

# Job Search Strategies for Internationals

Career & Professional Development Office (CPDO)  
Dr. Xinrui Li, CPDO Program Manager

International Services Office (ISO)  
Margaret Hellwarth, Senior Manager  
Mary Schrot, International Student and Scholar Advisor (FL)

# Introductions

- **Xinrui Li, CPDO Program Manager (FL)**  
[xli@scripps.edu](mailto:xli@scripps.edu)
- **Margaret Hellwarth, Senior Manager (CA)**  
[hellwarth@scripps.edu](mailto:hellwarth@scripps.edu)
- **Mary Schrot, International Student & Scholar Advisor (FL)**  
[mschrot@scripps.edu](mailto:mschrot@scripps.edu)



# Challenges

- Visa status
- Creating US-style application materials
- Handling US-style interviews
- Making connections/networking

# Workshop outline

Job search – find the  
right employer

Resume –  
US format

Interview – understand  
cultural norms

# Job Search Part I

- Is this a good time?
- Understanding Your Current Status
- Understanding Future Visa Options
- Researching Employers that Sponsor Visas
- Considering How to Answer the Question:  
*“Are you eligible to work in the U.S.?”*

# Is this a good time for a job search?

## Possible Hiring Trends

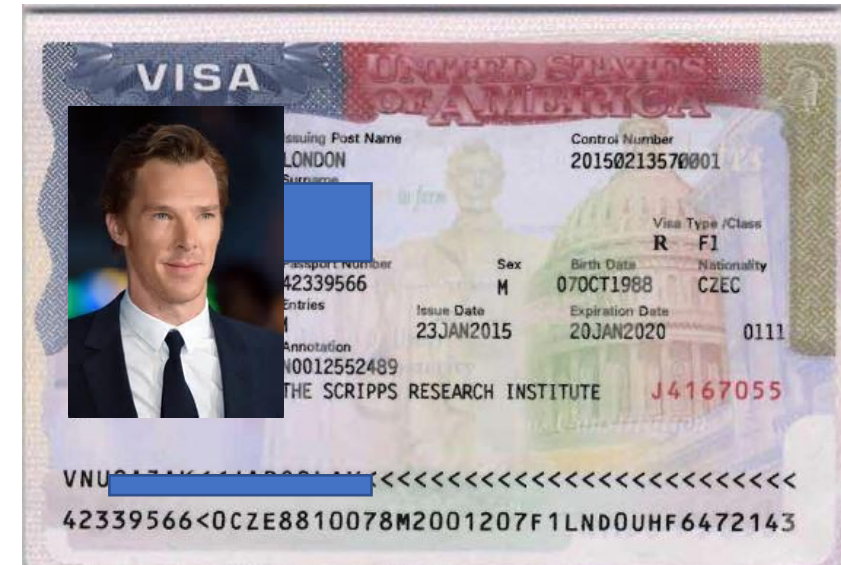
- It is more difficult to hire from abroad so some companies will focus on people already inside the U.S.
- Fewer scientists are coming from abroad due to COVID and travel challenges, so some companies are working harder to recruit scientists inside the U.S.
- Some companies may need more researchers to solve the crisis, create new cures, new vaccines and new medicine.
- In summary: the competition for jobs is more limited than before and therefore, it is a good time to do a job search.

# What is your current visa status?

Current Status	Possible Future Status	Employer Consideration	Canadian/Mexican Citizens Only
F-1	Apply for/use Optional Practical Training (OPT)	1. Does employer have e-verify for the OPT STEM extension?	Could use TN status if position qualifies
F-1 OPT	Change to another status <ul style="list-style-type: none"> <li>J-1</li> <li>H-1B</li> <li>O-1</li> <li>Permanent Residence</li> </ul>	1. Which status does the employer sponsor? (if any) 2. Will I qualify for PR during my time on OPT?	Could use TN status if position qualifies
J-1 “Subject to 212e”	<ul style="list-style-type: none"> <li>Transfer to another J-1 program</li> <li>O-1</li> </ul>	1. Does employer have J-1 program? 2. Do you qualify for O-1?	Could use TN status, even if subject to 212e
J-1 “Not Subject to 212e” or waiver received	Change to another status <ul style="list-style-type: none"> <li>H-1B (quota for private industry)</li> <li>O-1</li> <li>Permanent Residence</li> </ul>	1. Does employer offer H-1B? 2. Do you qualify for O-1? 3. Will I qualify for PR during my time on J-1?	Could use TN status if position qualifies
H-1B	<ul style="list-style-type: none"> <li>Apply for H-1B “Change of Employer” (COE)</li> <li>Permanent Residence</li> </ul>	1. Would an H-1B with this employer be counted in the quota? 2. Will I qualify for PR during my time on H-1B?	Could use TN status if position qualifies and have not applied for PR
Pending Immigrant Work Permit	Green Card	1. When does your work permit expire?	Cannot use TN to travel while pending immigrant.

