InfusiveSolutions
Talent Driven, Service Focused

This Must Be the Place? An IT Pro's Guide to Vetting Job Opportunities [Preview]

An original resource written and designed by Infusive Solutions Inc.

Who is Infusive Solutions and what do they know about vetting IT jobs, huh?

Infusive Solutions Inc. is a specialized technical staffing firm within the Microsoft Partner Network that's been helping IT pros find the jobs that are right for them for more than a decade.

Located in midtown Manhattan, the Infusive team helps clients in verticals ranging from finance, media, law and entertainment hire IT staff including .NET, SQL Server and SharePoint developers as well as Windows Systems Engineers, DBAs and helpdesk support professionals.

Check out our humorous promotional video right here.

The intention of this resource is to provide job seekers with the tools to get the IT job search kick started autonomously, but should you ever need any help, our team is always available for consultation.

For IT job seekers: Schedule a casual call with one of our account managers
For employers: Place a job order

Also, as part of an initiative to constantly improve the quality of resources we create, we want to know what you think! Please send any feedback and any other career or job search related topics of interest to ben@infusiveny.com or call 646.205.9902. You can also get at us on Twitter @InfusiveInc, if that's your style.

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Introduction

A wise person once said that the journey of 1000 miles begins with a single step. Well, if the IT industry's interview and hiring processes are the thousand mile journey, then finding the right jobs to apply for is that first step.

And while this might seem an elementary concept to some, the Infusive team has often encountered candidates who become disillusioned in their search since no opportunity seems to fit their values or worse, proves a waste of time once the process unfolds.

For these kinds of technical job seekers, this resource is for you. Infusive's talent experts came together and knocked heads, coming up with a few best practices for finding and pursuing IT jobs that you'll love. Let's get started.

I. Dig deep to figure out what your values are

As is true with most decisions, the more specific you get with your needs, the better and more informed your choices will be. With that in mind, it would behoove job seekers to not only decide "I'm looking" or "I'm not looking," but rather prioritize what characteristics are most important in their next career move.

Here are a few items to consider to help weed out any inappropriate gigs pitched by internal/external recruiters or independently discovered online.

- **Commute:** Having a two-hour trip to and from work can put a real damper on your life. So, if having an easy commute in and out of the office is important to you, figuring out where a new opportunity is physically located will be rather useful in determining whether it's worth pursuing.

- **Big bucks:** Naturally, dollar signs are a huge motivator for many job seekers, especially in IT when the best of the best can easily command envy-inducing salaries. As such, whether it's a family you need to support, a new major purchase you'd like to make or just a desire to fill out the nest egg, you can focus your search in big money industries like finance or insurance where the base salaries and total comp are pretty righteous.

I. Dig deep to figure out what your values are

- **Seniority:** If you're the kind of person that craves meaningful impact and wants to manage others, it would be unwise to pursue opportunities that are still figuring out a trajectory and timeline for employee growth. More in-depth research will likely be necessary to find answers in this arena. See the next section.

- **Technology:** This one is big. Many techies want to work with the best technologies (new or not) and get bored when their employer's technical toolkit is too narrow. If that sounds like you, then probably not the best idea to pursue gigs that keep IT employees in a technological box. More in-depth research will likely be necessary to find answers in this arena as well. See the next section.

"Maybe we should get you one big monitor."

Now you might be saying to yourself, 'Ok, I know what I value in new opportunities, but how do I know for sure if a particular job opening speaks to those values?' Read on my friend, read on.

II. Doing the research: LinkedIn

There are plenty of tools that job seekers can deploy to learn more about a hiring firm, start determining how those firms value IT and whether or not their personality and skills would be well suited to those environments.

1. LinkedIn: LinkedIn is a phenomenal tool to learn about a hiring company. For example, let's say you're a programmer, DBA or systems engineer open to the possibility of changing careers and happen across an interesting looking position. No one in your network has any information on what it's like to work at the hiring firm and you're considering whether to pursue the opportunity. Here are some ways LinkedIn can help you make the right decision.

- **Look up the company:** One simple search will bring you to the hiring firm's company page on LinkedIn (and if they haven't made a LinkedIn page yet, that speaks volumes about their relevancy). Once you've found the company page, look at the language in their status updates … is it really formal, casual, funny, sarcastic etc? That digital voice can be telling in whether the firm aligns with your personal style.

- **Look up the employees:** Technical professionals are looking for different kinds of experiences in their careers. As such, you can navigate from the hiring firm's company page to view a list of all its employees on LinkedIn. This will help you determine several things.

II. Doing the research: LinkedIn (cont'd)

- *Where IT employees are coming from:* If you discover through your LinkedIn research that many employees are migrating to the hiring firm in question from other reputable companies, this would indicate that firm might have something special worth checking out. Why else would all these A-players be making moves there?

- *Personality:* Now that you have the names of the folks in a place of interest's IT department, you can Google them to learn more. For example, oftentimes you can see (at least a part) of their Twitter and Facebook account (maybe even a personal blog) to see how they represent themselves in text, pictures and status updates. You can also see if they follow or interact with their colleagues on social media for some indication of what inter-office relationships are like. It might take some digging, but isn't it worth it to learn about your potential future colleagues and whether you jive with their vibe?

EXAMPLE:

Screenshot from the Warner Music Group LinkedIn Page: Capitalize on those 1st/2nd degree connections and look up the IT members of all those employees on LinkedIn! Knowledge is power.

HOW YOU'RE CONNECTED

2nd   2nd   2nd   2nd

14 second-degree connections
1,670 Employees on LinkedIn

See all ▶

II. Doing the research: LinkedIn (cont'd)

- *How long employees stay there*: If you look up members of the hiring firm's IT staff and discover many of them have stayed on board for years and have been promoted several times, that says something about the growth potential of that company if that's something you value. By contrast, if many of the employees seem to only stop there for a brief while, you may want to explore why staff members aren't more motivated to stay.

- *Technological background, experience and certifications*: If you look up a team lead at the firm and discover he/she is an MVP with an impressive summary/experience section and a cache of glowing recommendations, that says something much different than someone with less than 100 connections and no photo.

Warner Music Group

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Home Products **Insights**

EMPLOYEES WITH NEW TITLES

Ann B.
Assc. Vice President, Account...
Previously Senior Director Acc...

Amy W.
Associate Producer
Previously Production Coordina...

Jagjit S.
Vp - Analytics
Previously Sr Director -- Global...

Maya S.
Associate Director, Accounting
Previously Manager - Corporate...

EXAMPLE

These employees (left) were recently promoted. See how long they were working at the firm before they got the call.

Download the full guide!

Thanks so much for reading the preview of our guide 'This Must Be the Place? An IT Pro's Guide to Vetting Job Opportunities.' If you'd like to download the full version, simply [click here](#).

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