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# **VETERANS NEWSLETTER**

**January 2016**

## **Career Fitness: Interdict the Internal Candidate**

by Ted Daywalt on October 15, 2015

Career Fitness: Interdict the Internal Candidate  
by Peter Weddle

Recent surveys have found that half or more of all open positions are filled by internal candidates. Employers may advertise those jobs publicly, but they often hire privately. If you're on the outside looking in, the competition appears to be fair, but in truth, it's slanted against you or, worse, offers as much chance of success as your odds of winning the lottery. The key to finding a new or better job, therefore, is knowing how to interdict the internal candidate.

The dictionary defines "interdict" as the ability to intercept or prevent the movement of a person or thing. And in a job search today, that's precisely what you must do. You have to prevent the internal candidate from moving ahead of you in the race for a job opening. It's challenge enough dealing with the other external candidates for a job, but competing with internal candidates is especially tough because they have three formidable advantages.

Let's take a look at each of those advantages and how you can overcome them to get the consideration you deserve when competing for a job.

First, internal candidates are a known commodity. By virtue of their work in the organization, they've built professional relationships with their peers and supervisors, so their fit with the organization is already established. In addition, the organization's recruiters and hiring managers probably have a pretty accurate picture of the internal candidate's strengths and shortcoming and thus are able to measure their ability to contribute with accuracy.

How can you counteract this advantage? Be a known commodity in your field. Expand the circle of people who know of you and of your willingness and ability to contribute. Engage with your peers in the real world by participating regularly in the local and national meetings of your professional society. Also be visible online at the leading blogs and chats for your profession and contribute to the discussion regularly. Make your public persona a person who is willing to share their wisdom and experience for the benefit of others. Then, feature that persona on your resume.

Second, internal candidates can hit the ground running. They may be new to a role, but they know the organization's culture, its standard operating procedures and their coworkers, so it will take them little or no time "to get up to speed." In addition, there's no institutional or personal delay in their getting started. They don't have to be processed or onboarded into the organization nor do they have to relocate or make arrangements for a new child care schedule.

How can you counteract this advantage? Be someone who can hit it out of the park. No matter how hard you try, you're unlikely to reach full productivity as quickly as an internal candidate, so provide an alternative benefit they're unlikely to match. If they're viewed as the candidate who knows the normal routine – they can contribute in the box – position yourself as the person who can think and contribute outside the box. Use your resume to highlight your ability to bring innovation and creativity to process improvements and step-wise advances in productivity.

Third, internal candidates are seen as the low risk choice. The two advantages I mentioned previously combine to set the internal candidate up as the person least likely to be a hiring mistake. They are already a familiar and trusted coworker, so they are almost always perceived as the safest bet. And since many recruiters are risk averse, that's a powerful incentive to select them.

How can you counteract this advantage? Trump low risk with high opportunity. While many employers will be tempted to stay with what's comfortable, they also know there's danger in standing still and simply repeating past practices in today's highly competitive markets. Victory belongs to the organizations with the best talent – not the best known talent inside the family – so use your resume to spotlight your ability to make a meaningful and measurable contribution to your employer and your motivation to do so from your first day of employment.

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## *Upcoming Events:*

TAOnline Virtual Career Fair \* The Big Virtual \* **January 20, 2016**

The Big Virtual is a quarterly TAOnline Virtual Career Fair where U.S. veterans and security cleared professionals can connect online with military-friendly organizations. The event takes place from your computer on January 20th from 11:00 am to 3:00 pm (EST). This event is for anyone seeking nationwide opportunities and is for all ranks and branches of service, including active duty, Reserve, National Guard, and individuals with a security clearance (including civilians). For more information and to register for the event, visit [www.taonline.com/tbv-js](http://www.taonline.com/tbv-js).

Veteran Job Fair / Hiring Event

**March 16, 2016, 10am-3pm**

Veterans only 10am-noon; open to the public noon until 3pm

Veterans Hall (behind the Community Center)

512 S. Chelan Ave, Wenatchee, WA 98801

Big Bend Community College 21<sup>st</sup> Annual Job & Career Fair

April 21, 2016, 9am-3pm

7662 Chanute Street N.E, Moses Lake, WA 98837

## *Did you know: --*

- Seattle Police Department are looking to hire 100 new police officers in 2016!

## **Discounted Fishing & Hunting Licenses for Disabled Veterans:**

The following honorably discharged disabled veterans are eligible for a combination fishing license (fresh water, salt water, and shellfish) and/or hunting license(s) at a discounted rate. See [License Fee Schedule](#).

