

SAS Job Searching and Interviewing tips – Strategies in the Post-Pandemic era

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ABSTRACT

Searching for work in the data analytics market is more competitive than ever before. Part of this is due to the nature of the work environment, which has shifted from in office, on-site to remote and hybrid positions. Also, because of the emergence and growth of open-source tools, such as R and Python, candidates for SAS positions need to be familiar with these coding tools. In this paper, I will outline tips and strategies for success in the application and interview process in the post-pandemic era. I will also discuss the interview process in detail, from initial HR interviews to final interviews with a hiring manager.

INTRODUCTION

The Covid-19 Pandemic has altered the current job market for data analytics professionals. More specifically, it has brought dramatic changes to the job market. Prior to the pandemic, most professional positions working for companies were in-office and on-site. This was the rule except for some companies which allowed employees to telecommute or work from home one day a week. With the onset of the pandemic, company offices closed, and employees started working from home to adhere to Covid-19 protocols. Many company offices were empty and vacant for months on end. An entirely new type of job was launched, the remote position. During the pandemic, companies started advertising for positions which were fully remote. Employees were no longer required to reside in the metro area where the company's offices are located so they could commute. They could now reside anywhere in the entire country or possibly anywhere in the world.

THE PRE-PANDEMIC JOB MARKET

In the twentieth century, before the digital age, processes of applying and interviewing for positions were quite basic. In those days it was common for candidates to visit company's offices in person and ask to speak with someone in recruiting. Candidates would also call up a company and make an appointment to speak with someone.

Besides visiting in person, the mail was the only other mechanism candidates would use to apply for positions. Positions were advertised in the newspaper, and to apply for those positions, candidates could send in their CV through the mail.

In the 1990's, people started to use fax machines to send in applications to employers. However, applicants commonly used the postal services to send resumes for new positions.

The IT revolution in the 1990's brought sweeping changes to the processes of applying for professional positions. In the late 1990's job candidates started to send in resumes and cover letters by email. This was the trend of the new millennium. Internet job boards also started to emerge, such as monster.com and career builder.

In the new millennium, the Internet has become the standard medium for applying to new positions with companies or organizations. Companies started developing their own career and job application submission sites. In the current day, most positions can be applied to through company specific sites and web portals. For example, Job boards such as Indeed.com and Glassdoor maintain their own job application infrastructure. It's safe to say that applying by mail to positions has largely become a thing of the past.

THE IMPACT OF THE REMOTE POSITION

Fully remote positions have their advantages and disadvantages. Without question fully remote jobs have improved the convenience of working by removing geographic constraints. By removing the daily commute to work, fully remote jobs can provide time savings to employees of up to several hours a day.

On the other hand, an unintended consequence of remote positions has been an increase in the volume of job applications for any given opening. Since candidates don't have to reside in the company's metro area, the number of applicants for these jobs increased substantially, in proportion relative to positions which are based locally and require the employee to work onsite. Thus, for remote positions, the level of competition is much higher compared to on-site positions, or hybrid positions.

APPLYING FOR POSITIONS

Applying for new positions which are posted online can be a tedious and repetitious process. There are some good strategies however which can improve your chances of success.

Career networking sites such as LinkedIn specify the amount of time the position has been posted for, in the job description, along with the number of candidates who've applied for the position.

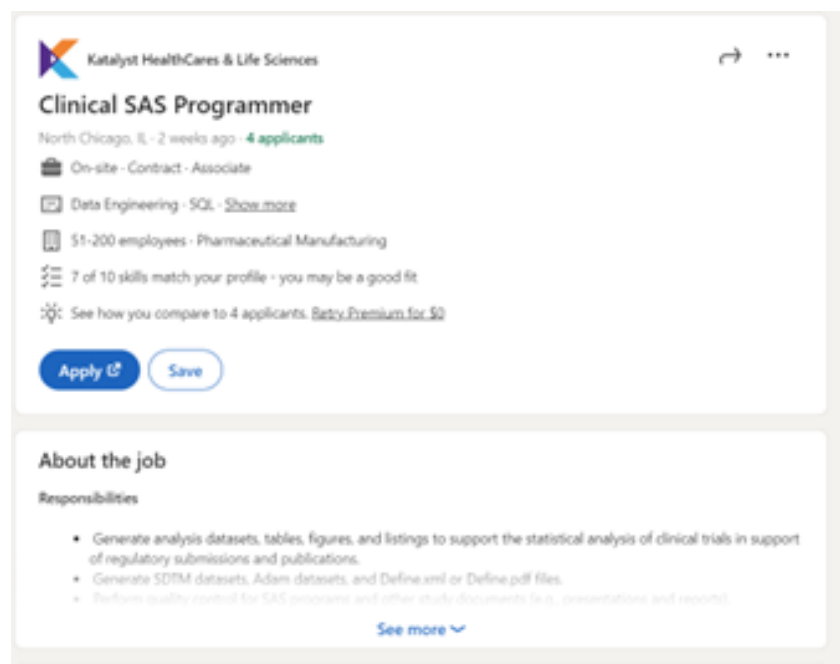


Figure 1. SAS Job Ad on LinkedIn – Onsite position.

