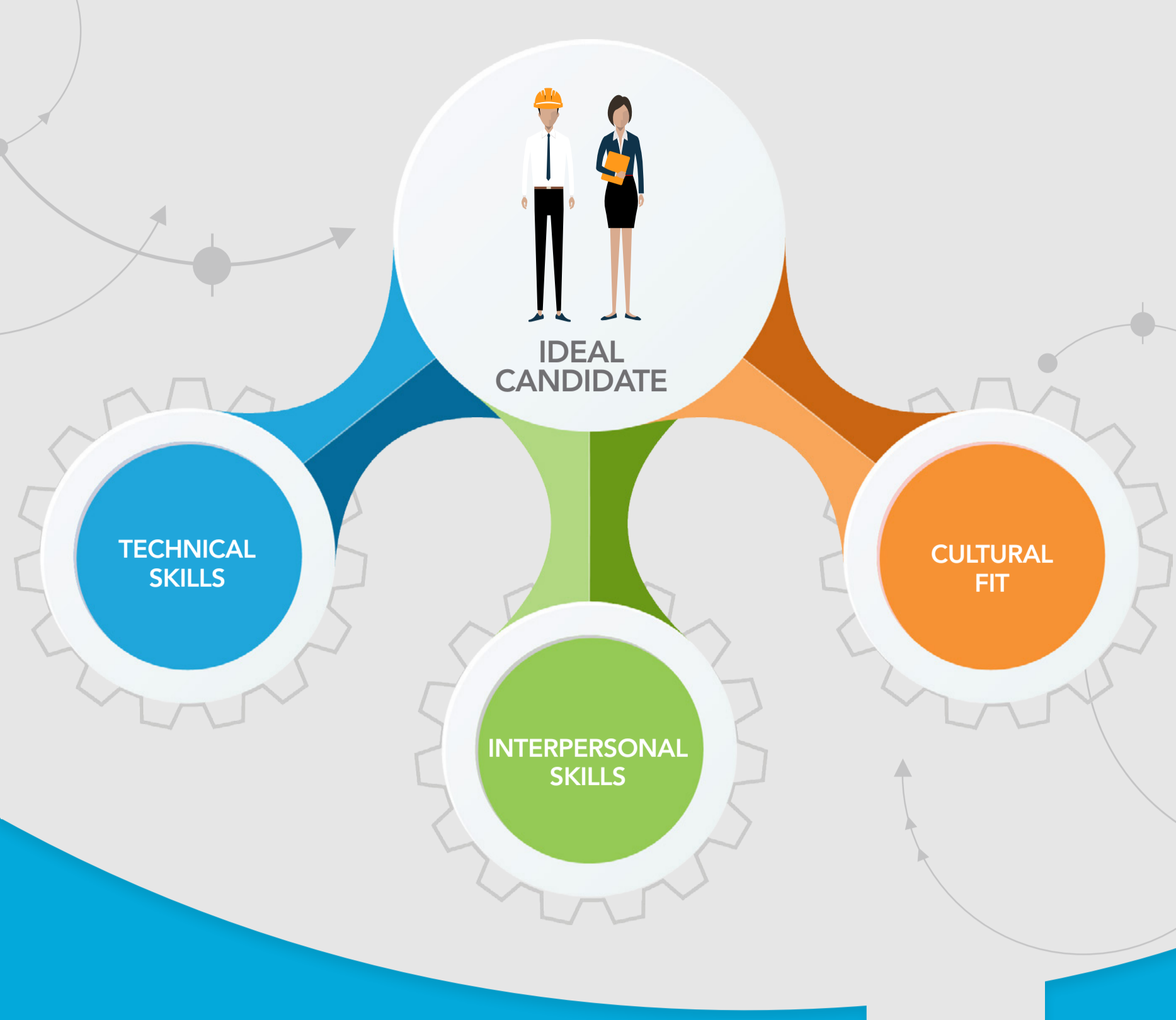


DO YOU HAVE WHAT ENGINEERING HIRING MANAGERS ARE LOOKING FOR?

60% of engineering hiring managers struggle to find people with the right combination of skills for the job. An ideal candidate scores high marks across three different categories.



OBSERVATIONS FROM ENGINEERING HIRING MANAGERS

“Successful candidates live up to their resumé and backgrounds. With unsuccessful candidates, you notice when things were fabricated.”

TECHNICAL SKILLS

For engineers, solid technical skills matter when it comes to securing an interview.



Nearly 8 in 10 engineering hiring managers will match the skills listed on your resumé to the job description they are hiring for to determine if you should be offered an interview.

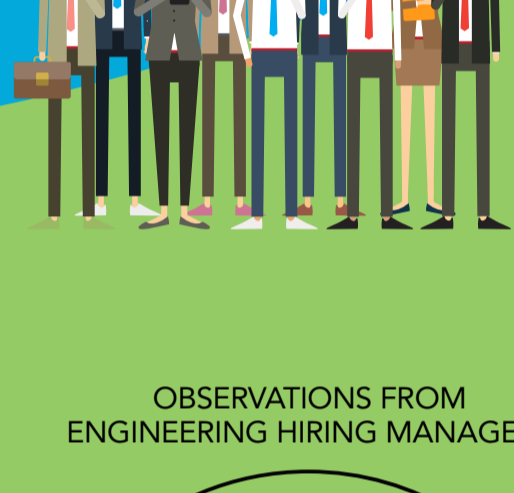
Technical skills vary by job and industry. A few that are important for all engineers to have include project management skills, verification and validation skills, and quality engineering skills.

