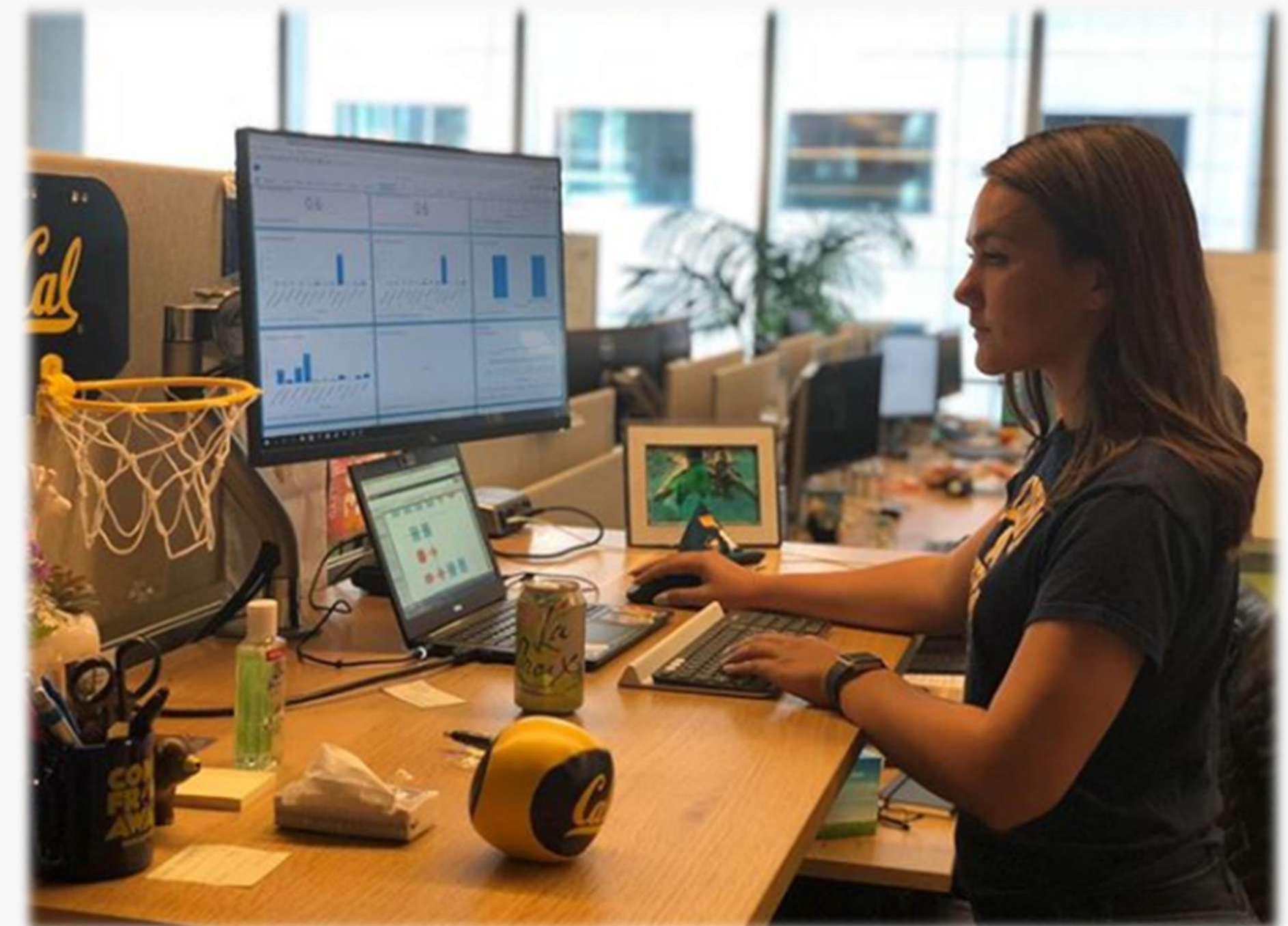




## Navigating the landscape of tech employment in 2018

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# What are internships?

**Internships** are official programs offered by an employer to potential employees. They include technical work ranging from Quality Assurance to R&D on bleeding edge technology.

