

# Job Search Tools for International Students

Job searching as an international student can be challenging for a variety of different reasons. This guide will give you an introduction on how to navigate your search. In addition, it will provide you with information and resources for you to utilize in order to make your search easier. As always, schedule an appointment with a career counselor for more specific information for your unique situation.

## Use Going Global to research companies that hire international students

- Log in to Panther Career Net with your Campus ID and password and Click Going Global
- View a list of companies that have submitted H1B visa applications for the most recent 3 months for which records are available
- Search by city, state, or across the United States
- Work with a career counselor to research companies and find opportunities within those organizations.

The screenshot displays the GoInGlobal website interface. The top navigation bar includes links for Home, Career Guides, Jobs, Internships, H1B Visas, and Employer Directory. The main content area is titled "H1B Plus" and provides an overview of the database. Below this, there are search filters for Occupation, Job Title/Keyword, Company, and Year. The search results section shows "H-1B Search Results" with 74270 results matching the criteria. A table lists the results with columns for Job Title, Occupation, Company, City / State, Metro, Wage, and Year.

Job Title	Occupation	Company	City / State	Metro	Wage	Year
ACCOUNTANT	ACCOUNTANTS AND AUDITORS	<a href="#">GRACE WILLIAMS CPA PC</a>	NORCROSS, GA	Atlanta-Sandy Springs-Roswell, GA	\$39,978	2017
ACCOUNTANT	ACCOUNTANTS AND AUDITORS	<a href="#">CHUGH CPAS, LLP</a>	ATLANTA, GA	Atlanta-Sandy Springs-Roswell, GA	\$96,000	2017
ACTUARIAL ASSOCIATE	ACTUARIES	<a href="#">VOYA SERVICES COMPANY</a>	ATLANTA, GA	Atlanta-Sandy Springs-Roswell, GA	\$75,825	2017
ADVISORY MANAGER	COMPUTER SYSTEMS ANALYSTS	<a href="#">ERNST &amp; YOUNG U.S. LLP</a>	ALPHARETTA, GA	Atlanta-Sandy Springs-Roswell, GA	\$140,595	2017
ADVISORY MANAGER	MANAGEMENT ANALYSTS	<a href="#">ERNST &amp; YOUNG U.S. LLP</a>	ATLANTA, GA	Atlanta-Sandy Springs-Roswell, GA	\$136,915	2017
ADVISORY MANAGER	COMPUTER SYSTEMS ANALYSTS	<a href="#">ERNST &amp; YOUNG U.S. LLP</a>	ALPHARETTA, GA	Atlanta-Sandy Springs-Roswell, GA	\$175,032	2017

## Next Steps

- Create a list of target companies in your industry that have submitted H1B applications
- Research internship and employment programs within those employers
- Understand growing fields/employers in your desired location
- Create a timeline for when you will apply and what paperwork you will have to complete
- Begin working on your résumé (CV) and practice interview skills

## Possible Barriers to Employment for International Students

	<b>Expectations in U.S.</b>	<b>Possible Conflicting Values of Another Culture</b>
<b>Self Promotion</b>	Assertiveness, openly discussing accomplishments;  Follow-up with employers (telephone inquiries, thank you notes, etc.)	Unless presented as part of a group activity, citing achieved goals, accomplishments and skills is viewed as boastful, self-serving, and too individualistic
<b>Individual responsibility in finding employment</b>	Use of a wide variety of resources in identifying jobs (e.g. social networking resources, friends, family, contacts, associations, career services, academic mentors, etc.)	Jobs are found for the individual by government, school or family
<b>Directness in communication</b>	Open and direct responses to questions; Eye contact with interviewer, relaxed posture;  Discussion of salary and benefits only when initiated by interviewer or at time of job offer; Candidate asks questions about the job at the end of the interview	Eye contact, especially with persons of higher status (e.g., employer/interviewer), is disrespectful;  Asking open-ended questions about the job may be seen as rude and inappropriately direct
<b>Punctuality</b>	Arrive 5 to 10 minutes before appointment	Personal relationships are more than time. Anywhere from 15 minutes to 2 hours past agreed meeting time is not insulting.
<b>Effective letters of application and resumes</b>	Error-free, generally one page, concise and attractive outline of relevant experience, skills, accomplishments and academic credentials;  Personalized to reflect each individual's strengths and capabilities	Resumes are a detailed chronology of academic and formal work experiences and not a tool for self-promotion; Often contain personal information about family, marital status, a photo, parent's occupation, etc.
<b>Individual equality</b>	Race, sex, and age are legally not supposed to affect the interview process;  Politeness and respect are shown to all employees a candidate meets, whether receptionist or CEO	Attitudes on gender, race, and other individual characteristics and how they impact hiring decisions vary from culture to culture
<b>Knowledge of organization</b>	Obtain as much information as possible about the company; Demonstrate awareness of organization in letter of application and during interview	Research about organization may indicate excessive and undesirable initiative or independence

