

Streamlining the Federal Hiring Process with Support for University Grads
 by
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Introduction


- What University nickname is The Black Knights?
- The Terps?
- The Sea Gulls?
- The Pirates?
- The Rams?
- The Hokies?

■ Bill Davies – Monster Public, State and Local, and Ed

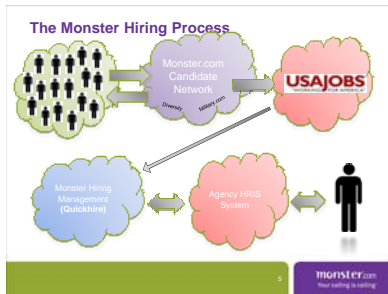


Let's Get Started!

- How Monster streamlines the Federal Hiring Process
- How Federal Candidates/University Grads can create a Personal On-line Marketing Strategy
- How Universities can leverage Monster to prepare their Grads




Streamlining the Federal Hiring Process

Monster Government Solutions
 The End-to-End Solution Provider

Moving beyond Talent Acquisition to help our customers manage their full Talent Lifecycle



Internal Site for Knowledge Transfer
 Monster Family of websites touch people across the web

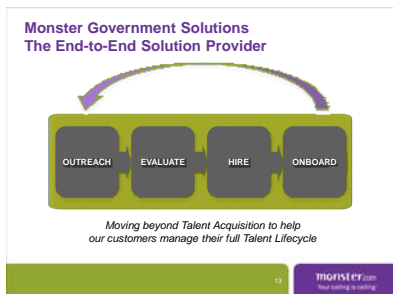
UNITED STATES DEPARTMENT OF LABOR
 2010-2011




kix
 The Knowledge Exchange
 Careers, Connections and Innovation

kix, make it work for you.





- ### Recruitment - Challenges
- Qualified Veterans
 - Qualified Diversity
 - Volume Positions
 - Technical Candidates
 - Hard to fill positions and locations



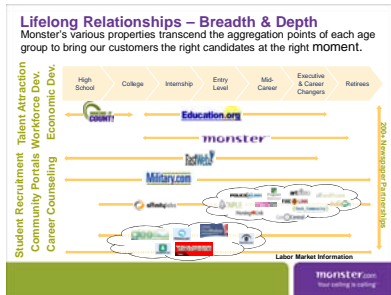
Monster Government Solutions

Monster serves over 100 federal agencies, all 15 cabinet departments and all 7 uniformed services

- Monster provides government agencies with dynamic online tools that help them efficiently track candidates throughout the hiring process. Monster solutions help reduce the time-to-hire and attrition rate saving time and money.

- ### Monster - Civilian Federal Case Studies
- US Postal Service: J, R, EJB, D
 - DOE: J, R, TM, D, V, ATS
 - Federal Reserve Board: J, R, CAN, D
 - HHS - PHS: J, R, D, CAN, ATS
 - US Capitol Police: J, EJB, V
 - Department of State: J, D, CAN, ATS, M, TM
 - DHS - US Bureau of Customs Border Protection: J, EJB, D, M, V, A
 - Dept of Treasury - IRS: J, EJB, CAN, V, D, M, AS, AP, IH, ATS
 - DHS - Transportation Security Administration: J, EJB, D, M, V, CAN, A, ATS
 - VA - VHA: J, EJB, D, CAN, ATS, M, SS
- Key - J=Job Postings, R=Resume Search, EJB, D= Diversity, CAN, S=Spotlight, ATS, B=Banner, V=Video, A=Audio Refresh, SS=Silver Search, M = Military, PS=Professional Search, TM = Target Mail, AS=Audience Sponsorship, A=Apply on line, IH=Hispano

The Power of Three: Monster's Audience Value Prop



Monster's Professional Communities

Monster.com Your calling is calling.

Monster Diversity Strategic Partner Network

Monster has formed alliances with key online destinations for targeted communities

Monster.com Your calling is calling.

Find Qualified Candidates with Military Experience

Skills * Leadership * Security Clearances * Diversity

There are 14 million Veterans in the U.S. workforce today and 250,000+ people transition out of the military every year. Find skills, leadership experience, security clearances and diversity in this talent pool.