Figure 1 is a snapshot of a SAS Job advertisement on LinkedIn. The ad is a job posting for a 'Clinical SAS Programmer'. The position is listed as an Onsite position in North Chicago, IL.

Underneath the job title, it states that the position has been open for 2 weeks, and the position has 4 applicants. This information documents the low level of demand for the position. As I mentioned earlier, in the current job market, on-site positions won't receive as many job applicants as remote or hybrid positions.

The pool of applicants for an on-site position includes candidates who reside in the metro area and those who are willing to relocate to that area. It's common for a company to receive a few dozen resumes in response to the job posting. For other candidates it wouldn't make sense to apply.

However, a typical job posting for a remote position can receive a few hundred resumes in the course of a week or two. This is the case since remote positions can technically be filled by anyone with a stable high-speed internet connection. It's possible there might be a few applications from outside the country. However, most applicants will probably reside in the same time zone or those in adjacent time zones.

In Figure 2 below is another SAS job advertisement from LinkedIn. This position is for a 'Senior Research Data Analyst' with Yale University. This position is a fully remote position

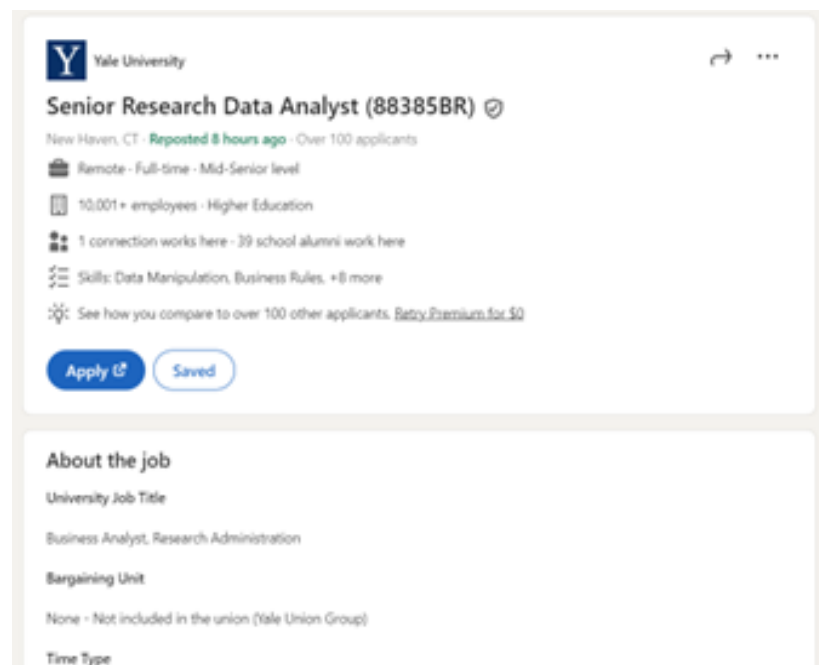


Figure 2. SAS Job Ad on LinkedIn – Remote position.

Below the job title, it states that the position has been open for 8 hours and already has over 100 job applicants. In comparing these numbers to the prior job advertisement, they illustrate the difference between onsite and remote positions.

Remote positions can receive a high volume of applicants within a short amount of time. The number of applicants for similar onsite positions is much lower, because the applicants are constrained by geographic residence or relocation.

Most job boards, including LinkedIn, Indeed, Glassdoor and others will include the date when a position was posted. It's also possible to sort your job results in descending order by date. This returns the most recent positions listed first in your job search results.

This is important because when submitting an online application, a best practice is to apply as soon as possible after the position is posted. Thus, the information will aid in deciding whether to apply for the position.

TYPES OF POSITIONS

In the data analytics job market, there are several kinds of positions based on employment status. Of course, there are full-time positions with companies. An accurate definition would be indefinite, although these could be defined as permanent. There are also contract positions through a recruiting firm. The firm is the candidate's employer, although work is performed technically with the firm's client.

Full-time positions usually involve an extensive interview process with multiple rounds of interviews. In this process, the company takes more time to get to know the candidate, and the candidate's career aspirations. From this standpoint it makes sense, because the firm is making a long-term investment in the candidate by offering salary as well as a benefits package.