- Resident veterans with at least 30% service connected disability as verified by VA letter.
- Resident veterans 65 years of age or older with a service connected disability as verified by VA letter.
- *Non-Resident* veterans with at least 30% service connected disability as verified by VA letter.
- *Non-Resident* veterans 65 years of age or older with a service connected disability as verified by VA letter.

For more information go to: [http://wdfw.wa.gov/accessibility/requirements\\_veterans.html](http://wdfw.wa.gov/accessibility/requirements_veterans.html)

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## *Free Classes & Workshops*

<b>Key Train</b>	Monday, Jan 4, 11, & 25	-- 9:30-11:30
<b>Skills &amp; Abilities Analysis</b>	Tuesday, Jan 12, 26	-- 1:30-4:30
<b>Resume &amp; Cover Letter</b>	Wednesday, Jan 13, 27	-- 1:30-4:30
<b>Interviewing Techniques</b>	Thursday, Jan 14, 28	-- 1:30-4:30
<b>Basic Computer Classes Part 1</b>	Thursday, Jan 7, 14, 21, 28	-- 10:00-noon
<b>Basic Computer Part 2</b>	Friday, Jan 8, 15, 22, 29	-- 10:00-noon
<b>Starting Fresh-How to get a Job w/a Criminal Background</b>	Friday, Jan 22	-- 1:30-4:00

*\*\*Attendees must provide an external memory device (Thumb/Stick Drive) to use in the computer classes.*

- The WorkSource will be closed on January 1<sup>st</sup> & 18<sup>th</sup> (New Years' Day & Martin Luther Kings Birthday)

For more information on above classes, go to [www.go2worksource.com](http://www.go2worksource.com) and select CALENDAR Workshops and Events.

# Hot Jobs!

Go to [www.go2worksource.com](http://www.go2worksource.com) for complete details and more jobs

WS452871804 **Training Coordinator.** Must be either a Washington State Certified Paramedic or EMT. American Heart Association First Aid & CPR Instructor / Instructor Trainer. EVAP Instructor or ability to become an EVAP Instructor within 1 Year of hire.

WS451587677 **Human Resource Generalist.** Full time salaried exempt position. Responsible for assisting the Human Resources Director in the daily operation of the Human Resources Department. Key responsibilities include maintaining Human Resources Information System (HRIS), benefits administration, new hire orientation process, assisting in recruitment and hiring process, managing and monitoring Family Medical Leave program, worker's compensation program, and unemployment program, and serving as a resource for leadership and staff regarding policies and procedures, best practices, and employment law

WX070172058 **Forestry Technician Handcrew Squad Leader.** The primary responsibility is to perform wildland firefighting work and to lead crews performing such work. These may be hand crews (e.g. non-IHC handcrews), and/or prescribed fire crews. These crews perform work directly related to wildland fire suppression and control activities including suppression, preparedness, prevention, monitoring, hazardous fuels reduction, and prescribed burning.

WS451416730 **Patient Accounts Representative.** Position is responsible for: Posting daily account payments and charges; communicating with patients; coding hospital and clinic charges with ICD-9 and CPT codes; reviewing aged accounts and determining collection assignments. Requirements: High School diploma or GED and one year of experience in an accounting/financial environment.

WS452817824 **Maintenance.** Clean debris and dust from the assigned areas. Use specialized equipment such as blowers and mowers to perform cleaning duties. Perform both major and minor repair work around the building such as repairing locks and installing window blinds. Replace broken windows and door locks. Remove signs of graffiti from walls and windows. Install and repair electric wiring and replace bulbs and capacitors. Ensure that control panels and electric locks are in proper working condition. Inspect company equipment for possible problems and report findings. Take measures to perform maintenance on equipment and tools. Perform general maintenance on sanitary and mechanical systems of buildings. Collect waste from ashtrays and bins and ensure proper waste management procedures are carried out. Assist with construction or remodeling projects. Move furniture and equipment upon instruction. Maintain the overall condition of the building and grounds. Make sure that the grounds are free of leaves or trash. Perform inspection of the premises and ensure that any hazardous conditions are immediately taken care of maintenance on compressors and other machines.

***Coming soon to a device near you – WorkSourceWA.com  
WorkSourceWA.com will replace Go2WorkSource.com beginning in 2016***

WorkSource is an equal opportunity employer and provider of employment and training services. Auxiliary aids and services are available upon request to persons with disabilities. TTY (Washington Relay Service 1-800-833-6384)