As the largest military and veteran membership organization, Military Advantage (Military.com) connects our 6 million members to military-friendly employers. Transitioning military personnel plus active and passive veteran job seekers trust Military.com for career opportunities. We offer targeted website and digital marketing advertising to drive qualified candidates to your job postings. We position organizations as employers of choice for veterans and build pipelines of talent from the military community to organizations that value military training and experience.

Monster.com Your calling is calling.

Monster Power Resume Search™

Employer View

Monster.com Your calling is calling.

Monster Power Resume Search™ Finds Your Best Candidates

Monster.com Your calling is calling.

Questions?

Monster.com Your calling is calling.

Online Personal Marketing and Career Strategy for Federal Candidates / University Grads

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Session Details

- Candidates Next Move
- Creating a Personal Online Marketing Strategy
- Researching Opportunities Online
- Career Management Tools

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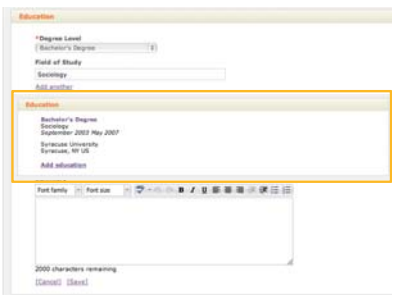
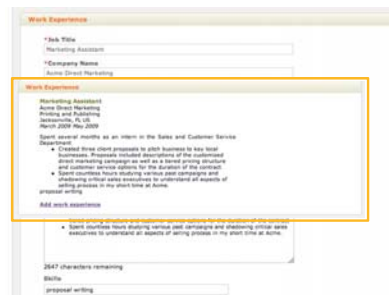
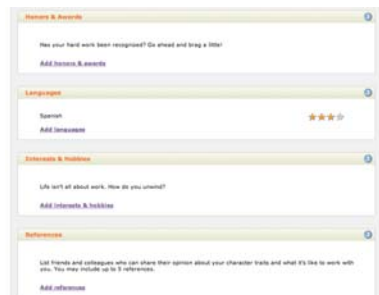
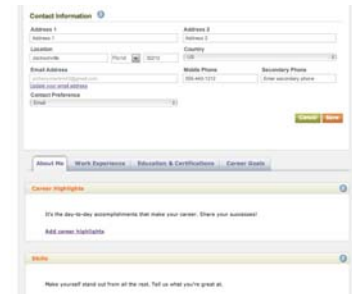
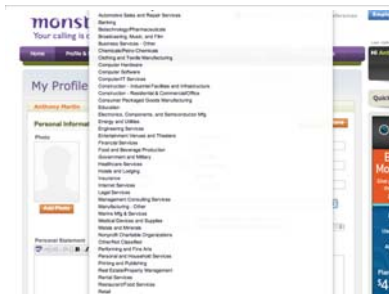
Your Student's Next Move Factors in...

- Your Education
- Your Interests
- Your Transferable Skills
 - Leadership
 - Self-Motivation
 - Team-Focused
- Your Possible Careers and SO MANY MORE
 - Sales
 - Law Enforcement/Military
 - Hospitality
 - Plus an Entire Monster Database of Ideas



Create Your Monster Profile

- Becoming a Monster Member
- Customizing Your Home Page
- About Me, Education, Work Experience & Career Goals
- What Recruiters See



Tell us about your dream job or your career aspirations!
 Create an "I'm looking for" widget by entering any information that you would like Monster to know. This allows you to receive job recommendations that match your career goals and dreams without being seen by employers or other Monster members.

New Career Goal
 Add job title
 Add job title

What job title are you looking for?
 Add job title

What are your main interests in your career (e.g., hiring paths to work, fee splits)?
 Add career path

Where would you like to work?
 Add location

What skills do you want to develop?
 Add skills

What salary range are you looking for?
 Add salary range

Which companies would you like to work for?
 Add company

What industries would you like to work for?
 Add industry

What size company would you like to work for?
 Add company size

What types of companies would you like to work for?
 Add company type

What career level would you like to reach?
 Add career level

Create Your Online Resume

- Upload or Resume Builder
- Naming is Critical
- Make It Public!
- What Recruiters See

Desired job status (Select all that apply)

Full-Time Part-Time

Desired salary range

(Low) to

Where would you like to work? (Select up to 15 locations)

All Locations

Allstate American Express American Express/Travel American Express/Travel

What occupation are you looking for? (Select up to 5)

Accounting/Tax/Insurance Administrative/Office Business Development Business Management Business Operations Business Planning Business Strategy Business Training Business Writing Customer Service Finance Human Resources Information Technology Marketing Operations Sales Training Writing

Your Resume is Your Calling Card: Don't Assume...