With contract positions, a company usually has an immediate need to be filled. Contract positions are temporary. Many contracts are for a six-month or one year length of time. There also might be the possibility of an extension.

With contract positions, the interview process is shorter. Rather than getting to know the candidate more broadly, the focus is on assessing if the candidate has the skills to handle the work. It's often the case with contract jobs that an employee has departed the company. A contractor is brought in to put out fires so to speak and keep projects moving along. Many companies go this route because they don't want to pay out benefits and don't have the time for a long interview process.

	Types of Positions	
	Full-time	Contract employer-based
Tax Status	W2	W2 or 1099
Compensation	Salary + Benefits	Hourly Rate
Length of time	Indefinite	Temporary (6 to 12 months)
Interview process	Long process. Multiple interviews	Shorter process
Employer	Company is employer	Recruiting firm is employer

Figure 3. Comparison of Full-time with Contract positions.

In figure 3 is a table containing attributes of positions, for full-time and contract. Full-time positions always have a W2 tax status. Contract positions are usually on a W2 basis also. Though, some recruiting firms offer contract work on a 1099 basis. 1099 is tax status for independent consulting work. Since contract positions don't offer benefits the hourly rate with the employer is sometimes negotiated at a higher level so the employee can purchase benefits, such as medical insurance.

INTERNET JOB SEARCHING

In current times, employers primarily use internet job boards to post new positions they're recruiting for. Likewise, prospective candidates overwhelmingly use job boards to conduct their job searches. Examples of job boards include LinkedIn, Indeed, Glassdoor, Dice, CareerBuilder and Monster.com.

Monster was a really popular site to search for tech and programmer positions back in the early 2000's. I landed my first SAS job by replying to an ad I located on Monster.com.

On job boards, applicants use keywords as search terms to find jobs they're interested in. To search for jobs, simply enter keyword search terms and specify location in the box provided.

To search for SAS positions in Chicago, you might specify the word 'SAS' in uppercase and 'Chicago' for the location. This will return all posted jobs containing the word 'SAS' in either the job title or job description. In figure 4 is a screenshot from Indeed, with job search results using the keyword 'SAS' in 'Chicago, IL'.

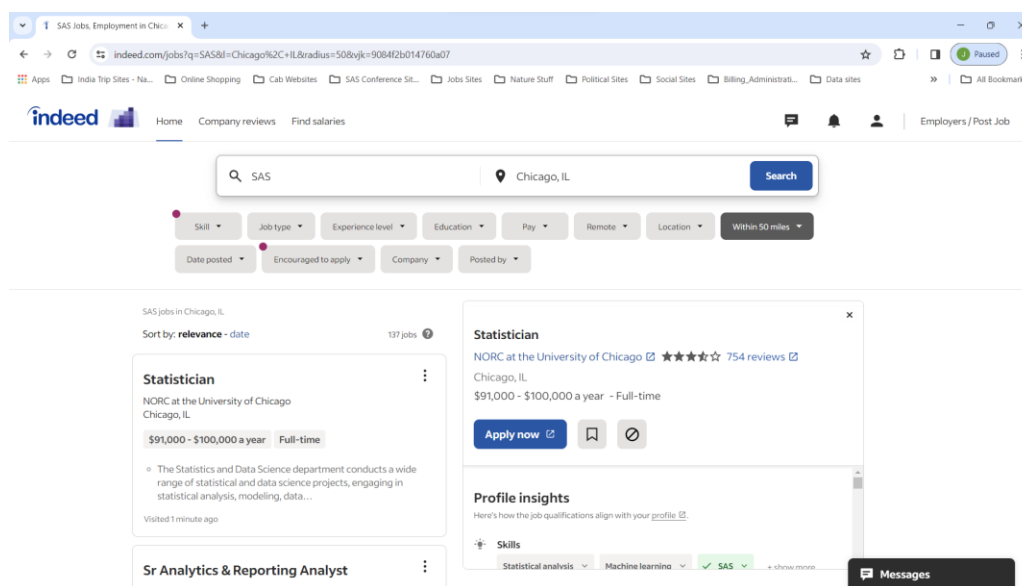


Figure 4. Job Search using 'SAS' keyword in Indeed

The keywords used as search terms will return a list of positions having those keywords in the title of the position or in the job description. So, specifying 'SAS' as a keyword search term will return a set of any posted positions which mention 'SAS'. This is a broad job search query.

Many types of positions may mention 'SAS', such as 'data analyst', 'statistician' and 'data scientist'. These are roles where SAS is usually a secondary skill or tool used in the job. Depending on the focus of your job search, you'll probably either be not interested in or not qualified for some of these jobs.

