Tips to nail a virtual job interview

If you're job hunting right now, chances are you're also interviewing remotely.

There are some serious upsides to this. You can avoid tardiness (no traffic snarls), reference notes without being too obvious, and if you're located in a rural area, you now have access to the same opportunities as city dwellers, saving you $$$.

Based on GIT's research, here are some practices you can use to turn your next virtual interview into a job offer.

Set up your space.
Yes, you can do your interview wearing formal clothes on top and PJs on bottom. But you still need to control how *the illusion* of you is coming across on a 9×16 screen. Virtually, there will be fewer opportunities to infuse the conversation with your uniqueness and emotions. You will need to use your space, and your environment, to create a strong and lasting impression.

Have a clean, uncluttered background: Our advice here is not for you to start rearranging your entire room. Just find a spot that is simple and free of distractions (like a blank wall or one that has a few pictures hanging on it). If your background is too cluttered, it will pull the recruiters attention away from you. You can even choose a simple virtual background instead of propping yourself in front of a messy bookshelf. Contrary to previous research, we found that unconscious biases were less likely to creep into the decision

making process when candidates had a clean backdrop. Ninety-seven percent of the recruiters we spoke to preferred virtual backgrounds of office settings over beaches, mountains, or outer space.

Check your lighting: You want recruiters to view you in the best light possible; both figuratively and literally. During your call, light yourself from the front. If your light source is behind you, you'll turn into a mysterious silhouette, and the recruiter will spend their time trying to see you as opposed to focusing on
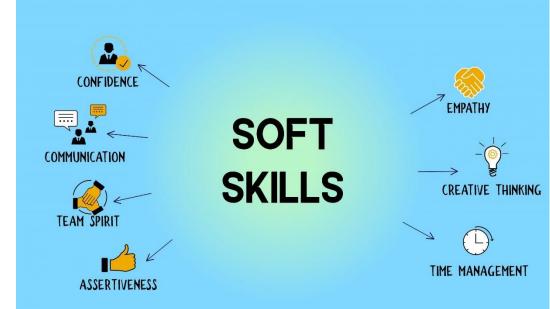
what you have to say. If you have a desk light, position it towards your face so you're clearly visible. Try to use cool rather than warm light. Cool light emits a modern, clean, and brighter look, which was favored by 95% of the recruiters we spoke to.

Do a speed test: Poor internet = poor communication. To ensure your internet is working at optimum speed, ask family members or roommates to log out while you're in your interview. If you don't trust your WiFi, connect by plugging in your local area network (LAN) cable. You can also test your connection through a simple Google search for "Internet speed test." We can't stress how important this is — 88% of recruiters told us that their number one pet peeve during an interview is an internet lag, as it breaks the flow of the conversation.

Soft skills that translate well to a career

Your GPA and resume may secure you the interview, but they may not get you the job. 77% of employers want you to have soft skills to ensure you're a well-rounded candidate.

SO, WHAT EXACTLY ARE SOFT SKILLS?

Soft skills are those intangible skills that are more difficult to put on your resume. They are a window into your personality; The skills that show your ability to adapt, problem solve and work with others.

A recent study by National Association of Colleges and Employers (NACE) found that the top 3 soft skills that employers are looking for, in order of importance are:

1. Ability to work in a team structure
2. Ability to make decisions and solve problems
3. Ability to communicate verbally with people inside and outside an organization

When you land the interview, employers will expect you to provide them with real-world examples. They'll be looking for past experiences and training

programs that have helped you develop these skills.

Teamwork:
By working in diverse teams of 8-15 young adults for the duration of the year, you'll learn to collaborate as a team to help students and schools succeed as well as learn how to value diverse perspectives and resolve conflicts in constructive ways.

Problem-Solving:
By working in under-resourced schools and with students who are at-risk of falling behind their peers academically, you'll learn how to think critically, solve problems and make well-informed, ethical decisions to help students reach their full potential.

Communication:
By interacting with students, teachers, school administrators, parents, community members and other AmeriCorps Members, you'll become an expert at clearly and effectively articulating your thoughts and ideas orally and in writing, as well as how to tailor them to each specific audience.

