

## **Market Overview & Recruitment Process:**

### **1. What are some websites to apply on?**

- Dice.com
- Ziprecruiter.com
- Glassdoor.com (Mostly Direct Hire)
- Indeed.com
- indeedprime.com
- Monster.com
- Careebuilder.com
- Techfetch.com
- Startwire.com

### **2. Here are some Keywords to use when searching and applying for Job**

- QA Test Engineer
- Java Selenium
- Selenium
- Selenium Web driver
- Selenium Tester
- SDET
- Functional Tester
- Cucumber Tester
- TestNG Tester
- SQL Tester
- Manual Test
- Test Engineer
- Software Test Engineer
- Quality Center
- Web QA
- QA Engineer
- Application Test
- Automation Tester
- Automation Test
- Automation Test Engineer
- Agile Testing

- Automated Testing
- Automated QA
- Software QA Analyst
- Software QA Engineer
- Software QA Tester

### 3. When Should you apply for jobs?

You need to apply from 8-9 am to 3 pm your ideal time. Why because local companies HR department start working around 8 to 9 am. Also, majority Indian recruiters know US working hours starts from 8 am to 9 am. After 2 pm market slows down, but you still will get calls but instead of applying at that time you can study and practice. Also some companies on the West Coast will be calling and scheduling interviews at 6-8pm. Please be flexible for the interviews. Dedicate morning for job applications and have a strict schedule and afterward focus on studying and practice. You will get calls throughout the day no specific time when you get calls. If you cannot apply in the morning apply late at night at midnight or 1 to 2 am since no one applies there is a reason for it.

### 4. How many jobs should you apply to a day?

least Apply to as many jobs as possible it's a numbers game minimum 20-30 jobs a day at or more. Also apply on all website or your preferred websites. The more you apply the more interview opportunities you get. The less you apply fewer interviews.

**IMPORTANT:** When applying let's say from 8 am to 3 pm continuously make sure on all website you are applying to delete your resume every 2 hours from the website and reupload your same resume. If you cannot do it make sure to re-upload your resume every 24 hours. Think of craigslist.com when you post an item it comes at the top for viewing, a few hours later your item is at the bottom of the page same concept. You want to make sure you're always on top when recruiters are searching for candidates. After applying you will start getting calls from recruiters for full-time and Contract JOBS. These next set of questions are usually asked by recruiter or HR Personal.

### 5. Why are you looking for a JOB?

My current project contract is ending soon, and our project manager has told us to start looking for new opportunities. I don't have an end date since it's not confirmed, but if the right opportunity comes I will take it.



Also, another reason you can give is that we had a budget cut and the contract is coming to an end shortly.

#### **6. How soon can you start a new job?**

After I get an official offer letter and a start date is confirmed, I will have to give 2 weeks' notice. Mention you have to end it professionally. And if you are relocating you can start in 2-3 weeks.

**NOTE:** some recruiter wants you to start tomorrow don't do that it's not professional and you don't want to sound desperate.

#### **7. What compensation are you looking for? MONEYYY!**

**DON'T FOCUS ON MONEY** your goal is to get interviews first. I will always try not to give them a number, but usually what I say I am looking for the market rate for my experience.

They will push you to say the number. If they insist give them 45 to 50 an hour range max and be flexible.

Once you pass an interview and get an offer you can always go back and renegotiate. They will tell you that you signed contract etc. **IT DOESN'T MEAN ANYTHING!!**

**DO NOT LOW BALL.** Meaning don't say I am ok with 25 dollars an hour or 30 for selenium it shows lack of confidence. Don't become desperate it shows!!

#### **8. What to do if they ask for Green card, work permit copy or last 4 digits of social security?**

This is very common if you are a green card holder or hold work permit its ok to give them a copy. Cover your green card number or work permit number. Also last 4 digits of social security is also common they want to make sure they don't waste their time if you are not legal.

#### **9. Are you currently working as a full time or contractor?**

Always say you worked as a 1099 Contractor.