# F-1 Visa Status

- In order to have 3 years of Optional Practical Training (OPT), you must have an e-verify employer.
- You can check if a potential employer is e-verify on the USCIS website: <https://www.e-verify.gov/about-e-verify/e-verify-data/how-to-find-participating-employers>





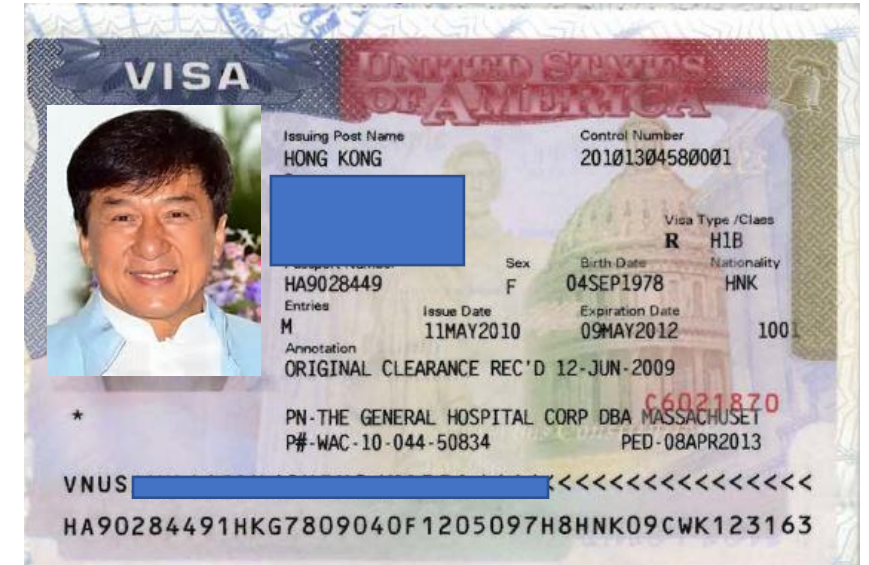
# J-1 Visa Status

- In order to transfer your J-1, the new employer must have a J-1 program (note: the J-1 is not available to private industry employers).
- You can check if your potential employer is a J-1 sponsor at <http://j1visa.state.gov/participants/how-to-apply/sponsor-search/>



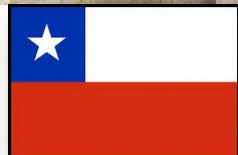
# H-1B Visa Status

- Many employers are unfamiliar with the H-1B or do not sponsor the H-1B. Private industry H-1Bs have a quota system. You can apply for the H-1B lottery on April 1 each year. If you win the H-1B lottery, you cannot start working until October 1.
- You can research whether an employer has filed an H-1B in the past at: <https://www.uscis.gov/h-1b-data-hub>
- **Note:** even if you have an H-1B visa sponsored by Scripps, an employer in private industry would have to petition for a new H-1B for you under the quota system.



# Other Work Visa Options

Citizens of	Qualify for
Australia	E-3
Chile and Singapore	H-1B1
Canada and Mexico	TN



# O-1 Visa Status

- The O-1 is popular in private industry. You must prove you are a person of “extraordinary ability,” and many Scripps Research postdocs have been successful.
- The O-1 can be valid for 1-3 years at a time and can be extended indefinitely.
- If you are currently in J-1 status:
  - And not “subject to 212e,” you can file for a change of status from J-1 to O-1 while you are inside the U.S.
  - And are “subject to 212e,” you must return home to obtain a O-1 visa stamp and status.
- Dependents receive O-3 status and can go to school but **cannot** work.
- Most employers use an attorney to file the O-1 petition and the employer pays petition fees.