They are usually **3-4 months** in length, and require the candidate to be returning to school after completion of the internship.

**All Canadian internships must be paid.**

Think about an internship as a **preview** or **demo** of your abilities and fit with your employer.







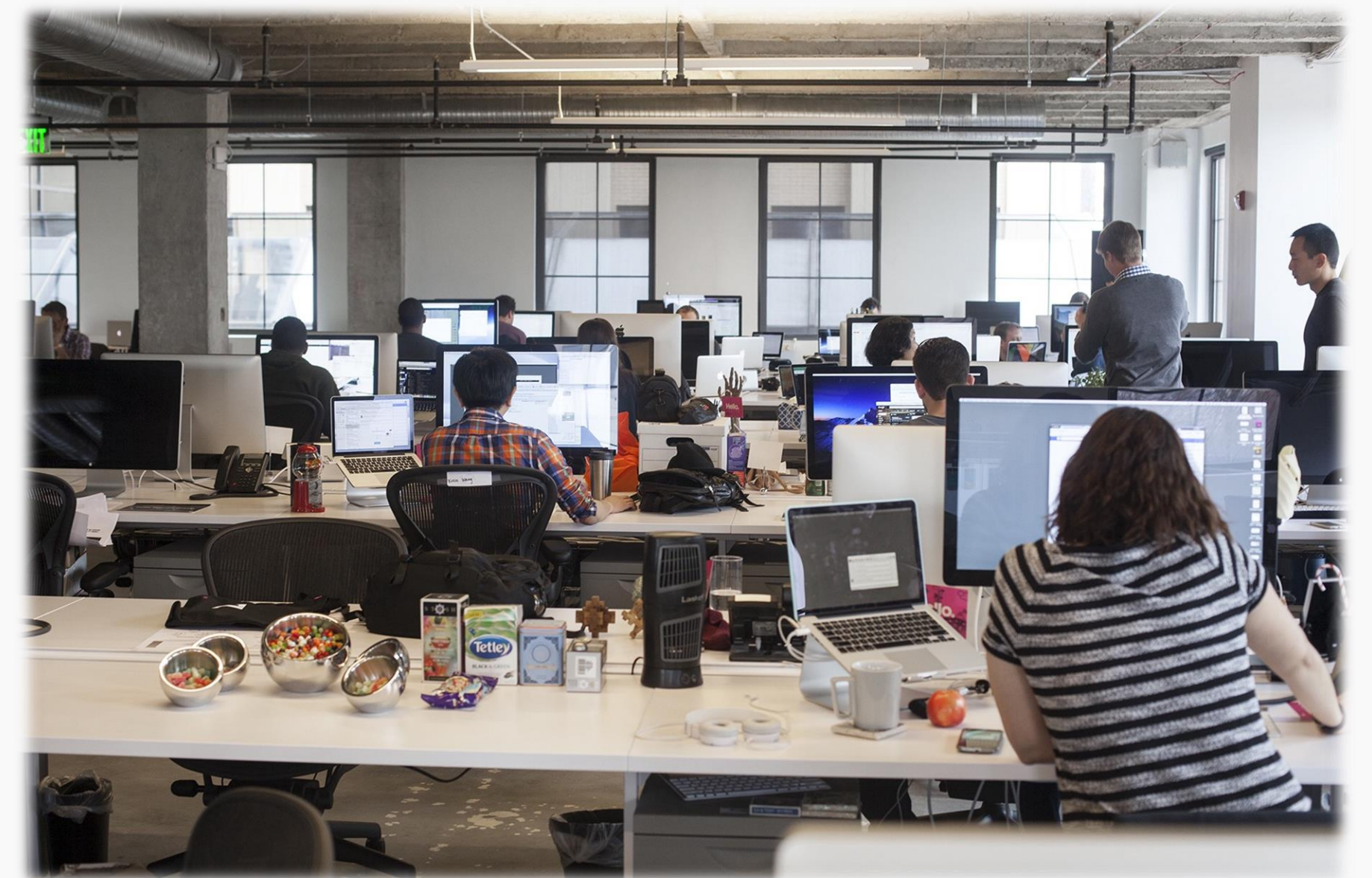


# Internship Types

**Internships** are fairly short, meaning that the intern often doesn't have the time to ramp up and contribute at the same pace as full time employees.