...That someone knows what you do in your role

...That you will have a chance to "explain in further detail"

...That when a resume is first reviewed it is given more than 15 seconds of attention

...That because a friend/colleague got you the interview that your resume is not that important

Insider Tip: Consistency is Critical!

- Every **Interaction** Can Boost or Chip Away at Your Personal Marketing Strategy
- Every **Document** Can Boost or Chip Away at Your Personal Marketing Strategy

RESEARCHING OPPORTUNITIES ONLINE

Research is Your Differentiator

- Use Online Resources to Gain an Advantage
- Customize and Revitalize your Job Search
- Be an "Educated Job Seeker"

Research for Current Opportunities

GET A MONSTER ADVANTAGE
 Search Better • Connect Better • Plan Better

Job ID	Job Title	Category	Location	Salary
92514	Insurance Agent / Insurance Sales Rep.	Insurance Life and...	Jacksonville, FL	6.10
92576	Sales Manager	Construction	Jacksonville, FL	9.10
92523	REGIONAL SALES POSITION	Company Confidant	Jacksonville, FL	6.10
92568	Territory Sales Manager	Companysary Div.	Jacksonville, FL	10.20
92711	Sales Manager / FIB	Essex & Housell R.	Summerville, FL	20+
10211	Territory Sales Manager	OPTICART	Jacksonville, FL	20+
92535	Insurance Agent / Insurance Sales Rep.	Insurance Life and...	Jacksonville, FL	20+
92568	Sales Manager	T. Colquhoun, Inc.	Jacksonville, FL	20+
92706	Sales Manager	M J Fawcett & Co.	Beverly Hills, FL	20+
92691	General Sales Manager	Job Seeker	Jacksonville, FL	20+
92617	Territory Sales Manager - Florida R...	Essex	Tallahassee	20+

- Sales Representative - US Midmarket**
 Commission Based Territory and Client | 24 to 6 Years
 Sales Representative Custom House - A Western Union Company. Be a part of our growth and share in our success. Custom House, a global leader in foreign exchange and international payments, is in the process of expanding our business...
- Sales Representative (Public Sector)**
 Territory 1, Atlanta, GA, 30318 | 7 to 10 Years
 Description: Job Summary: As a State & Local Government and Education ("SLEGE") Sales Representative in Heritage US Public Sector Sales Team, you are responsible for selling Heritage Solutions and Services to existing Heritage customers, as well as new...
- Major Account Executive - Florida**
 10 Communications | Atlanta, GA, 30318 | 3 Years
 General Summary: Generally involve in selling solution based products such as VoIP, broadband, and integrative communication solutions within our middle market business segment. Market focus on customer retention, RTR, 40% per month. Essential Duties...
- WSP Sales Representative**
 Insurance Policy Group | Roswell, GA, 30076 | 24 to 6 Years
 Position Description: WSP/RSB To establish business customer's by identifying and qualifying prospects through telephone, cold call, internet, mail, and other means, to generate leads, and to provide customer service and support.

Saving Your Search

GET A MONSTER ADVANTAGE
 Search Better • Connect Better • Plan Better

Saving Your Search

Current Search
 Job Title: Sales Representative
 Location: Jacksonville, FL
 Salary: 6.10 - 10.20
 Experience: 7 to 10 Years
 Education: Bachelor's Degree
 Job Type: Full Time

Save Your Search

Resume Summary: Inside Sales, Business to Business Corporate Sports Sales- Entry Level, Prospects and Client Directed.