# Employment-Based (EB) Immigrant Preference Categories

- **EB-1**

- Aliens of Extraordinary Ability
- Outstanding Professors and Researchers
- Multinational Executives and Managers

- **EB-2**

- Job requiring an advanced degree (M.A. or higher) or B.S. plus five years of progressive experience
- Schedule A, Group II Aliens of Exceptional Ability in Arts, Science or Performing Arts
- National Interest Waiver

# Waiting Periods to “Adjust Status”

Sample Visa Bulletin  
November 2021

Employment-based	All Chargeability Areas Except Those Listed	CHINA-mainland born	EL SALVADOR GUATEMALA HONDURAS	INDIA	MEXICO	PHILIPPINES
1st	C	C	C	C	C	C
2nd	C	15NOV18	C	01DEC11	C	C
3rd	C	22MAR18	C	15JAN12	C	C
Other Workers	C	01MAR10	C	15JAN12	C	C
4th	C	C	15MAR19	C	01APR20	C
Certain Religious Workers	C	C	15MAR19	C	01APR20	C
5th Non-Regional Center (C5 and T5)	C	22NOV15	C	C	C	C
5th Regional Center (I5 and R5)	U	U	U	U	U	U

Found on U.S. State Department website at <https://travel.state.gov/content/travel/en/legal/visa-law0/visa-bulletin.html>

# **Gaining O-1 Status or Permanent Residence in the US**

To learn more about the O-1 or permanent residence come to our presentation!

- Presenter: Marlene Stanger, Esq., Immigration Attorney
- Wednesday, November 17, 2021
- 1:00-2:30 pm PST/ 4:00-5:30pm EST
- Email [tsriglobal@scripps.edu](mailto:tsriglobal@scripps.edu) for a Zoom Link or review the schedule for International Education Week 2021

## Smaller Companies and Start-ups

- Small companies and start-ups rarely sponsor visas, partly because of the high cost and lower probability of success.
- Even if willing, it is often difficult to get an H-1B approved. An O-1 is the best option, if you qualify.
- Employment is possible if you have a work permit but there is a risk you would not be able to continue indefinitely.
- The best course of action to work at a small company or start-up is to first apply for a green card.



# Job Application “Tricky Question”

Make sure you understand what question is being asked on the job application and how best to answer.

- **Scripps Employment Eligibility Question:**

- Are you legally authorized to work in the US for any employer?
- Will you now, or in future, require sponsorship for employment visa status?



# Other Questions and Considerations

## **What is your visa status?**

- How would you answer if you know it will be different by the time you get a job?

## **Are you currently authorized to work in the U.S.?**

- How would you answer if you are authorized to work at Scripps, but you know you will need sponsorship for a future employer?
- How would you answer if you are not currently authorized to work but you know you will be?

# Other Questions and Considerations

**Do you have a green card/permanent residence in the U.S.?**

- How would you answer if you do not have a green card now, but you have a green card petition pending?

**Do you plan on staying in the U.S.?**

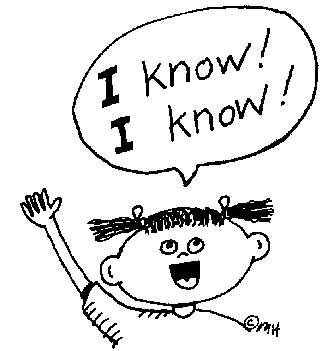
- How would you answer if you are not planning to stay?

**Will you need your visa transferred?**

- This can mean many things. A J-1 transfer is much easier than an H-1B, TN or O-1 transfer.



# Educate Your Employer



## KEEP IN MIND:

- Most Americans know very little about immigration.
- Large companies often have an attorney on retainer or an HR expert, but small companies often have very little knowledge.
- Understanding your situation and being able to articulate the immigration regulations that apply to you will help your employer understand what you need.
- If the employer will need to sponsor you, hold off as long as you can so the employer can see your qualifications before you discuss immigration requirements.

