contacted you already, notify Pratik Bhusal through the github issue request page or through Pratik Bhusal's email address associated with this program.

**Note:** As mentioned in the disclaimer, if you provide your contact information to a requester, you are responsible for any communication that does not go through this program.

## 6 Opt-out Process

If you no longer wish to participate, please let Pratik Bhusal know.

## 7 Potential/Frequently Asked Questions

### 1) *When is the best time to apply/participate?*

As early as possible.

### 2) *Why can't you just post all the referrers' contact information in the primary method of communication used by the CSMC (e.g: Slack)?*

The referrer has only guaranteed sharing contact information with Pratik Bhusal. Them receiving unsolicited spam from a random individual should never happen.

### 3) *What benefit(s) do referrers get?*

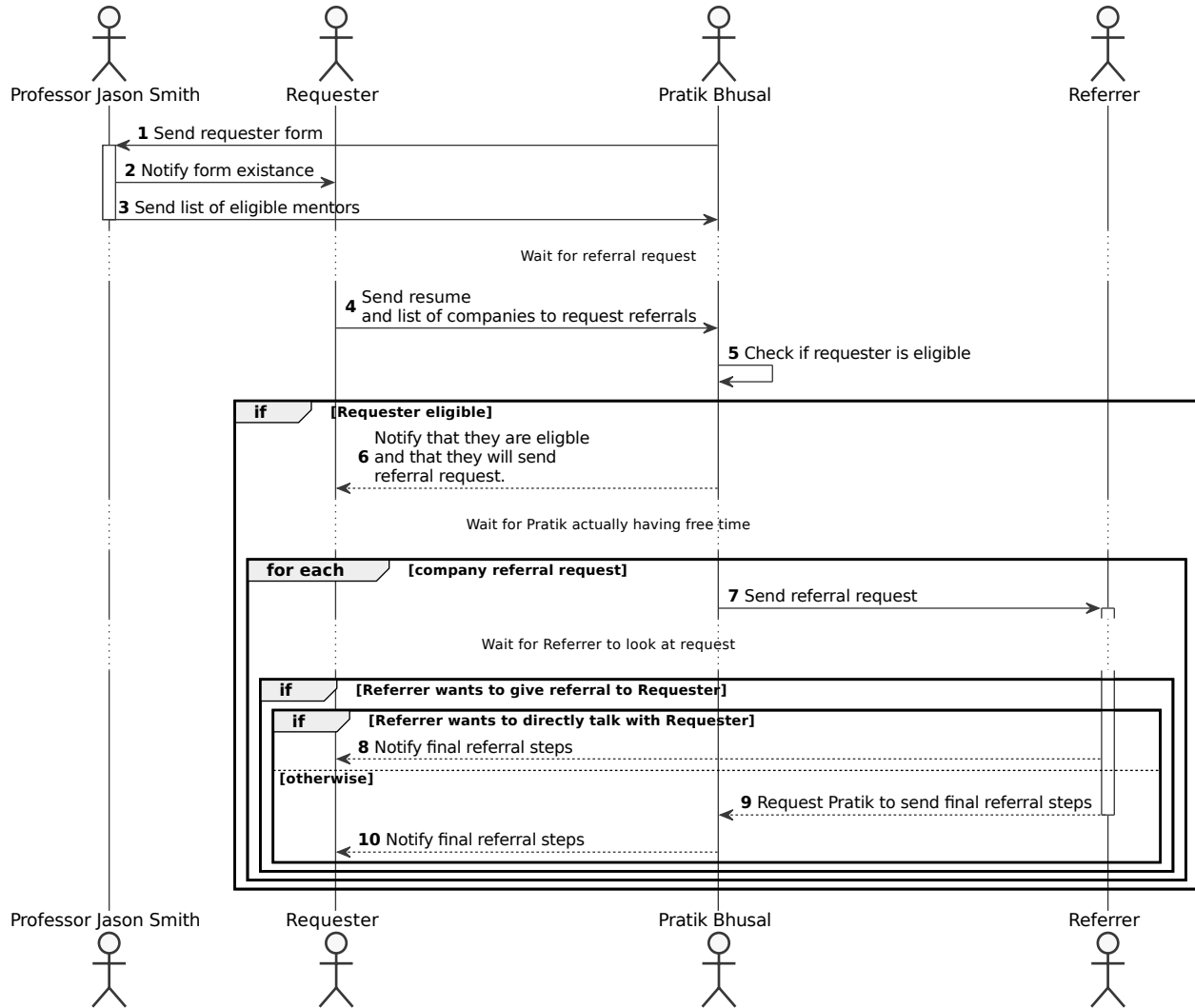
They provide referrals for any combination of reasons. It could be because they want to help their former coworkers, there is some financial incentive, or both.

In the case of a financial incentive, companies *may* provide a financial incentive to employees for successful candidate hirings.

### 4) *How is my information stored?*

It is stored on Google spreadsheets. Automatic data encryption is desired, but still in the brainstorming phase.

## 8 Referral Request Process Diagram



**Note:** Special conditions may exist based on the referrer's preferences and/or restrictions. These conditions will be mentioned in the provided list.

**Note:** Referral requests will come at a first come first serve basis.

**Note:** In the situation that a company on that list has multiple potential referrers, one will be randomly picked.