INTERNATIONAL SPORTS MANAGEMENT, INC.
 The Super Bowl is upon us, the NCAA Basketball Tournament is just around the corner, and the golf season is officially moving ahead problem free without Tiger. Corporate America is using our events to host their top clients and 2010 promises to be our strongest year in the last decade. We are currently looking for exceptional candidates to interview immediately, with a targeted start date of January 25th.

While the focus is on the upcoming seasons, at ISM we're already at work selling the next BIG event our clients will attend in 2010, 2011, and even 2012! Our clients receive major events every year in advance to nurture their best business relationships and aggressively grow in soft markets. We want you to come grow with us and sell sports events to C-level executives across corporate America.

We are seeking only the best candidates with 1-2 year B2B sales experience preferred in this position to ground toward entry level with growth from within the organization. Recent college grads willing to roll-up their sleeves and commit to a career are encouraged to apply. This is not a position for those not committed to putting in the work to be the best.

You? You must be dedicated, driven, assertive, articulate, possess excellent writing skills, and be phone savvy. If you want the chance to do more than talk about growing with a company, and have the work ethic to match, this could be a perfect fit. Initial focus will be on selling upcoming events while you receive ongoing mentoring. Exceptional growth potential exists for successful AEs including participation in our management trainer program within 12 months. Opportunities exist in Portland and many other markets across the U.S. and abroad.

Extensive sports and team activity experience with excellent communication skills and proven ability to develop and maintain close working relationships with management, employees and the general public. Excellent public speaking skills. Analytical and articulate. Strong conflict resolution and team building skills.


Professional experience includes 4 years as a defensive end for the Atlanta Falcons and Denver Broncos of the National Football League (NFL) and the California Redwoods of the United Football League (UFL).

College graduate with Bachelor of Arts degree in Organizational Communications

College graduate with Bachelor of Arts degree in Organizational Communications and a minor in Hospitality Management.

Broad business knowledge including press relations, event programming, and marketing. Creative thinker and disciplined planner with comprehensive experience. Proven ability to develop, influence and maintain close working relationships with management, employees and the general public. Adept at motivating teams to excel.

Professional experience includes 4 years as a defensive end for the Atlanta Falcons and Denver Broncos of the National Football League (NFL) and the California Redwoods of the United Football League (UFL).




Research Before You Meet Someone

- Research the Position
- Research the Organization
- Research the Industry




Insider Tip: Research Creates "Must Tell" Points

- Transferable Skills, Projects, and Successes
 - Leadership
 - Self-Motivation
 - Team-Focused
 - Drive
- List THREE "Must Tell" Points on Paper
- Which Questions/Qualifications Can these Address?
- Plus You Need Questions to Ask....




Researching the Position

- Read the entire posting, take notes
- Look for similar positions within this organization
- Look at similar positions with other companies
- Check the posting vs. the organization's career site




Researching the Industry

- Where's it been?
- Where's it going?
- What role has this organization played in the industry?
- Blogs, trade publications, search engine hits
- Leaders in the field – big names
- Innovations - change how the industry looks





Career Management Tools




Wondering what to do next? Try the new tools!

Monster is a "one stop shop" for managing your career!



Career Snapshots Highlights

- Data on Over 2500 Careers
- Industry Forecast Data
- Featured Jobs on Monster
- Duties, Skills, Qualifications, User-Generated Content and Related Snapshots




monster Your calling is calling

Get the off

Consumer Marketing Analyst

Marketing Analyst - Strategic Planning

Marketing Administrator

Direct Marketing Associate

Marketing, Other






monster.com
Your calling is calling

Power Seeker Workshops for Universities



Power Seeker Workshops


- Customized to our customer's need, not cookie cutter
- Two to four hour live event at client site or area location
- Facilitated by recruiters and industry experts leveraging Monster expertise
- Marketing campaign assistance available to drive traffic to the event
- Content includes:
 - > Resume tips and tricks
 - > Job hunting strategies
 - > Interviewing
 - > Networking
 - > Using Monster.com and the New Career Tools



Summary


- Use Monster Today
- Use Military.Com and Monster Properties
- University Candidates Create Profile and Use Tools
- Keep America Working Tour
- Power Seeker Workshop – Call Monster now!

■ Who needs help now, I will be here all week?



Thank You!!

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monster.com
Your calling is calling

THANK YOU!