# The ISO is here to help!

- We are happy to go over your immigration options.
- We can provide a letter of confirmation of current or future employment authorization if you have work permission or work permission pending.
- If you are an F-1 student, it is never too early to talk about planning Optional Practical Training (OPT).
- If you are a J-1 scholar, the ISO will need to transfer your SEVIS record so it's good to talk to an International Scholar Advisor about your plan.
- We invite an immigration attorney to speak twice a year about the process of applying for permanent residence. [Next presentation is tomorrow!](#)
- **If you do not have it already, please email us for a schedule of events during International Education Week 2021: [tsriglobal@scripps.edu](mailto:tsriglobal@scripps.edu)**

# Workshop outline

Job search – find the  
right employer

Resume –  
US format

Interview – understand  
cultural norms



## ITALY

### WHAT DO YOU HAVE TO PUT ON YOUR CV?

Photograph, nationality, date of birth, contact information, education, work experience, skills, languages, hobbies.



### WHAT IS THE RECRUITMENT CYCLE LIKE IN ITALY?

The presentation letter or cover letter is not as popular as in UK. If the company gets back to you there are two or three steps – interview/group interview/tasks.



### DID YOU KNOW?

64% of the recruiting activity in Italy is online and among all the online channels, 23% are carried out in social media.



## SOUTH KOREA

### WHAT DO YOU HAVE TO PUT ON YOUR CV?

Applicants should include a passport photo, along with information on their height/weight and date of birth.



### WHAT IS THE RECRUITMENT CYCLE LIKE IN SOUTH KOREA?

The recruitment cycle starts with the submission of a CV before an aptitude test, interviews and a final physical examination to check the applicant is capable to carry out the role.



### DID YOU KNOW?

South Korea's primary industries are telecommunications, electronics and steel.



US format  
resume

# Personal information

Include:

- Email, phone number, (current address)

Do NOT include:

- Photograph
- Gender
- Date of birth/age
- Citizenship/native country
- Marital status/children
- Religion
- International permanent address



US format  
resume

**Personal  
information**

*“Shall I indicate immigration status on my resume?”*

Depending on whether you need visa sponsorship

- If yes, don't specify, but be prepared to explain
- If not, highlight
  - Permanent Resident
  - Eligible to work in the U.S.

# US style resume

## Overseas Experience

### Education:

- If different, explain your degree with equivalent US terms
  - “Diplom-Biologist”
  - It’s good to get a degree evaluation if you have a foreign degree. ISO has a list of companies that do this.

### Work:

- Provide a frame of reference for the employer
  - “..., one of the largest Contract Research Organizations in China”
  - “..., later acquired by Pfizer”

### Awards:

- Provide a frame of reference for the award
  - “National ABC scholarship”

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# US style Interview Emotion

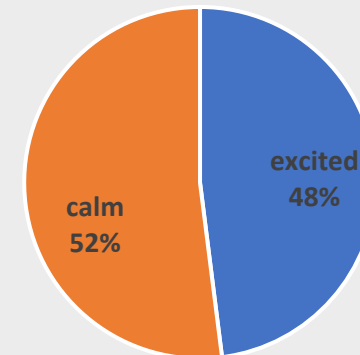
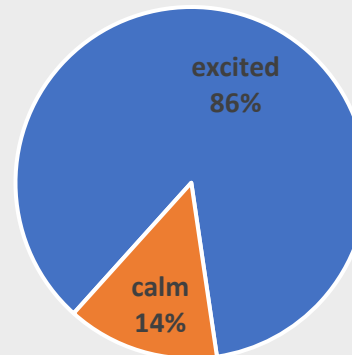
Studies from the Culture and Emotion Lab at Stanford University:

*“Should a candidate be excited or calm?”*

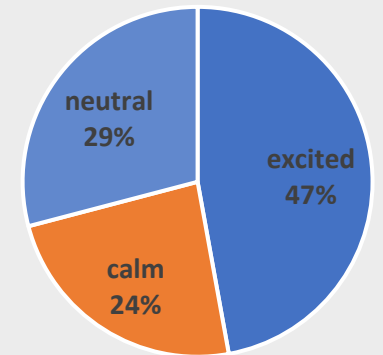
Applicants' preference

European Americans

Hong Kong Chinese



US hiring managers' preference



## US style Interview

## Emotion

- Convey excitement and enthusiasm
- Be animated, but don't overdo it
- It's OK to show your stress – healthy stress means the job is important to you