If you're searching for a SAS programmer role, you might want to use more specific keywords to narrow your search. For instance, you can use the terms 'SAS Developer', or 'Senior SAS Programmer' as keywords. This search will be more likely to return a set of positions where SAS is the primary focus.

If you're looking for 100% remote positions, in the search box for location, you can insert the word 'remote' or 'hybrid'. Hybrid positions require an employee to work a few days in the office per week. Using 'remote' might return both 100% remote and hybrid positions, which can be thought of as 50% remote.

In addition to internet job boards, job seekers can use company specific sites and job portals to search and apply for openings.

LINKEDIN PROFILE

More and more employers are requesting job candidates to provide a link to their LinkedIn profile on online job applications. In my own experience, I've found many online job applications have a specific space where the candidate could insert a link to their profile if they chose to.

The decision to provide a link to your profile is not required and is optional. If you don't provide a link to your profile on an application, employers can always search for your profile on LinkedIn using your name.

The initial section of a LinkedIn Profile is the 'About' section. In this section, you can provide an overview of your career and work history. Following this, the primary sections of a profile are work experience and education. At a minimum, it's important to have these two sections filled in.

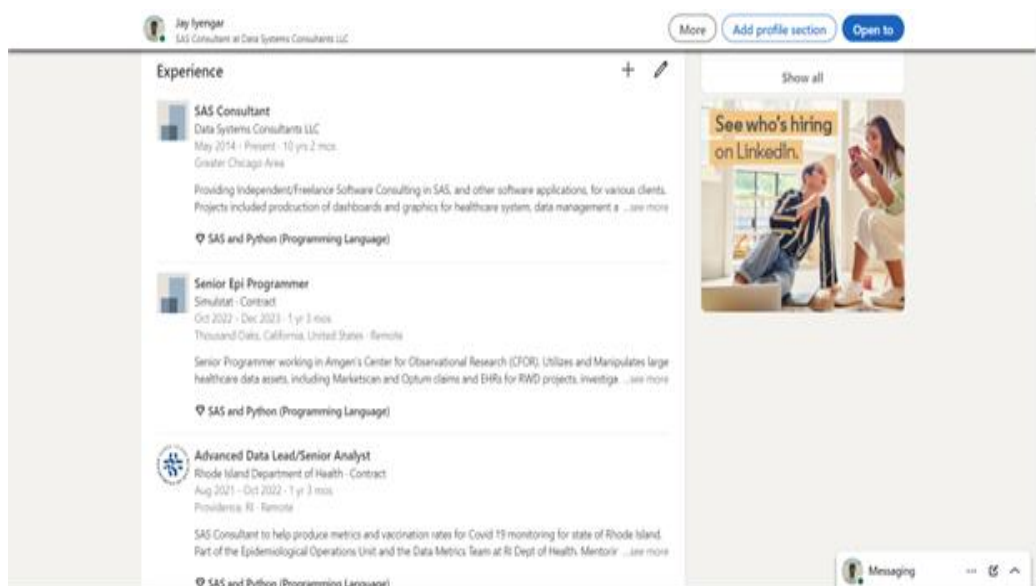


Figure 5. Sample LinkedIn Profile

An example of a LinkedIn profile is displayed in Figure 5 above.

Having a complete LinkedIn profile can make a difference in the course of a job search for SAS or data analytics positions. When you submit an application, an employer may view your LinkedIn profile to learn more about you. Through your LinkedIn profile, the hiring manager has an opportunity to view skills or experiences which may not have been able to fit on your resume. For example, if you're an experienced professional, you might have decades of work experience, not all of which is included on your resume, because it would make it too long.

LinkedIn profiles have additional sections which supplement your work experience and education. The additional sections include courses, certifications, volunteer experience, and publications. In this space, it's worthwhile to list any SAS training courses or courses on open-source platforms, such as Python and R.

In the certifications section, you can include any professional certifications you have obtained. You can also provide a link to the credential you obtained. By providing a link, a prospective employer can validate the credential you have earned.

In the volunteering section, you can list any volunteer experience you have had. It's especially valuable to list volunteer roles you've held at SAS conferences or with SAS users' groups. For example, if you were a section chair on the conference committee this is the place to state it. Even if you were a session coordinator or a registration volunteer, I recommend including it.

If you have authored and presented papers at a SAS conference, you can add them under publications. In addition, I suggest including a link to the paper in the proceedings of a SAS conference, or on Lexjansen.com. It's especially valuable to provide any experience teaching SAS training courses.

COVER LETTERS

Cover letters convey how serious a candidate is about a particular job. A cover letter serves as a letter of introduction to a job application. Initially in the cover letter you might express your interest to be considered for the position. In the 2nd paragraph, you can expand on the work experiences you've had which qualify you for the position, and talk about the skills you possess which are relevant to the job.

