

The Pandemically Challenged Job Hunt #1: "How to Get Hired" - Advice from Leading Entertainment Industry Recruiters

• Panelists:

- [Kelly Waite](#) - Associate Director - HR Business Partner @ MediaCom
- [Hugo Vergara](#) - Senior Recruiter @ Lionsgate & STARZ
- [Howard Lin](#) - Talent Acquisition Manager at Deluxe Entertainment Services Group/ Company 3/Method Studios
- [Jeremy Chau](#) - Talent Specialist @ RPA

• [The CSU Entertainment Alliance](#) Intro

• [Pipelines Mobile](#) Intro

• Resumes

- No more than 2 pages
- Grammar check
- LinkedIn uses an industry standard format
 - Build your profile there
 - And then you can download directly from there
- Simplicity or Pretty?
 - Happy medium of both
- Demo reels? Resume along with that if it is requested
- Industry standard format for the resume of 1-2 pages
- LABEL with first name, last name, resume

• Experience level?

- What can they include on a resume even if they have little to no work experience
- Speak to the clubs and orgs that you are in
- Get involved at your school, etc.
- Certifications - there are free and paid ones that you can get
- Create a section for volunteer experience
- Even community involvement
- Something you can really capture in a cover letter - lean on that if you don't have a lot of experience in the work world
- Volunteer to be a part of different experiences or productions

• Transferable skills?

- Any skill that can apply to any and all industries
- People who work at Starbucks - managing multiple orders and staying calm and professional
- How you act in a team
- In what ways are you developing communication skills



- **Transferable skills? (CONT'D)**

- Put a narrative behind it
- Write about it because that can be a work sample
- Comparable platforms (you may not know resolve but you have used premiere pro, etc)
 - There are a lot of equivalent platforms for technical skills
- They don't expect to find someone who hits all of the boxes

- **Tips to make your resume stand out?**

- Be concise - keep bullet points to one sentence
- Be sure to include your contact info and your linkedin
- Your company, your title, your dates
- Don't use "summer 2019" say from June-Sept 2019
- Keep it to one page
- Like to see side hustles / interests
- Less is more
- Look at it like real estate - space is money
- Action verbs and making sure you beef it up a bit
- Make it exciting

- **Interview Preparation**

- Do your due diligence about the company before you get to the interview
- Know the product of the company
- Check out the culture pages and the social media pages to see what's happening in the company
- Understanding what the product / company is and how it applies to you
- Why you are interested in this job and this company
- Finding things that aren't surface level
- You can go on YouTube, etc.
- Know your WHY
- Think about how you can contribute to the company
- Make eye contact and engage
- Always have some questions ready for the interviewer
- Questions about culture
- The interview is a two way street
- Should finish the interview of having a really accurate picture
- What are the pain points?
- What kind of problems do you run into?
- Focus on the why
- Utilize the network you have to help you get seen
- Meet in your career center
- Be intentional about what jobs you are applying for
- Be strategic about that
- Be transparent
- What is your timeline and how soon are you looking to fill this position? It will give you info and when to follow up



- **Zoom Etiquette**

- Test it out
- Be in a space where you won't be interrupted
- Be able to be seen

- **Interview, etc.**

- How to answer the tell us about yourself
 - You and how it relates to the job
- Behavioral questions (tell me about a time...)
 - Star method
 - Situation
 - Task
 - Action
 - Result
- Do your values match up with the company's values?
- What is it about this job that interests you?

- **Follow ups**

- Thank you notes
- Same day or next day email a note
 - Thank you, learned a lot, still really interested in the position, etc.
- Proper follow up tells folks you are responsible and have follow through
- Make thank you's unique because they share them amongst each other
- Don't let it be an after thought

- **Is LinkedIn necessary?**

- Yes, everyone should have one
- Yes, it's a great way for people to find you

- **Job Portals**

- Company's website
- We are Next
- Entertainmentcareers.net
- Social media - Facebook groups based on skill sets

- **Staying positive throughout the job hunting process?**

- Don't lose focus
- Work on the skill set for the job
- Keep open minded about where you can get experience
- Explore different things because what you want to do will change along your route
- Try as many things as you can
- What you are good at, may not be what you really like
- So try to find something in the middle



- **Building resume while in school?**
 - No time for clubs, etc.
 - Showcase the projects and the work you have done in the classroom
 - Be more open minded in how you go about the job search
 - Whatever the reason is, capture it in the cover letter
 - Expand the things you can do
- **Basic skills you look for at an entry level position**
 - Communication
 - Ability to learn new things
 - Team environments
- **Weaknesses that turned you off?**
 - Asking about bonus structure as the first thing
 - Walk into the convo with the mindset of collaboration and how you can help each other as opposed to just the monetary
- **Is it okay to ask about any gaps etc.**
 - Ask in a follow up - areas you can work on
 - If you are having the convo, you are qualified, so come from that area
- **Attire / piercings / hair /etc**
 - Depends on the industry
 - As long as you behave professionally, etc.
- **Extra tips for non-citizens?**
 - Entry level jobs
 - Please be transparent about this
- **Tips for demo reels**
 - Depends on the industry
 - Have ONE main demo reel at the top
- **When it comes to email follow ups - make sure you apply to the position first and then do a follow up**