(Edited from Source: "International Students and the Job Search." Goodman, A.P., J.A. Hartt, M.K. Pennington and K.P. Terrell Journal of Career Planning & Employment, Summer 1988).

## Illegal Questions in an Interview

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	<b>An Employer Can Ask</b>	<b>An Employer Cannot Ask</b>
<b>National Origin</b>	What languages can you read, speak, or write? (if foreign language ability is relevant to the job)	<p>What is your nationality, lineage, ancestry, national origin, or place of birth? (or those of your parents or spouse)</p> <p>What is your native language or the language that you speak most often?</p> <p>How did you acquire your foreign language ability?</p>
<b>Citizenship</b>	<p>Are you legally authorized to work in the United States?</p> <p>Will you now or in the future require sponsorship for an employment visa status (e.g., H-1B visa status)?</p>	<p>Of which country are you a citizen?</p> <p>Are you a naturalized or native-born citizen?</p> <p>Can you produce your naturalization papers?</p> <p>When did you acquire citizenship?</p> <p>Whether your parents or spouse are naturalized or native-born U.S. citizens, or the date when your parents or spouse acquired citizenship</p>
<b>Name</b>	<p>Have you ever used another name?</p> <p>Any additional information regarding an assumed name, changed name, or nickname necessary to enable a check on your work and educational record</p>	Your maiden name (this helps the employer know if you are married, male or female)
<b>Age</b>	Are you 18 years or older? If not, what is your age?	<p>(Before hiring):</p> <ul style="list-style-type: none"> <li>• Age</li> <li>• Birth date (determines age)</li> <li>• Ages of your children (determines if you have children)</li> </ul>
<b>Race/Ethnicity</b>	Nothing!	<p>Race or color</p> <p>Questions regarding the color of your skin, eyes, or hair</p>

## Additional Interviewing Tips

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### The Purpose

- Employer evaluates your fit with company
- You evaluate the employer
- Elaborate on your résumé
- Used to get the job (sales pitch!)

### Preparation

- Research the organization through their website, Hoovers, and news
- Obtain interview schedule/details
- Know the job requirements
- Know your skills, strengths, weaknesses
- Bring multiple copies of your résumé and cover letter

### During the Interview

- Be confident in marketing your abilities!
- Give examples of your experience and qualifications
- Ask questions about employer to demonstrate interest

### Sample Questions

- Why are you interested in this position?
- Why did you apply for this position?
- Can you tell me about yourself?
- What are your goals for the next 3 (5 or 10) years?
- What are your greatest strengths?
- What accomplishment are you most proud of?

### Your Toolbox

- Use appropriate formal verb tenses
- What are the 3 to 5+ stories or themes about yourself that you want to share with an employer?
- STAR Method
- Know these stories well so that they can be used to answer almost any question that might come up

### Nonverbal Behavior

- "Web to Web" handshake
- Posture: Straight/tall, leaning forward slightly
- Maintain eye contact
- Even and appropriate tone of voice
- Wait to ask to be seated before sitting down

### Dress

- **Men:** Dark blue, dark grey, or black suit, conservative tie pattern, matching trouser socks, polished, clean shoes
- **Women:** Avoid low cut or tight; knee-length skirts or full-length pants; conservative dress shoe

### Contact Us!

University Career Services  
270 Student Center West

Monday-Friday 8:30 a.m.-5:15p.m.  
Drop-Ins (quick questions, no appointment needed!): Tues – Fri, 11 a. m. – 3 p. m.

Phone: 404-413-1820  
Web: [career.gsu.edu](http://career.gsu.edu)