Cover letters used to be required with professional job applications. This was certainly true before the new millennium. However, in the current age, the value of cover letters has diminished to an extent. In my opinion, the value of a cover letter depends on the type of position you're applying for, and the size and type of company you're applying to.

Large companies receive a much higher volume of applications than small companies do. The HR departments of large corporations usually are flooded with resumes. With so many applicants, these firms use applicant tracking systems (ATS) to screen candidates. In this environment, cover letters do not carry the same weight.

Cover letters usually provide value for smaller mid-sized professional firms as opposed to corporations. Examples are consulting firms such as Westat or RTI. Cover letters convey the professional demeanor of the candidate which these firms value.

Cover letters are useful for full-time roles as opposed to contract positions. Since contract positions are temporary, cover letters are optional and probably unnecessary. Generally, with full-time positions it's a good idea to submit a cover letter, even though they're optional for some full-time positions.

RESUMES

When you submit your resume, the objective is to have it reviewed by the hiring manager. In today's job market, it's entirely possible that this won't be the case. As mentioned, companies use applicant tracking systems (ATS) to weed out resumes which don't fit position requirements. If this is the case, your resume may not even be someone in HR.

If your resume makes it past the company's ATS, it'll be reviewed by a recruiter in human resources. This doesn't mean it'll be sent to the hiring manager though. At this point, human resources will use a phone screen to vet a job applicant. If the phone screen goes well, HR will send your resume to the hiring manager for review.

To increase the chances of your resume being seen by an HR person, there specific qualities your resume should have. A short concise resume is better than a long windy one. You may have work experience which takes up several pages. It's better to include only your recent experience, maybe within the last 10 years.

It's important that your resume is clear and well-organized. This will make it easier to read for the employer. Specifically, this means that you should use spacing liberally, and not jumble text together. You can use other formatting elements such as bold and italics and bullet points to highlight text which you want to draw attention to.

INTERVIEWING PROCESS FOR ANALYTICS POSITIONS

As a prospective candidate, the interview process you encounter will depend on the type of position you have applied for, and other factors. How extensive the interview process is and how many rounds are involved will vary based on the type of position and the company you're interviewing with. Each company has their own customized process.

The interviews may go several rounds or may be a one and done scenario. Full-time positions do have more extensive interview processes than contract positions. As mentioned earlier, for contract positions the company usually has an immediate need to fill, so there may be only one interview with the hiring manager or team.

For full-time positions, the initial interview is usually a phone screen with a recruiter or someone in human resources.

For contract positions the procedure is different. After you submit your resume, you will be contacted by a recruiter who will ask you to complete and sign several forms, before they submit your resume to the employer. They also may ask you to make a few changes to your resume to highlight specific experience you have.

After the initial phone screen, the next steps will be one or more rounds of interviews. I think for most companies, there are usually at least 2 rounds of interviews. One round is usually a technical interview. Another round will be an interview with the hiring manager, or a panel interview with the team you'll be working with. This may be the final interview. For a panel interview, you may simultaneously interview with around 3-5 employees of the company.

HR PHONE SCREENS

To reiterate, the initial interview for full-time positions is normally a phone screen with human resources. Phone screens typically last 15 minutes and during this interview the HR person may ask you such questions as 'Why did you apply to this position?' and 'What attracted you to this company?'. They're trying to understand your career goals and objectives, your career path and work history.

They also may ask questions about your most recent position, and even an example of a project you worked on.

Tip

Be prepared to discuss your career and work history and what brought you to this point. Have a short 2-3 minute response prepared for you to talk about your work experience.

After they finish with their questions, they'll ask you if you have any questions about the company and the position which they can answer. It's a valid idea to think about what kinds of questions you'll ask prior to the interview. I usually jot down a few questions I have on paper.

In my opinion, ask general questions about the company and the culture of the workplace. Don't ask questions that are technical in nature about SAS or data. First, they won't be able to answer them because it's outside their base of knowledge. Second, it may confuse the HR person and leave you looking a little clueless and aloof.

Tip

Ask about the growth opportunities with the company. Asking them about why they're hiring for the position is another reasonable question to ask here.

TECHNICAL INTERVIEWS

If you've applied for a SAS programmer or SAS developer role, then a technical interview will be one step of the interview process. For full-time roles, the technical interview may be the 1st interview or the 2nd interview. For contract positions, the technical interview is almost always the 1st interview. Again, this is because the employer wants to see if the candidate possesses the requisite programming skills.

During the technical interview, the interviewer will ask you a series of technical questions to test your SAS knowledge. For SAS programmer roles, these questions usually test knowledge of BASE SAS programming concepts.