# US style Interview

## Voice & Tone



How To Use Your  
**VOICE**  
IN YOUR JOB INTERVIEW

40% OF THE IMPRESSION YOU  
MAKE COMES FROM YOUR VOICE

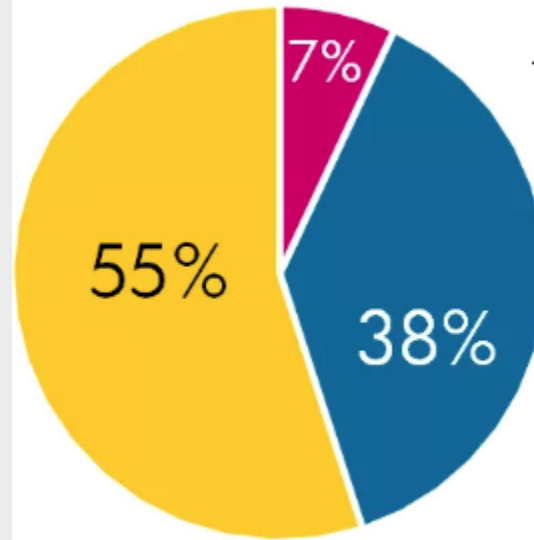
Avoid rising intonations    Get the volume right    Monitor your delivery speed

- Raising your voice at the end of each sentence gives the impression that you are querying the information you have just provided.
- A slight variation in volume engages the interviewer. A consistent loud volume is an assault and a low volume is boring. Mix it up.
- Speak clearly and concisely, take a couple of seconds pause before you respond and don't rush through your answers.

[www.best-job-interview.com](http://www.best-job-interview.com)

# US style Interview

## Body Language



Dr. Albert Mehrabian's 7-38-55% Rule

### Elements of Personal Communication

- 7% spoken words
- 38% voice, tone
- 55% body language

# US style Interview

## Body Language

- Handshake
  - Full and firm, with a smile
  - Applies to both men and women
  - Avoid sweaty hands
- Eye contact
  - Appropriate amount of direct eye contact = being interested, respectful, confident
  - Blinking rapidly = hiding the truth
  - Fidgety or shifting back and forth = lack of confidence



# US style Interview

## Body Language

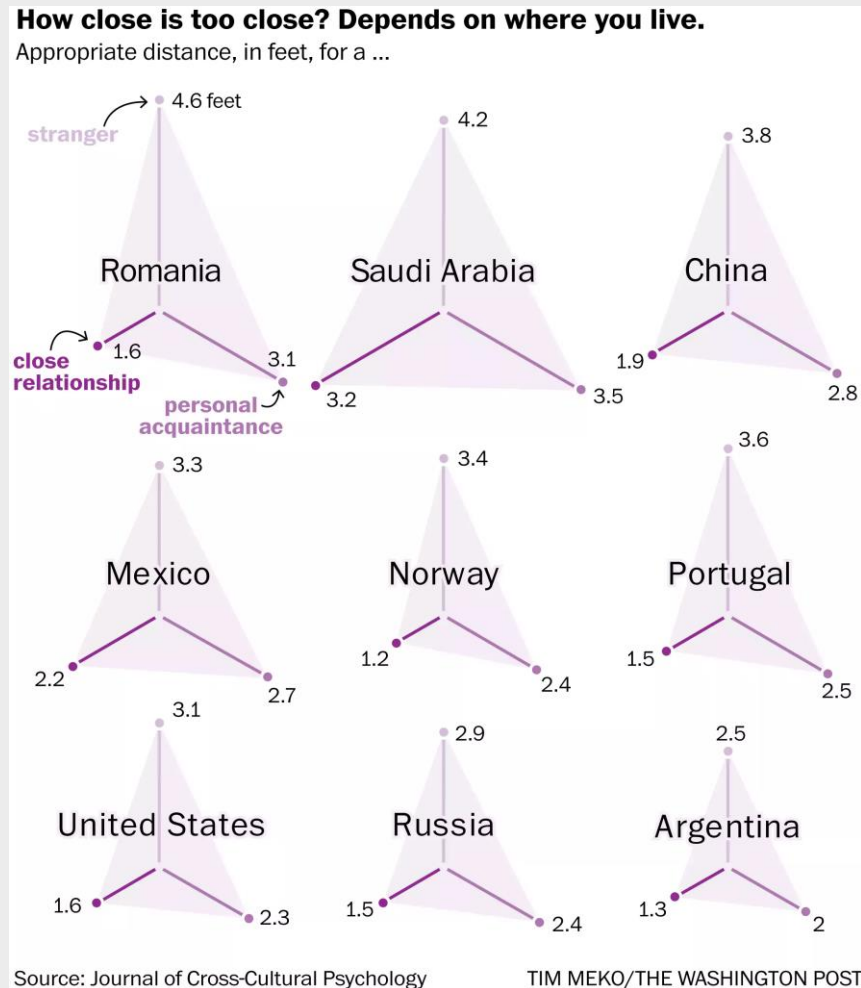
- Posture
  - Sit up straight or lean forward slightly
  - Do not fidget
  - Do not cross your arms



