Landing Stable Employment: The Exploratory Study of a JOB vs. CAREER

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By

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Landing stable employment can be difficult and discouraging. Some employers want applicants that are searching for a “career”, and some employers are looking for applicants that want a “job”. Ask yourself, what is the difference between a job and a career? In simple terms, a job is short-term and a career is long-term. Applicants who seek a job would likely stay less than a year, as with a career, the candidate would likely stay more than a year or longer.

Applicants would face competition with other candidates that have the skills and expertise in the field or have the education and entry-level expertise for the job. Education, experience, and specialized training and expertise are what employers look for in seeking great applicants for the position. Applicants must be able to apply themselves by understanding the job’s function, history of the employer and the benefits related to landing the right “job or career”.

Applicants seeking a job should not give up on applying and being interviewed for the position. Employers seek applicants with diversity, flexibility, integrity, fidelity and hard work. To land a “career or job”, the candidate must tailor their resume to meet the requirements stated in the vacancy announcement. To land a “job”, the applicant should seek a position that last less than a year with no longevity, promotional potential or benefits. To land a “career”, the candidate should seek a position that offers longevity, promotion potential and benefits.

Networking is an important tool of gaining employment. However, one must be prepared and willing to accept constructive feedback of an employer or counterparts. Construction feedback is a technique that must be managed positively and in fairness. “SWALLOW YOUR PRIDE,” and know that constructive feedback is given to make the candidate a better person- personally and professionally.

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Employers will provide the following responses:

- The vacancy has been cancelled.
- You were among the highest, but another candidate was chosen for the position.
- You were qualified or best qualified, but the vacancy has been filled.
- You do not meet the minimum qualifications for the position, so your application was not referred.
- You have been referred to the selecting official, and if an interview is needed, we will contact you.
- We received your application after the closing date, so your application was not referred.
- The selecting official did not use this certification, thank you for your application and wish you the best in your employment search.
- The vacancy has been cancelled, but will be advertised under another vacancy announcement.
- You failed to submit all the documents in the announcement, so you will not receive further consideration.

Panel interviews are very discouraging; however, only respond to the questions asked and do not volunteer information. Volunteering information that was not asked by the interview panel will signal a “Red Flag,” and probe for additional information that the interviewee volunteered. It is also good to send a Thank You Letter, because it will show that you are interested in the position. Provide a firm handshake to the interviewers, because this will give the impression that you are professional and your demeanor is suitable for the position and the organization.

These discouraging responses from the employer can deter the applicant from applying for a position. Rejection letters are applicant’s worse fear. Applicants want to see an “ACCEPTANCE LETTER”, which states “YOU ARE HIRED FOR THE POSITION, WHEN DO YOU WISH TO START?” As an applicant, you have the right to contact the Human Resources Specialist to ask questions or have concerns about the vacancy announcement. Applicants are able to request their “rating/evaluation” sheet to show how the Human Resources Specialist rated the applicant on the position.
These are some good tips to follow in becoming successful in search for a job or career:

- Applicants should visit the library or websites to research information on job position.
- Research the position and job duties.
- Tailor your resume around the position for which you are applying.
- Create a cover letter to summarize the information in your resume.
- Do not be “wordy” in your resume.
- Keep your resume brief and to the point.
- Highlight the key points from the vacancy announcement to the job for which you are applying.
- Do not exaggerate or over-exhort yourself in your resume. If employers wanted to hire Einstein, he would have hired him a long time ago.
- Feel confident and be yourself. My higher power said “Greater is he that is in me”.
- Pre-interview the applicant before going to the mock interview.
- Take five second pauses between answering the questions from the interviewer. This will help avoid repetitious or filler words, such as: ah, um, etc.
- Make sure that your employment and education dates are consistent.
- Make sure that your objective or summary in the resume is tailored to the position for which the candidate is applying.

5 Picture retrieved on October 18, 2011 from Microsoft ClipArt (2011).
 Research the history of the employer. *For example:* How long have they been there? What is the employer success rate in promotional potential? Any EEO violations or incidents occurred? How is the employer diversity rate? What is the employer’s reputation?

 Applicants need to decide what path they wish to pursue, and whether it would be beneficial to their success in the future.

 Organizations look for candidates that will grow with the company and longevity. Most organizations do not like to hire candidates that are “bouncing-around” jobs. Most organizations do not like to spend or waste funds on background checks, and other security requirements. Most organizations spend $25,000 or more on investigations and training. Most organizations would not like to take that risk of spending funds on investigation and training, which the candidate’s time at the organization is limited.

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