Examples of technical questions are:

How do you convert a variable from character to numeric and vice-versa?

What are the three ways used to define a macrovariable?

What is the difference between a Data Step Merge and a PROC SQL Join for performing a table lookup?

Instead of asking a series of questions, the interviewer may ask you to write code during the interview. In this case, the interviewer will give you a data set and have you perform some tasks with the data by writing code. If the interview is a video interview, this is usually done by having the candidate share their screen.

To prepare for technical interviews, it's a good idea to review some programming concepts by reading SAS books as a refresher. Of course, reading SAS papers which are published on lexjansen.com or in SAS conference proceedings is another excellent way to prepare for a technical interview.

Tip

Ask the HR person which round is going to be the technical interview. This way you can anticipate it and prepare for it accordingly.

VIRTUAL JOB INTERVIEWS

During the pandemic companies that were hiring began conducting interviews virtually due to office closure. In the post-pandemic era, this trend has continued because virtual platforms offer convenient mediums to conduct interviews. This is the case regardless of whether the position is a 100% remote position, on-site position, or a hybrid of the two.

Video conferencing platforms, such as Zoom and Microsoft Teams have become popular applications for conducting interviews in the virtual space. To participate job candidates don't need to download the software and have it installed locally on their machines. Prior to the interview a recruiter or HR rep will send you an invite and link for a virtual meeting, which you use to join the meeting.

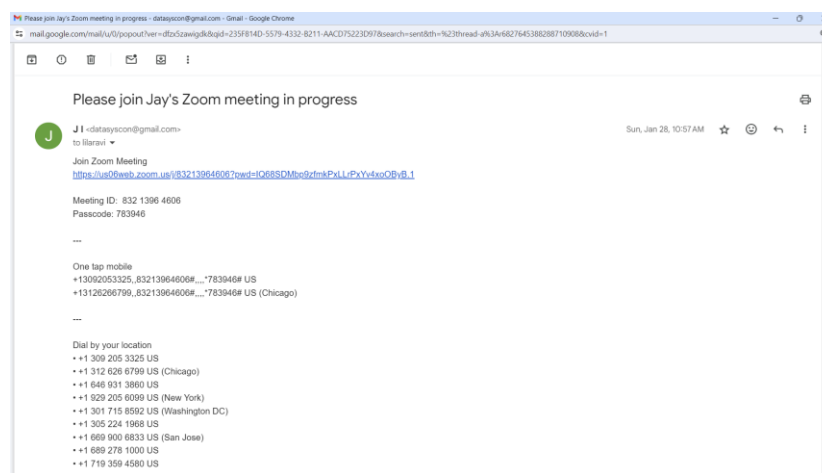


Figure 6. Zoom meeting invitation email.

In Figure 6 above is a sample email invitation for a meeting on Zoom, like the email invitation a job candidate would receive.

To prepare for a virtual interview, there several issues which warrant attention. You'll need to select the room in your house or place of residence where the virtual interview will be conducted. It's imperative that you select an area which has sufficient lighting and is free of distractions.

I recall having a virtual interview which was a panel interview, and one interviewer was conducting the meeting from her kids' playroom, and there was a large stuffed animal giraffe in the background behind her. In this situation, I began to question the professionalism of the parties involved.

The webcam you'll be using is another issue to consider. Of course, your computer has a built-in internal webcam which you can use. You can also purchase an external webcam which provides additional capabilities. External webcams are more flexible, and usually have a higher quality lens.

To decide on the webcam, you should test your internal webcam prior to the interview. By testing, you can evaluate the lens quality, if the lighting is appropriate and whether it's necessary to purchase an external webcam. Of course, if you decide to use an external webcam, you should test it prior to the interview as well.

Although it's a virtual interview, you should still select appropriate attire to wear for the interview. Dressing in business casual attire will make a favorable impression on the interviewer.

THE CODING EXERCISE

In lieu of a technical interview, you may be required to complete a coding exercise as a step in the interview process. Some companies use coding exercises to assess your technical ability instead of a technical interview.

With the coding exercise, the employer provides you with a data set and documentation, and asks you to perform a series of tasks, run an analysis, and answer a number of questions about the data. Part of the exercise involves data interpretation. The employer will give you at least a few days to complete the coding exercise. Usually, the data is provided in excel format.

It's not entirely necessary to use SAS to perform the exercise. In my experience, companies will give you a choice of what platform you wish to use to complete the exercise. So, companies will probably allow you to use Python, R, SQL, or Stata to perform the exercise.