#### **10. Who is your contracting company?**



Your contracting company is a Consulting firm called **Alliance Tek Solutions**. They might not ask you this but if they ever do this is your employer and you work for them on 1099 and all your resume experience comes under that company.

WHY?

Recruiters will sometimes try to trick you and ask you for your pay stub or W2 your taxes to see did you really work or the amount your asking amount is accurate.

If they ask we need to see your paystub NEVER say yes. Legally they cannot ask you for that and also if they insist say you have signed a NONDisclosure agreement(NDA) with your company and I cannot show you due to that reason. If they still push for it be upfront and confident and FIRM either submit me for the position or not. DO NOT WASTE TIME with these types of recruiters and companies .They do exist and it happens move on there are thousands of other jobs.

#### **11. Can you provide us references and may we contact them?**

Yes, I can provide you references **after** I get submitted and have an interview. I don't want my colleagues to be bothered unless I have something firm. Also I do get calls regularly since I am in the market and I don't want to be giving references unless certainly getting interviews.

**No need to provide references if they don't submit you for the position.**

Some companies will insist on getting references ahead. ONLY if they don't back off, In this case, provide them references numbers that we provide you, but make sure to let them know that please contact them only after you have gotten an offer.

For your reference please email to [support@syntaxtechs.com](mailto:support@syntaxtechs.com).

Please be patient WE WON'T RESPOND IN 5 MINUTES! Your recruiter CAN and WILL wait!

#### **12. Can you provide your corporate email or for your references provide corporate email?**

**NO**, you cannot provide them corporate email such as johndoe@accenture.com because you are not allowed to use work email for personal use and you will be breaking the company's policy. Also, when you guys start working in TECH JOBS **never** use work email for personal use!!! You will get in trouble !!! Majority companies track all email communication. Simply tell recruiter we are not allowed to provide and i don't have permission. **Phone number for references is all that is needed period!!!**

**13. Why do you have so many companies on your resume?**

I have been a contractor for all my previous jobs and just like my current situation contract is coming to an end and that's why I am looking for another opportunity!

**14. Why did you apply for this position or interested in this position?**

My current job activities match with the job description. Therefore, I see myself easily transitioning to your company since I have similar day to day activities and it could be a great opportunity for me. Also I really like your company etc. (if you say last part do research on them. Look on Glassdoor as it provides a description and reviews of the companies)

**15. Why should we hire you?**

I bring the best skill set of both manual testing and automation. So, these skills would let me add values to the testing processes of your organization. My positive attitude and determination towards work and assignments would set me apart from other candidates. Furthermore, I like to work with the team and gel quickly with other members. Consequently, I'm a fast learner and can bring immediate productivity to work. Also, I am rehirable in all my previous projects and left on good terms.

**16. Where do you see yourself in the future?**

I want to learn as much as possible and be more technical. I want to learn multiple programming languages as well to help out the organization I am working for.

**Don't say you want to become a manager also don't be overconfident!!**

**NOTE:** You don't want to be overconfident and also don't say become a manager because you don't want to intimidate the person interviewing and make him feel like you're coming after his job.

**17. I see you're a tester, but you have a degree in finance, art etc.how come?**

I started off as an intern at company X when I started a few months down the road there was opening for a manual tester internally and I always had interested in IT, so it was a perfect opportunity to jump on. I grew fond of testing and really enjoyed it and wanted to



change my major to testing, but unfortunately, my university and other universities did not offer Testing as a major. So, I ended up learning a lot on my own from YouTube, online courses and even took automation boot camp course to learn more. I decided to continue my degree in FINANCE ART etc. since I had already started and ended up finishing but continued my career in Testing.

### **18. Should I delete my existing resumes from job portal?**

**YES!!!**

Make sure you don't have your old resume out there you want to delete that.

LinkedIn-You can make a new one or edit your existing one or you don't need to have one period just say I don't use it. Do not forget to update company name on your LinkedIn according to your given resume!

Facebook- Don't have job experience on there.

We will create an email for you.

**DO NOT CHANGE EMAIL OR PASSWORD FOR MARKET!!!!**

**We won't be supporting you neither now or in the future!**