Career Services Assignment 4 – Soft Skill Interview Prep

Points possible: 50

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| Category | Criteria | % of Grade |
| Completeness | All requirements of the assignment are complete. | 50 |
| Quality | Answers show thought, proper grammar, and would be acceptable in most interview situations. | 50 |

Instructions: Find a job post online for a role and company you would like to apply for. Answer the following questions as if you were being interviewed for the job. Research the STAR method of answering behavioral interview questions and where applicable, utilize the STAR method in answering the below questions.

STAR = The situation, task, action, result format is a technique used by interviewers to gather all the relevant information about a specific capability that the job requires.

Position = IBM Front End Developer Summer Intern: 2021

https://careers.ibm.com/ShowJob/Id/961831/Front-End-Developer-Summer-Intern-2021/?lang=en

How did you hear about this position? (Make sure you remember where you heard about the role so it doesn’t look like you are just applying randomly to every position possible.)

I heard about this position from an IBM engineer named Rick Higgenbothum that I met in 1990. He has worked for IBM as an engineer for over 40 years. His son Spencer and I went to school together. We bonded over playing sports and building computers over the past few decades. I believe this reference may have helped me secure the position with the firm.

What do you know about the company? (Research the company, website, products/services, and reviews. Talk about good reviews that make you want to join.)

IBM has been a technology leader since its founding on June 16, 1911. The international juggernaut has 350,000 employees serving 170 nations. Total assets were $152.18 billion as of 2019. The company contracts with Microsoft, Oracle, Google and many other top tier Silicon Valley industry leading operations. I have met over 20 IBM employees networking over the past 10 years and they all enjoy their careers.

Why do you want this job? (Be very specific. Talk about what appeals to you about the role but focus more on the value you’ll add to the team and company rather than what the company will do for you.)

The Front End Developer Intern position provides an opportunity for engineers to learn the basics of coding. The job will reinforce what I have learned in coding bootcamp. Specifically, the position offers growth in the areas of JavaScript and Node.js and frameworks such as React, Vue or Angular. UI Development technologies such as HTML, CSS, JSON and API usage are also core to the role. I will also be able to work remotely. I live a few hours from the nearest city so working from home is crucial. Luckily I will also have the option to visit city and suburb offices as needed.

Why should we hire you? (Be very specific. Talk about your skills, passion, and willingness to continuously learn to be an asset.)

I have been working fulltime professionally since 1992. With decades of experience in sales and customer service I can bridge the gap between technology and clients. I am willing to work 20-hour days if needed 365 days a year. I have been working overtime regularly for over 20 years and enjoy the hustle. I would like to pursue an undergraduate degree in Engineering leading to Masters and PhD credentials. I would also like to pursue my Secret Clearance to work with military defense firms. I previously was an Officer for the United States Department of State serving overseas as a Linguistics Operative.

What is your greatest professional achievement? (STAR)

I would say graduating from school as I am 1st generation educated. A large majority of my family, friends, colleagues and hometown community have no formal education. I am lucky to have had the opportunity to study and a get a degree. In addition, from 1st grade through college graduation I worked 40 to 80 hours a week on top of a fulltime school schedule. Juggling education, sports, hobbies and career made me the independent productive citizen I have become.

Describe a difficult work situation and how you overcame it. (STAR. Never speak negatively about anyone else or any companies. Perhaps talk about change you experiences, as change is always difficult to overcome.)

My prior firm has had ongoing sexual harassment lawsuits throughout the nation. I have been asked by our Executive Director of Human Resources to act as a witness. As a liaison I give a voice to the abused peers I worked with in Colorado. I am honored to give a voice to the voiceless. I signed non-disclosure agreements under the direction of management, executive leadership and corporate attorneys. Although I have had publishers such as Wall Street Journal offer interest of publicly bringing the story to light, I have chosen to maintain the integrity of the firm by not speaking out. There are bad apples everywhere and it is not fair to punish thousands of people and shareholders for the actions of few.

What are your goals for the future? (Make sure you answer in a time bound manner and talk about how you are looking to learn as much as possible in your field.)

My 5 year goal is to be the best Javascript, React and Python coder in the firm. I will start by performing in the top 10% of the company globally. Then I will shoot for the top 1%. I believe performance metrics are the only true measure of an employee’s worth. Sadly, nepotism and entitlement seem to rule the universe. My 10 year goal is to become a Scrum Master and/or Engineering Architect. My 20 year goal is to open a Military Defense Contracting firm securing billion dollar government contracts to keep the world safe.

Why are you leaving your last job? (Don’t say anything negative. Mention growth, changing industries, etc.)

I decided 21 years ago to pursue Engineering professionally. The algorithms used in coding are similar to those used in Economics, Finance and Accounting. I have enjoyed my time working in Finance for TIAA. TIAA stated they would not sponsor careers in Technology, Medicine or Law. Unfortunately, I will have to leave the firm to bridge the gap between my Financial Services background and my new role as an Engineer. I am excited to trailblaze into a new field while keeping all doors open with prior firms.

What is your salary expectation?

My salary is negotiable. To match my current firm, I would need to be making around $75,000.00 per year. I have read some data from the Massachusetts Institute of Technology and Harvard Business School public resources stating entry level Engineers can make similar income.