Some companies do **Project-based** internships, which an intern is assigned to a project to deliver on. These are usually isolated projects that provide value to the company (infrastructure, tools, etc.)

Other companies do **Team-based** internships, where interns join a team as a full individual contributor and run through tickets and tasks like full-time employees to get a feel for the team and work.



# Internship Programs

**First and Second Year** students can look for programs that promote learning and exploration. Check out **Google** Engineering Practicum, **Microsoft** Explore, **Palantir** Path, and **Amazon** Future Engineer + more!

**Third and Fourth Year** students are in high demand! Most internships look for upper year students so they can secure talent and offer conversions for interns. Apply everywhere!

**Masters and Postgrad** students have a lot of opportunities too! Most companies have R&D sectors, such as X for Google. Most **Machine Learning / Computer Vision / Deep Learning** positions also only consider postgraduate students for internships.

# Internship Career Paths



Technical  
Writer



Software  
Engineer



Product  
Manager



QA  
Analyst



Data  
Scientist

+ many more!

# PEY Summer Co-op

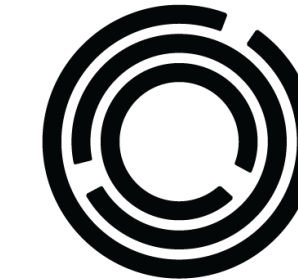
Professional Experience Year (PEY) UTSG, UTM, UTSC	Co-op Program UTSC, UW, UBC, McMaster, etc.	Summer Internship All Universities
12 – 16 months	4 months	3 – 4 months
Offered by select companies	Offered by select companies	Offered by most companies
Year round recruiting	Summer/Fall/Winter Terms	Summer
More in-depth but less breadth Small amount of competition	More breadth but less in-depth Moderate competition	More breadth but less in-depth Very competitive



# Classifying Companies



CITADEL



Jane Street



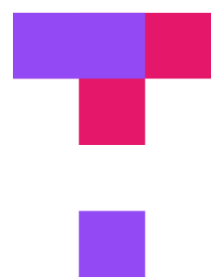
TWO SIGMA

BLACKROCK

Hedge Funds/Quant Firms



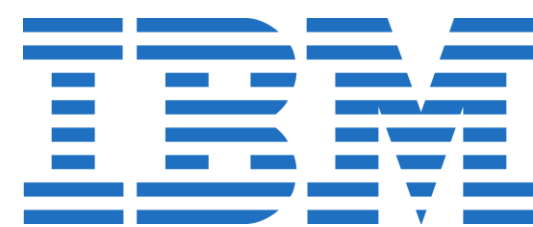
shopify



TOP HAT



THOMSON  
REUTERS



DESSA

Local Internships



rubrik



Palantir



robinhood

Unicorn Companies



amazon



Bloomberg



Dropbox



Big N Companies



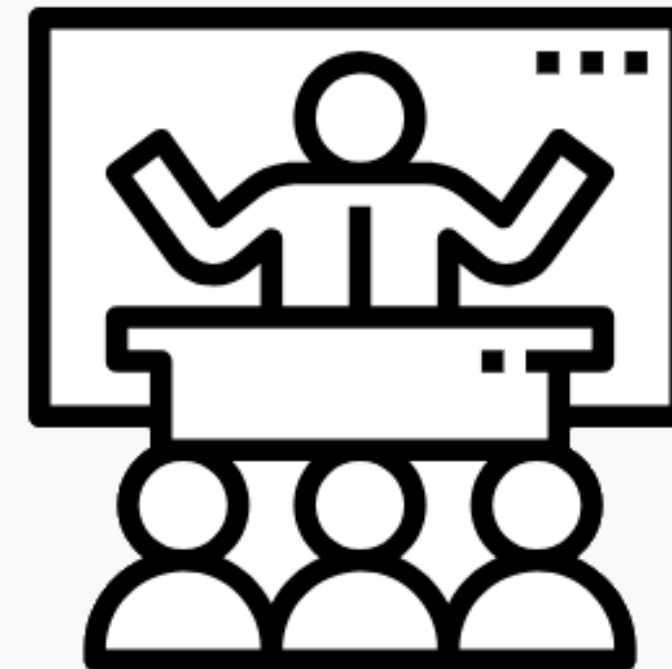
# Looking for Opportunities



Employee  
Referrals



LinkedIn and  
Recruiters



Career  
Fairs



Applying  
Online



# Impostor Syndrome

A lot of candidates experience severe **Impostor Syndrome** when starting the job search – they're afraid they're not qualified, wasting the company's time, not worth their pay, etc.