Apply for the Global IT Scholarship Program

Global Information Technology is proud to provide the GIT Scholarship Program. Every month, this scholarship will be awarded to highly driven individuals wanting to begin or advance their IT career. Exclusively, the scholarship will provide a grant of $2,500.00 towards any certification course or remote live training at GIT. GIT created this opportunity to give back to the community and spread our desire to help those in need. We believe that learning is essential and we will continue to help and develop individuals to help them succeed in their personal development goals. Apply here:

https://www.global-itech.com/the-global-it-cholarship/

Study tip: Space out studies and homework to learn complicated subjects

Studying is hard work. A brain is like a muscle that needs alternating periods of exercise and recovery to synthesize new information and ideas. When learning difficult subjects, especially, students need to spread their study time out.

Studying a bit every day is the best way to study, rather than cramming during marathon study sessions. When you cram, the knowledge may stick around long enough to pass the test today, but it probably won't be there when you need it to tackle the next hard chapter tomorrow.

Give yourself breaks after studying complex subjects to get up and move around so you can release any anxiety you might have. You'll have fun while giving their brain the distraction it needs to let everything sink in.

Career Guide

Quick and to the point Career Advice

Question: *"Andrei, I need help negotiating a job offer. I was really hoping for more than what they presented. Any advice?"*
– *Lauren Poloski*

Answer: Congratulations on the job offer! Now, know this: It's not enough for them to like you. They also have to believe you're worth the offer you want. Never let your proposal speak for itself—always tell the story that goes with it. Don't just state your desire (a 15% higher salary, say, or permission to work from home one day a week); explain precisely why it's justified (the reasons you deserve more money than others they may have hired, or that your children come home from school early on Fridays). If you have no justification for a demand, it may be unwise to make it. Again, keep in mind the inherent tension between being likable and explaining why you deserve more: Suggesting that

you're especially valuable can make you sound arrogant if you haven't thought through how best to communicate the message.

Also, and sadly, for too many people "negotiating a job offer" and "negotiating a salary" are synonymous. But much of your satisfaction from the job will come from other factors you can negotiate—perhaps even more easily than salary. Don't get fixated on money. Focus on the value of the entire deal: responsibilities, location, travel, flexibility in work hours, opportunities for growth and promotion, perks, support for continued education, and so forth. Think not just about how you're willing to be rewarded but also when. You may decide to chart a course that pays less handsomely now but will put you in a stronger position later.

You got this ….. I can't wait to hear how it works out for you.

- Andrei

GIT thought Provoking corner

"Discipline is based on pride, on meticulous attention to details, and on mutual respect and confidence. Discipline must be a habit so ingrained that it is stronger than the excitement of the goal or the fear of failure."
- Gary Ryan Blair

Fun and interesting facts about technology Did you know …….

The Deep Web is 400x bigger than the internet we know

The Deep Web are the sites that aren't picked up by a search engine like Google. We generally associate the word Deep Web with the Dark Web but they aren't actually the same thing. The Dark Web – which basically consists of encrypted websites with hidden IP addresses making their users and locations anonymous – is a subset of the Deep Web. Obviously, being able to hide identities like that will create a popular space for criminals to sell their illegal content, etc. But the Dark Web only takes up 0.01% of the Deep Web. The Deep Web is also just things like where your password-protected email accounts are held, parts of paid subscription services and other similar protected data. The Surface Web (what gets picked up by a search engine) only consists of 0.03% of the internet.

VETERNS, GET READY TO POWER YOUR TECH FUTURE AT GLOBAL IT

Global Information Technology (Global IT) is approved by the Department of Veteran Affairs to receive Veterans benefits. We accept Chapter 33 Post 9/11 GI Bill®, Chapter 30 Montgomery GI Bill® for Active Duty, Ch 31 Vocational Rehabilitation and Employment (VR&E), and VRRAP. Whether you are serving or have already served, Global Information Technology is here to work with you to start your IT career. These benefits may cover up to 100% of tuition and fees and housing allowance, courseware, and other training related costs as well.