If you use SAS to do the exercise, you can use SAS On Demand for Academics (SAS ODA). SAS ODA is a free version of SAS which you can download and access from the SAS.com website. SAS ODA uses the SAS Studio interface which is cloud-based. With SAS ODA, you can upload your excel file to the cloud and import and convert it into a SAS data set without writing code.

Once you complete the exercise, you'll email your code and SAS log, along with any results and output, to the interviewer. I think it's a good practice to create a zip file containing all the project

files. The next step is a follow-up interview, where the candidate needs to walk the interviewer through the code and the output.

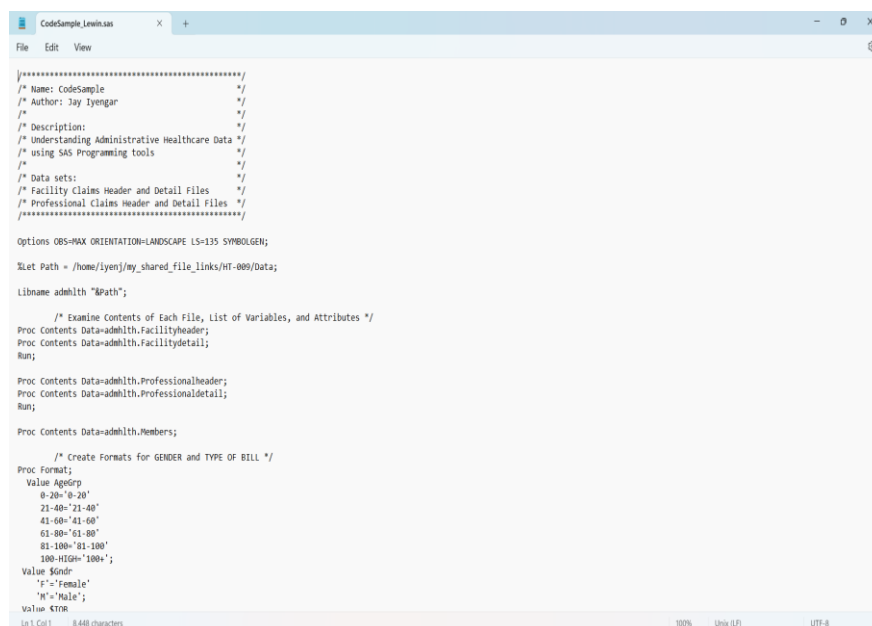
In reviewing your code, you'll need to explain why you selected specific SAS constructs to complete the tasks. You'll then be asked to give an interpretation of the output, focusing on specific analytic trends. The output might be a data analysis and include output from SAS procs including PROC FREQ, PROC MEANS or PROC UNIVARIATE, and PROC SGPLOT.

SAS CODE SAMPLES

Besides the technical interview and coding exercise, another way to validate a candidate's programming skills is by having them submit a sample of SAS code. A SAS code sample can provide a prospective employer with hard evidence of the level of programming skills a candidate possesses. Unlike the coding exercise, a code sample can also attest to the range of SAS skills they have acquired.

The sample can be code you wrote in one of your past work experiences, from academic courses you took, or from other projects you worked on. If you authored a SAS paper for a SAS user group conference, there might be some code you developed for the paper, which can be used as a code sample you provide to the potential employer.

In the recruiting process, the code sample plays an elevated role in evaluating candidates applying for programming-intensive positions, such as a Senior SAS programmer, or SAS developer. There are some companies which will directly request applicants to submit a code sample as part of the application process. However, in my experience, many companies will not actually ask you to do this. They either may wait until the interview stage to ask for the sample, or not ask for it altogether.



```
CodeSample_Levin.sas
File Edit View

/******
/* Name: CodeSample
/* Author: Jay Iyengar
/*
/* Description:
/* Understanding Administrative Healthcare Data
/* using SAS Programming tools
/*
/* Data sets:
/* Facility Claims Header and Detail Files
/* Professional Claims header and Detail Files
/******

Options OBS=MAX ORIENTATION=LANDSCAPE LS=135 SYMBOLGEN;

%let Path = /home/iyen/my_shared_file_links/HF-009/Data;

Libname admhth "&Path";

/* Examine Contents of Each File, List of Variables, and Attributes */
Proc Contents Data=adhmth.Facilityheader;
Proc Contents Data=adhmth.Facilitydetail;
Run;

Proc Contents Data=adhmth.Professionalheader;
Proc Contents Data=adhmth.Professionaldetail;
Run;

Proc Contents Data=adhmth.Members;

/* Create Formats for GENDER and TYPE OF BILL */
Proc Format;
  Value AgeGrp
    0-20="0-20"
    21-40="21-40"
    41-60="41-60"
    61-80="61-80"
    81-100="81-100"
    100-HIGH="100+";
  Value $Gndr
    "F"="Female"
    "M"="Male";
  Value KTRR
```

Figure 7. SAS code sample

In Figure 7 above is a SAS code sample opened in Notepad.