People experience impostor syndrome all the time. Impostor syndrome can occur:

- During job applications
- During interviews
- After they get the offer
- When they're actually working

YOUR THOUGHTS WHEN SOMEONE SAYS THAT YOU WOULD BE GOOD FOR A JOB/ROLE/TEAM:





# Impostor Syndrome

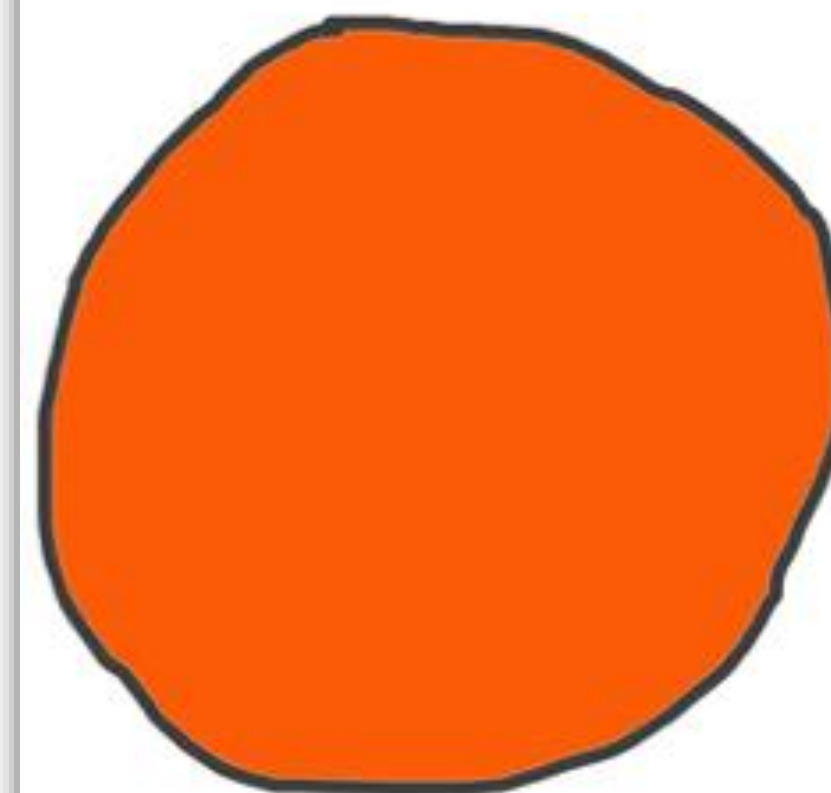
Internships in particular are very forgiving.  
Always keep in mind that:

- Job qualifications are a **wish list**
- Interns only need to be **quick to learn** and eager to improve
- Expectations for intern contributions are usually fairly low
- The worse that can happen is a rejection, a flunked interview, or no return offer

And finally...

**You're better than you think**

TYPES OF PEOPLE WHO CAN  
HAVE IMPOSTOR SYNDROME:



■ ALL THE SMART, SUCCESSFUL  
PEOPLE THAT YOU THINK  
HAVE THEIR SHIT TOGETHER



# Technical Recruiting Process

**RESUME SCREEN**

**1**



**2**

**CODING  
CHALLENGE**



**TECHNICAL  
INTERVIEWS**

**3**



**BEHAVIORIAL  
CULTURAL FIT  
EXPECTATIONS**

**4**

**OFFER!**

**5**





# The Resume Screen

## Order of Importance

- Relevant Experience
- Projects
- Education
- Technical Skills
- Awards
- Irrelevant Experience