The Department of Veterans Affairs (VA) is accepting new training program enrollments for veterans wishing to use their GI Bill benefits. These training programs help veterans get the technology skills they need to join some of the fastest-growing industries in the United States. Global Information Technology (Global IT) is approved by the Department of Veteran Affairs to receive benefits under the GI Bill - Chapter 31 and Post-911 programs. Participating veterans will receive high-tech training, tuition, and housing allowance assistance).

For more information about your specific benefits in regards to your service, call 248-557-2480 to set up an appointment with one of our School Certified Officers (SCO) (career advisors) or complete the inquiry form at https://www.globalitech.com/va-p

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GIT February 2024 Career Services Workshops –

A special message from Jennifer Bowden, GITs Career Services Manager

Hello Global IT community! We are already on our 2nd month into 2024 - see GIT's online calendar for February 2024 on information about our upcoming workshops, including:

Maximize Your Job Search

Thur., February 8th at 4 p.m. It's been said that finding a job is a full-time job – but it doesn't have to be that way! Learn how to make the most of the time you invest in your job search.

Networking for Career Success

Wed., February 21st at 12 p.m. It's not just what you know, it's who you know. Discover best practices for expanding your professional network, including how to connect with recruiters.

To register for workshops, visit our website at https://www.global-itech.com/free-seminars/ or email placement.services@global-itech.com.

Take care, and have a great week!

What is a Systems Security Manager?

Systems security managers are tasked with ensuring that the company's networks, data, and systems are safe from cybersecurity threats by ensuring that there's a security strategy in place and keeping up to date on compliance and policies.

Requirements: Candidates should have experience working in cybersecurity roles, along with a strong foundation of best practices for compliance and security protocol. A bachelor's degree in cybersecurity, IT, computer science, or a related field is a plus, along with experience working in cybersecurity roles.

Certifications: Relevant certifications to look for include Certified Information Systems Security Professional (CISSP), Certified Information Security Manager (CISM), CompTIA Security+, and Certified Ethical Hacker (CEH).

Skills and experience to look for:

- Team leadership skills to oversee a team of security professionals
- Knowledge of compliance regulations, standards, and best practices
- Expert-level knowledge of cybersecurity principles and threats
- Understanding of risk management, incident response, and risk assessment and mitigation practices

While many factors will impact the starting salary for any given role, including competition, location, corporate culture, and budgets, there are certain things you can look forward to that make this career choice the best choice for you.

The 17 most in-demand IT certifications for 2024

As the tech industry hurtles forward, IT certifications remain integral for professionals looking to thrive in an ever-changing landscape. As we approach 2024, the demand for specific IT certifications is projected to soar, with companies seeking adept individuals to tackle the evolving challenges of the digital realm. Let's explore the seven most anticipated and sought-after IT certifications that are set to make a significant impact in the tech industry in the coming year.

1. **The AWS Certified Solutions Architect certification** demonstrates your ability to create and use cloud initiatives and scalable systems on AWS. It is helpful for cloud solution architects, project managers, administrators and developers.

2. **The Certified Data Privacy Solutions Engineer** (CDPSE) certification validates the technical skills and knowledge it takes to assess, build and implement comprehensive privacy solutions. Offered through the Information Systems Audit and Control Association (ISACA), the credential acknowledges competent privacy technologists to build and implement solutions that mitigate risk and enhance efficiency.

3. **The Certified Cloud Security Professional** (CCSP) certificate acknowledges advanced technical skills and knowledge to design, manage and secure data, applications and infrastructure in the cloud using best practices, policies and procedures established by the cybersecurity experts at the International Information System Security Certification Consortium (ISC).

4. **The Certified Data Professional** (CDP) is an update to the Certified Data Management Professional offered by the ICCP. Data professionals can specialize and be certified in several areas, including business analytics and data analytics, design, data governance, integration and management. Five levels of certification are offered: Foundation, Associate/Practitioner, Master/Expert, Principal and Executive.