# US style Interview

# Body Language

- Personal space



# US style Interview

## Body Language

- Personal space
  - Avoid hugging or other familiar gestures
  - Maintain a comfortable distance between you and the interviewer (minimum 20 inches)
  - Limit application of colognes and perfumes

## US style Interview

# Small Talk

- According to recruiters, “small talk is the dead giveaway!”

*“How are you today? Did you find us okay?”*

- “Fine.”
- “It took me forever to get here! My boyfriend made me late, and the directions your receptionist gave me were not clear.”

US style  
Interview

**Small Talk**

- Be positive and polite
- Make relevant comments about the company
- Research the interviewer and prepare topics
- Look around and find topics
- No politics or religion
- Convey warmth, confidence, and humility

US style  
Interview

Elevator  
Pitch

*“Tell me about yourself.”*

- Most relevant and impressive information about you
- Different versions for different job/audience
- ~90 seconds
- Feel comfortable to talk about your strengths and accomplishments

US style  
Interview

Elevator  
Pitch

A possible structure:

- State your name slowly and clearly
- Describe your area of expertise
- State a skill/strength (or two) the other party might be interested in
- State an accomplishment (or two) that proves you have the skills needed
- Discuss a goal the other party might be interested in

US style  
Interview

## Behavior Questions

*“Tell me about a time when you had a conflict with your boss.”*

*“Tell me about a time when you made a mistake.”*

- Avoid traps
- Stay positive
- Prepare stories
- Be authentic



# US style Interview

## Behavior Questions

### STAR formula:

- Situation  
Describe the situation in which you were involved that had a positive outcome.
- Task  
Describe the tasks involved in the situation.
- Action  
Specify your actions in completing the tasks and solving the problem.
- Results  
What results followed due to your actions?

US style  
Interview

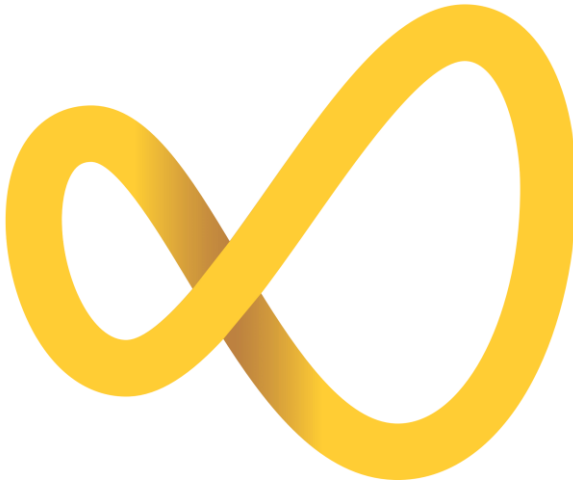
## Behavior Questions

Common themes:

- Teamwork abilities
- Handling conflicts
- Initiative
- Planning/time management
- Problem solving
- Leadership/management

# Thank you for being here today!

Feel free to contact the [ISO](#) and the [CPDO](#) any time!



- International Services Office
  - In California, email [tsriglobal@scripps.edu](mailto:tsriglobal@scripps.edu) or your international advisor.
  - In Florida, email [mschrot@scripps.edu](mailto:mschrot@scripps.edu)
- Career and Professional Development Office  
[cpdo@scripps.edu](mailto:cpdo@scripps.edu)