## Order on Resume

- Education/Awards
- Relevant Experience
- Projects
- Technical Skills
- Other

## John Doe

Email ♦ Phone Number ♦ City, State ♦ LinkedIn ♦ Github

### EDUCATION

University Name

December 2018

*B.S. in Computer Science*

*City, State*

- **Current Cumulative GPA:** 3.90
- **Awards:** [University Name] Dean's List (Fall 2014 – Present)

### PROJECTS

Project 1 Name

Summer 2018

*An interval timer Android application*

- Programmed an interval timer so that when people are exercising/playing games, they can easily switch from exercising/playing and taking breaks
- Developed buttons that can pause/resume the timer and cancel the timer
- **Skills Used:** Java, XML, Android Studio

Project 2 Name

Spring 2018

*A search engine web application*

- Programmed a search engine that displays a list of websites based on the search query the user types in
  - Websites where the search term(s) appear more frequently are ranked above others
  - For locations that have the same frequency of search term(s), locations where the words appear in earlier positions are ranked above others
  - For locations that have the same frequency and position, the results are sorted by URL in case-insensitive order
- **Skills Used:** Java, Jetty, HTML, CSS, JavaScript, MySQL

Project 3 Name

Spring 2018

*A custom version of a Linux command line shell*

- Able to run built-in commands as well as commands in both the current directory and those in the PATH environment variable
- Tracks how long each process runs while executing a command and makes this information available in the history
- **Skills Used:** C

Project 4 Name

Spring 2018

*A Unix command line utility that recursively searches for matching file names*

- Programmed a Unix tool that finds and displays the filenames present in a directory that partially or exactly match the search term(s) the user types in
- **Skills Used:** C

### SKILLS

- **Programming/Markup Languages:** Java, Python, C, HTML, CSS, XML, JavaScript, MS SQL Server, MySQL, Octave
- **Tools, Technologies, Frameworks:** Jetty, Android Studio, Subversion, Git, React

### VOLUNTEER EXPERIENCE

Non-profit Organization Name

September 2016 – December 2016

*Food Server*

*City, State*

- Served 1000+ meals to the homeless
- Constantly interacted with kitchen staff, other servers, and customers in order to provide quality service



# The Resume Screen

Often the screen that eliminates the most candidates. Here's a few tips:

- **GPA is optional** – consider removing if below 3.0 (also Major vs Cumulative)
- **Projects are important!** If you've created anything during classes (B07, B09, B58, C01, D01, etc.) put it on your resume!
- **Quantify your work!** Instead of saying 'increased efficiency', say something like 'increased efficiency by 40%'
- **Make it readable!** Play with fonts, margins, and boldness to emphasize key points
- **DOUBLE CHECK YOUR WORK!** Check for spelling, grammar, and proper nouns



# The Coding Challenge

**Coding Challenges** are programming tests that companies often issue to candidates. These are usually through **HackerRank, Codility, HireVue.**

You're given a time limit (usually 1h-3h) to solve several algorithmic questions. Your solution must compile and solve their test cases. You can use almost any language!

You can get practice with these questions through **LeetCode, HackerRank, and Coding Competitions**

H

Sample Test

🕒 29m  
to test end

0/3 Attempted

☰

?

1

2

3

## ★ Find the number!

Given an unsorted array of  $n$  elements, find if the element  $k$  is present in the array or not. Complete the `findNumber` function in the editor below. It has 2 parameters:

1. An array of integers, `arr`, denoting the elements in the array.
2. An integer, `k`, denoting the element to be searched in the array.

The function must return a string "YES" or "NO" denoting if the element is present in the array or not.

### Input Format

The first line contains an integer  $n$ , denoting the number of elements in the array `arr`. Each line  $i$  of the  $n$  subsequent lines (where  $0 \leq i < n$ ) contains an integer describing `arr[i]`. The next line contains an integer, `k`, the element that needs to be searched.

### Constraints

- $1 \leq n \leq 10^5$
- $1 \leq arr[i] \leq 10^9$

### Output Format

The function must return a string "YES" or "NO" denoting if the element is present in the array or not. This is printed to stdout by locked stub code in the editor.