5. Certified Ethical Hacker (CEH) The CEH v12 certification focuses on the latest commercial-grade hacking tools, techniques and methodologies used by hackers and information security professionals to lawfully hack an organization. Unlike most IT certifications, you have to apply to take the CEH. You'll need to submit an exam eligibility form before purchasing an exam voucher.

6. **Certified Information Security Manager (CISM)** The CISM certificate offered by the ISACA demonstrates the ability to create, implement and manage a company's security systems. It focuses on information security governance, program development and management, incident management and risk management. This certification is ideal for information systems professionals looking to further their knowledge and advance to management.

Scrum values, principles and practices. Offered by ScrumAlliance, it teaches Scrum framework and understanding of team accountabilities, events and artifacts.

11. Cisco Certified Network Professional (CCNP)

CCNP certifications focus on enterprise network technologies and allow professionals to choose a core specialty. Specialties include:

- CCNP Enterprise
- CCNP Data Center
- CCNP Security
- CCNP Service Provider
- CCNP Collaboration

Additional Cisco credentials are developed for cyber ops and dev net professionals. Each certification requires you to pass one core exam and one concentration exam.

7. Certified Information Systems Auditor (CISA)

ISACA offers the CISA certification that demonstrates expertise in IS/IT auditing, control and security. It is recognized on a global level as the primary certification for information security audit control. If you work in IS auditing, security or control, this certification may be a good choice for you.

8. Certified Information Systems Security Professional (CISSP)

The CISSP acknowledges your ability to design, implement and manage an cybersecurity program. The credential is recommended for experienced security practitioners, managers and executives.

9. Certified in Risk and Information Systems Control (CRISC)

The CRISC certification, offered through ISACA, teaches risk management and the development and implementation of information systems controls. It validates experience in building a well-defined, agile risk-management program based on best practices to identify, analyze, evaluate, assess, prioritize and

respond to risks. This enhances benefits realization and delivers optimal value to stakeholders.

10. Certified ScrumMaster (CSM)

The CSM credential acknowledges that you foster an effective and productive working environment and can guide others in understanding

12. CompTIA certifications

CompTIA offers several credentials for IT specialists. Three certifications that are preferred by employers include the:

- CompTIA A+: Two exams
- CompTIA Cloud+: One exam
- CompTIA Security+: One exam

They acknowledge foundational IT skills across a variety of

devices and operating systems and skills to design, configure, manage and troubleshoot wired and wireless services. The security credential provides best practices in IT network and operational security.

13. **Google Professional Cloud Architect** The Google Professional Cloud Architect certification certifies architects on the Google Cloud platform. It acknowledges your ability to design, develop and manage resources on Google's cloud architecture. Other Google-related certifications include the Professional Data Engineer certification.

14. **GIAC Security Essentials** The GSEC certification from Global Information Assurance Certification is for anyone new to information security who has some background in information systems and

networking as well as IT engineers and supervisors, security professionals, forensic analysts and auditors. Exam objectives include access control and password management, defense in depth, Linux fundamentals, network security devices and virtualization and cloud security.

15**. ITIL 4 Foundation Level Certification** The Information Technology Infrastructure Library 4 Foundation certification focuses on IT service management and implementing best practices for aligning IT efforts to business needs. Its concepts are vendor-neutral and address the processes, terminology and methods used in modern IT. It is for professionals at the start of their ITIL 4 journey or people looking to update their existing ITIL knowledge.

16. **Project Management Professional** (PMP) The PMP certification offered by the Project Management Institute (PMI) focuses on three project management methodologies: predictive life cycle (waterfall), agile and a hybrid approach. Credentials

acknowledge project leadership experience and expertise in several different approaches.

17. **VMware Certified Professional - Data Center Virtualization 2023 (VCP-DCV 2023)** VMware Certified Professional certifications are for IT professionals who install, configure, manage and optimize VMware solutions. The VCP-DCV certification and corresponding exam validate your skills to implement, manage and troubleshoot a vSphere infrastructure, using best practices to provide a powerful, flexible and secure foundation for business agility that can accelerate the transformation to cloud computing.