The code sample which you provide isn't necessarily limited to SAS. In my experience, companies will typically accept samples in other programming languages or statistical packages, such as R, Python, Stata, or SQL. Of course, for a position exclusively focused on SAS, a SAS coding sample is usually expected.

There are some companies which may ask you to submit more than one coding sample. Even if they require it, they still may encourage candidates to submit more than one sample.

SELECTING A CODE SAMPLE

There are a number of issues to consider in selecting your code sample. Company ownership policies, proprietary information, length of the code sample, date the code sample was written, and showcased SAS tools and constructs are all items to consider when selecting a coding sample.

Some companies have policies which preclude an employee taking a copy of code they developed. Under these policies, the code which was written during the period the company employed the person is defined as a 'work product' that is owned by the company. Even if the code doesn't fall under this policy, the code may contain proprietary information which is not supposed to be released to other parties.

The code sample needs to be long enough to showcase your skills and range of talents. Selecting a short sample program which only reads in an external file using PROC IMPORT and a FILENAME statement won't leave a favorable impression on the employer. On the other hand, choosing a code sample that is too long will take more time for a hiring manager to review, and may disillusion them.

In striking the right balance, I think the code sample should contain at least 75-100 lines of code. On the other end, I would caution against using coding samples that are over 500 lines of code.

The date the program was written matters. Employers will be interested in seeing a recent sample of code from a project you worked on. To adequately represent your current skills, the sample you choose should have been written relatively recently. If you don't have a recent sample, submitting a legacy code sample may be your only option.

Lastly, to accurately represent your SAS experience, the sample contains the range of SAS constructs you've used. If you submit a sample which contains only DATA STEPS, the hiring manager may think your experience is limited to that. Similarly, if you submit a program without macro code, the manager may think you don't have macro experience.

CODE SAMPLE TIPS

I have the following set of suggestions and recommendations regarding selection and preparation of a code sample.

Tip

Remove or mask confidential parts of your code

You should remove the elements in your code which contain proprietary information. This may entail renaming data sets and variables, as well as coming up with hypothetical project folders and directory paths. Additionally, you should probably delete comments or documentation which contain company and project-related information.

Tip

Test-run your code to ensure its valid

The program you select should run clean. This means it shouldn't generate any errors, warnings and notes regarding uninitialized variables. If your SAS log contains any of these, you need to debug it. For many code samples, you won't have access to the data, so using the OBS=0 system option will prevent data related errors or slow processing during testing.

Tip

Choose recent SAS code you developed

Include a header comment block at the top of your code sample which includes such information as the author of the code, the date it was written, and the purpose of the code. If your code is old legacy code, you can omit the date it was written from the header. If they ask during the interview when the code was written, you'll have to tell them.

Tip

Choose a sample which showcases the breadth of your SAS experience.

If your sample doesn't encompass all the SAS constructs you have experience with, then consider submitting more than one sample. For coding samples, I usually select a program which contains DATA STEPS performing data manipulation, PROC SQL queries and joins, and SAS procedures such as PROC TRANSPOSE, PROC APPEND, and PROC REPORT or PROC TABULATE.

Tip

Select a code sample which matches the job requirements.

Go through the job description and document the job requirements. Select code which fits the job requirements.

CONCLUSION

The state of the job market for SAS and other data analytics positions is ultra-competitive due to the Covid-19 Pandemic and other forces. Recruiting and interviewing processes can be rigorous for prospective candidates to navigate. In this paper, I've tried to cover the areas of internet job searching, LinkedIn profiles, cover letters, resumes, interviews, coding exercises, and code samples. In these areas, I've provided recommendations and advice based on my experience, to assist job seekers in landing a new position.

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LinkedIn Networking Site, Jobs page, 2024. Senior Research Data Analyst, Yale University, June 1, 2024. <https://www.linkedin.com/jobs/view/3927118562/?refId=4338f55c-f242-4460-9dbc-68291290533a&trackingId=HM5mRExYSiKHjp53e5R0vA%3D%3D>

LinkedIn Networking Site, 2024. Profile: Jay Iyengar, SAS Consultant at Data Systems Consultant, June 1, 2024. <https://www.linkedin.com/in/datasysconsult/>

Zoom, 2024. Sample Zoom Meeting, July 30, 2024. <https://mail.google.com/mail/u/0/?fs=1&tf=cm&to&su=Please+join+Zoom+meeting+in+progress&body=Join+Zoom+Meeting%0Ahttps://us06web.zoom.us/j/>

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