During the interview
Be prepared to discuss the technical details of your work, along with your roles and personal accomplishments on project teams. Be prepared to show examples of how your past work was impactful. For example, if finite element analysis (FEA) is one of your skills, be prepared to describe the software package you used to conduct FEA on a prior project, what your role in the project was, and what you accomplished by possessing this particular skill.

Extra credit
Certifications and professional societies can be helpful, but are no substitute for a solid academic background and related (or transferable) work experience. These types of certifications or association memberships may not be the deciding factor, but they could help to elevate you when a hiring manager is reviewing multiple qualified candidates.

Pro tip:

Engineering hiring managers are wise to “keyword surfers” who assemble a hodgepodge of engineering acronyms or “hot skills” without a real connection to their job history. Stick to highlighting the skills you have, and list only keywords that are relevant to the job at hand.



INTERPERSONAL SKILLS

It’s not always about the technical knowledge you’ve acquired—hiring managers place equal emphasis on interpersonal skills.

Interpersonal skills are frequently overlooked by engineers, as they are often not addressed in formal training—but they are vital to your success. The ability to collaborate was overwhelmingly listed as the top interpersonal skill sought in candidates. Engineers must also know how to disagree professionally and voice their opinions: without offending or being offended.

OBSERVATIONS FROM ENGINEERING HIRING MANAGERS

“Great employees exercise good judgment, understand their own limitations, and ask questions when they need to. They tend to be the employees that can build networks within the teams and be more productive.”

“The major differentiators for me among candidates are writing and speaking skills, as well as critical analysis and problem solving. These skills are learned through a lifetime of experience leading up to the interview.”

Hiring managers are regularly looking to evaluate the following interpersonal skills:

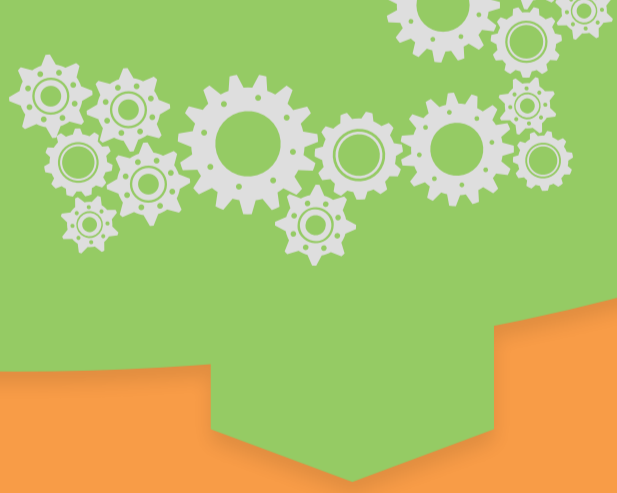
- Can you listen and comprehend well?
- Do you have a positive attitude?
- Can you collaborate with the team?
- Do you work well under pressure?

Behaviour-based questions
Hiring managers observe your mannerisms and nonverbal cues during an interview to evaluate these skills. They also listen to the questions you ask to assess your attitude and interest in the position. Behavioural questions, however, are the top way that your interpersonal skills will be put to the test.

- Examples of behaviour-based questions:**
- Tell me about a situation in which you had to make a quick decision
 - Tell me about a time when you had to deal with conflict with a team member
 - Describe a time when you were involved in a stressful situation, but still got the job done
 - If you had a disagreement over a technical issue with the leader of your project team, tell me what you would do to resolve the issue

Pro tip:

Non-technical audience and highly sought-after trait that employers look for. Leadership skills are also important, as engineers often serve as team leaders for projects of various sizes.



OBSERVATIONS FROM ENGINEERING HIRING MANAGERS

“Fitting in means different things in different organizations. Think of it as the organization saying ‘this is how we do things in our company, and here are the common values we have.’ Engineers should never equate company cultural with a ‘go along to get along’ mentality. This mindset is counterproductive to the innovation process engineers are needed for.”

“When all other things are equal, the personality and ability to fit in can be the deciding factor.”

CULTURAL FIT

The candidate who fits in with the company and team will land the job. 65% of engineering hiring managers say cultural fit plays an important role in your evaluation as a candidate.

Hiring managers will also rely on behavioural interview questions as a way to evaluate your cultural fit. Among engineering hiring managers in particular, feedback from others plays a greater role in assessing your fit.

Pro tip:

Research the company culture ahead of time. Most companies have a mission statement or “about us” section on their website. Always ask questions about the company culture during an interview, and make sure to communicate why you would be a good fit.

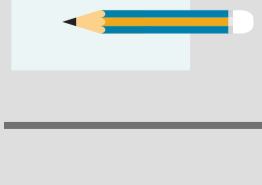


BE AN IDEAL CANDIDATE

It takes more than one factor to grab the attention of an engineering hiring manager. Remember to present yourself as a well-rounded candidate, and you’ll be in a great position to get hired.



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