#### Sample Input 0

```
5
1
2
3
4
5
1
```

#### Sample Output 0

```
YES
```

# Technical Interviews

**Technical Interviews** are the main component of the interview process! Be ready to jump into a call with an engineer and solve some problems! These interviews can be via **phone** or **video call**, and often are **45m – 60m** long

Time	Event
5 minutes	<b>Introduction and Formalities</b>
5 - 10 minutes	<b>Past Experiences and Projects</b>
20 – 40 minutes	<b>Coding Problem(s)</b> done via collaborative editors (HackerRank, TitanPad, CodePad)
10 minutes	<b>Solution Analysis</b> correctness, space/time analysis and tradeoffs, design choices, improvements
10 minutes	<b>Questions and Next Steps</b>



# Behavioral Interviews

**Behavioral Interviews** can be done before or after technical ones. These can come in many forms:

- Talk with future manager or team lead regarding technical competencies, preferred work, and scope of work
- Talking about leadership, teamwork, collaboration, conflict resolution, project management, and other soft skills
- Talking about what values you hold and if they align with company values

# The Offer

You've gotten an offer!  
**Congratulations!**

Things to keep in mind:

- **Compensation**
- **Duration**
- **Benefits**
- **Commute**
- **Conversion Program**
- **Mentorship**
- **Feedback and Growth**
- **Visa Sponsorship**
- **Response Deadline**

(is it a fair market rate?)

(how long is the internship?)

(what kind of perks does it have?)

(how far away is it?)

(are full-time roles offered to interns?)

(how will interns be trained and onboarded?)

(how will the intern be evaluated and given feedback?)

(if in a country foreign to Canada)

(how long do you have to decide?)



# Helpful Resources

## Algorithmic Problems



## Interview Preparation



**Pramp** – Practice Interviewing Online!



**Mock Interviews** – Practice with a friend!

## Company Reviews

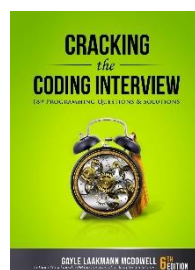


**Glassdoor** – Company Insights and salary

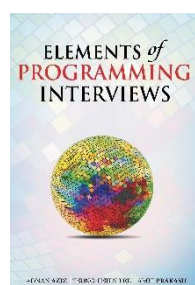


**InternCompass** – Intern program review and salary/perks

## Prep Books



Cracking the Coding Interview



Elements of Programming Interviews

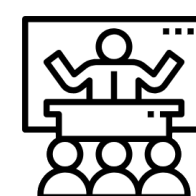
## Job Searching



**INTERN SUPPLY** [intern.supply](https://intern.supply)



LinkedIn and Referrals



Career Fairs!

## Reddit Communities



**CSCAREERQUESTIONS**



# Guest Speakers Panel



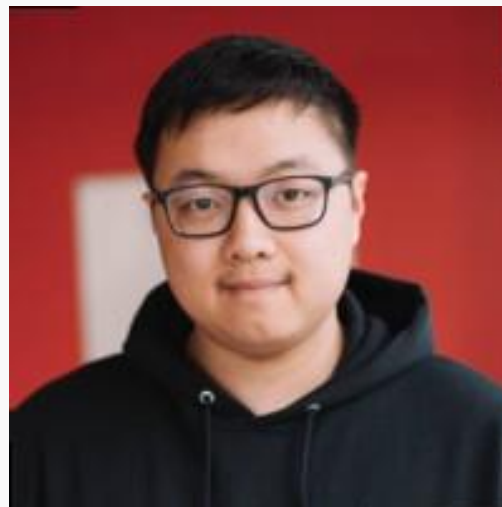
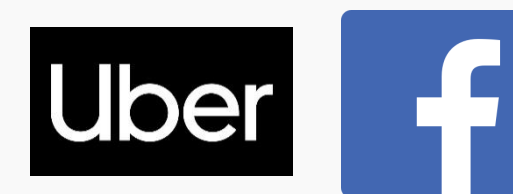
**Jason P.**



**Vincent T.**



**Vanshil S.**



**Brian C.**



**Abhishek M.**



**Lana S.**



**Neeilan S.**

