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# ***VETERANS NEWSLETTER***

**November 2016**



**So Why Do You Want to Join our Company?** Published Oct 4, 2016, Featured in Careers Development, Careers: Getting Started, India Students, Recruiting and Hiring



# Anup Jacob Varghese

MBA graduate from the University of Oxford

If you ever applied for a job, chances are you would have done a fit interview, where they ask you to 'Why you want to join their office or company'. Over the last 6 months I have conducted more than 60 mock interviews to help my colleagues at the University of Oxford prepare for interviews with top firms, and over time started to notice trends that led me to believe that the biggest pitfall is when people fail to answer the precise question asked.

## *The Most Common Mistake*

Let me elucidate. When asked "Why do you want to join our company?" what do you think of as an answer? Perhaps, "I want to join because the company has a challenging environment, a great learning curve and people with a great set of skills". You would probably add that you spoke to Mr. Whoever, an employee at the firm, and he told you that the company was a great place to work at.

Well, 90% of your competing applicants are going to say exactly this in some form or the other. So by having this as your answer, you not only join the herd, but all you end up doing is just praising the company. Trust me, the HR knows that the company is great, that's why he or she joined the firm in the first place. The question is why do YOU want to join this great firm? How does it make sense to you? Here is a sample answer, "As my resume indicates, I am a person who likes challenges and a great learning curve (cite example), and this company provides a great learning curve with opportunities to take on impactful and challenging projects" (use Mr. Whoever that works there just to validate your claims made about the firms opportunities). With this answer, you communicate why you as a person are attracted to such a company that provides such opportunities. This question is about you and not about the firm. Yes, you talk about the firm's opportunities to make the dots connect, but by stopping at 'just praising the firm', you really don't answer the question at all, and you make it really boring and depersonalized for the interviewer as well :)

Happy Interviewing!

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## *Upcoming Events:*

Columbia Basin Stand Down

**Friday, November 4<sup>th</sup>, 9am**

2901 Southridge Blvd, Kennewick

Flagging Certification Classes (1 day class/\$50.00)

**January 13 & February 10, 9:00am-4:00pm**

Big Bend Community College, Moses Lake, WA 98837

Call Jordan Shipley for more information: 509-793-2374

Big Bend Community College Job & Career Fair

**March 1, 2017, 9am-3pm**

7662 Chanute Street, Moses Lake, WA 98837

WorkSource Closed for Thanksgiving  
Nov 24 & 25 (Thursday & Friday)

## *Did you know: --*

### **Microsoft IT Academy**

*Provides digital curriculum and certifications on fundamental technology skills—as well as courses critical for students to be successful in today's technologically evolving world. Available through participating local public, community college, or tribal libraries, the Washington Microsoft IT Academy provides free access to a wide range of Microsoft online courses and learning resources to help bridge the skills gap.*

### *Free Classes & Workshops*

<b>Key Train</b>	Every Monday
-- 9:30-11:30	
<b>Skills &amp; Abilities Analysis</b>	Nov 1 & 15
-- 1:30-4:30	
<b>Perfecting Applications/Resume &amp; Cover Letter</b>	Nov 2 & 16
1:30-4:30	--
<b>Interviewing Techniques</b>	Nov 3 & 17
-- 1:30-4:30	
<b>Basic Computer Classes Part 1</b>	Nov 3 & 17
-- 10:00-12:00	
<b>Basic Computer Classes Part 2</b>	Nov 4 & 18
-- 10:00-12:00	
<b>Starting Fresh – How to get a job</b>	Nov 15
-- 1:30-4:00	
<b>with a criminal background</b>	

*\*\*Attendees must provide an external memory device (Thumb/Stick Drive).*

# Hot Jobs!

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

**Cook.** Part time to start. May work into full time seasonally. Experience preferred but will train right attitude. Generally afternoon and evening work with weekends needed. Seeking team player. Attitude and aptitude more important than experience. Must bring resume and references to apply

**Maintenance Mechanic.** The Maintenance Tech is responsible in ensuring that all production lines/equipment is set up and operable prior to each production day. Maintain all equipment - minimize downtime.

**Automotive Parts Manager.** Sells parts by taking and clarifying customer orders; retrieving and selling new and replacement parts; receiving and recording new parts inventory; maintaining parts databases; maintaining safe and secure environment.

**Snow Plow Drivers.** Completes scheduled route in a timely manner. Ensures operation of equipment by completing preventive maintenance requirements, and filing maintenance request forms. \*Prepares truck for operation by inspecting general condition; checking fluid levels and tire pressure, etc.

**Receptionist.** Okanogan Behavioral HealthCare currently has a position opening for a Receptionist. Duties may include typing, filing, answering/transferring calls on multi-line phone system, scheduling client appointments and other clerical tasks as assigned. Qualified applicant must have excellent grammar & communication skills, be proficient with computers & other technology, be highly flexible and able to multi task, possess excellent customer service skills and have at least 2 years' experience in a similar office setting. Candidate must also possess a high degree of ethics and an ability to strictly maintain confidential information.

**Customer Service.** Welcomes customers by greeting them; offering them assistance. Directs customers by escorting them to racks and counters; suggesting items. Advises customers by providing information on products. Helps customer make selections by building customer confidence; offering suggestions and opinions. Documents sale by creating or updating customer profile records. Processes payments by totaling purchases; processing checks, cash, and store or other credit cards.

**Brush/Tree Trimmer.** Immediate need. Will be thinning brush and trees in the Loup Loup area. Must have experience running a chain saw. (Employer will furnish chain saws). Job will last 3 -4 weeks, Rate of pay \$18.00 per hour.

**Merchandiser.** Responsible for daily stocking, rotating, pulling of products, and product displays at customer locations all in a timely and accurate manner. This position works under minimal to direct supervision to ensure accurate and timely work is being performed to best meet the needs of the customers and the departmental goals for the overall company goals. Helps to ensure a safe and clean work environment through following the company's safety and proper housecleaning policies and procedures.

**Sanitation 1.** Sanitation crew member with daily responsibilities to include: cleaning equipment and environmental surfaces, safe handling of chemicals, able to read and understand Material Safety Data Sheets (MSDS) in English language, disassemble and reassemble equipment for cleaning.

**Teller.** This position is the critical contact between the Bank and its customers on a daily basis. Incumbent contributes to the profitability of the Bank by ensuring customer satisfaction with the basic bank transactions and by minimizing risk through careful administration of Bank policies and procedures. The employee must be able to process routine banking transactions in a manner that is efficient, accurate and friendly. Incumbent performs routine duties independently, following the guidelines set forth in the Teller procedures and referring exceptions to their supervisor or a Bank officer. Incumbent must be able to maintain positive relationships with both customers and co-workers.

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)