OCTOBER 2021

TEXAS
The University of Texas at Austin

HOW DO YOU QUANTIFY INTEGRITY

Problems and challenges facing Student Veterans specifically around resume writing and the perception of work and soft skills.

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Agenda

- The Challenge

- Reinventing Old Concepts

- Application

The Challenge

The Job Description

Required skills and experience

- 5+ years of Enterprise account management or industry experience
- Highly organized with an attention to detail
- Exceptional written, verbal, phone communication skills
- Experience in data analytics reporting tools
- Uses sound strategic thinking to independently solve complex problems
- Understand how to prioritize responsibilities to have the largest impact on results

What Employers Want

- Ability to execute detail-oriented project management across multiple projects at same time and use systems/platforms to update all stakeholders in real time
- Proven record of moving projects from concept to completion and experience with piloting ideas and scaling what works
- Humble and helpful collaborator with our external partners and internal colleagues

We are looking for candidates who are comfortable taking accountability and are able to adapt easily to meet the needs of our rapidly evolving business. The ideal candidate is customer focused, results driven, innovative, works well on a team, and acts with integrity.

I Have No Experience…

- TAP continues in practice to employ a "one size fits all" approach that does not reflect the broad range of military members and their different capacities to manage the transition

Whitworth, J., Smet, B., & Anderson, B. (2020). Reconceptualizing the U.S. Military's Transition Assistance Program: The Success in Transition Model. *Journal of Veterans Studies*, *6*(1), 25–35.
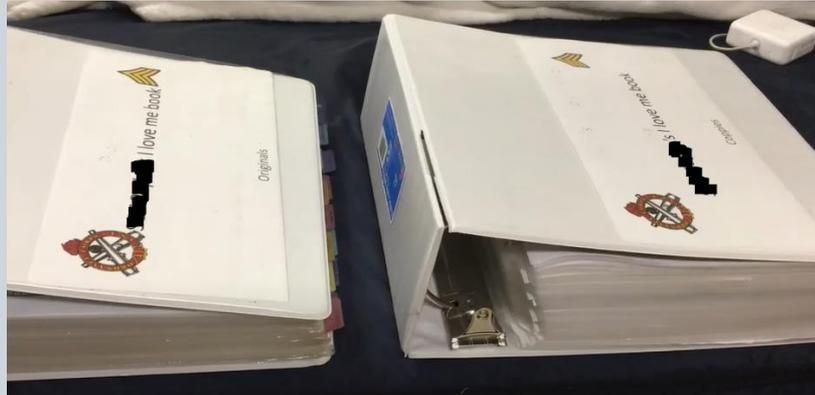
Desirable Soft Skills

- Emotional Intelligence
  + Integrity
- Leadership and Persuasiveness
  + Servant-leadership
- Performance Oriented
- Analytical and Quantitative Skills
- Curiosity and Learning Desire
  + Being Humble
- Contextualize or See the Big Picture
  + Being Flexible
- Excellent Communication

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Reinventing Old Concepts

What does that person look like?

What does that person do?

When have you demonstrated these attributes?

Application

Changing the Language

Responsibilities:

- Translate Community Impact vision and strategy into concrete project plans, policies, and budgets
- Help establish measurement approach and track progress towards priority goals
- Set and track budget
- Refine and publish community partnership and sponsorship protocols to reflect our goals
- Be able to articulate the team's theory of systemic change and OKRs to a variety of stakeholders
- Promote Indeedians' understanding of the Community Impact strategy and engagement opportunities by creating content for corporate intranet site and other internal communication vehicles
- Establish and document processes for inter- and intra-team collaboration and project prioritization
- Build and support cross-functional relationships within Indeed, including with the product team, to advance goals of strengthening economic opportunities for marginalized communities
- Oversee and perform ad hoc data and budget analysis
- Work closely with Social Impact teammates to promote a culture of testing, measurement, knowledge sharing and continuous learning within the team as we identify and pursue the most promising impact approaches for Indeed

Who You Are

- 10+ years of experience in operations management and community engagement work
- Strong project management experience; ability to execute detail-oriented project management across multiple projects at same time
- Flexible with team roles and amenable to pitching in as needed to meet our collective goals - willing to be a utility player and ensure the job gets done
- Proven record of moving projects from concept to completion and experience with piloting ideas and scaling what works
- Humble and helpful collaborator with our external partners and internal colleagues
- Excellent written and verbal communications with ability to adapt style, message, and format across diverse internal and external audiences
- Keen understanding of systemic inequities and economic disparities in at least one of Indeed's key markets, as well as the stakeholders (e.g., government, corporate, education) working on related issues there
- Familiar with systemic theories of change in service of economic opportunities for low-income communities and communities of color
- Self-starter with the ability to drive projects independently
- Experience analyzing a range of OKRs to measure performance and drive strategic decision-making and prioritization; comfortable with measurement of quantitative impact and data visualization
- Strong communicator and effective at driving stakeholder engagement
- Energized by working in a fast-paced, data-driven culture

- Experience working on initiatives to drive equitable economic outcomes for marginalized communities

Another Way to Visualize Skills

Students Name: Graduation Date:	Where am I now?		How do I fill in the gap?	Where am I going?			
	Grad Student MIS			**IT Analyst**			
Education	Masters		Nothing	Bachelors			
Knowledge / Technology	Programming C C++ Mat Lab Java Assembly	Eclipse IDE Verilog	customer service JUnit Management Enterprise JavaBeans PHP: Hypertext Preprocessor Hewlett Packard LoadRunner	**Engineering and Technol** computers and electronics **Program testing software** Hewlett Packard LoadRunner JUnit	**Arts and Humanities** English language **Development environment software** Eclipse IDE Verilog	**Business** customer service management	**Web platform development software** Enterprise JavaBeans PHP: Hypertext Preprocessor
Skills / Abilities	Ability to interpret problems in terms of computer operations Resource management Teamwork		asking good questions reading work related information	**Basic Skills** listening to others, not interrupting, and asking good questions reading work related information	**People and Technology S** figuring out how a system should work and how changes in the future will affect it thinking about the pros and cons of different options and picking the best one	**Problem Solving** noticing a problem and figuring out the best way to solve it	
Personality	Teamwork Logical thinking Dependable Leading by doing		Analytical Thinking Attention to Detail Adaptability/Flexibility	Analytical Thinking Attention to Detail Adaptability/Flexibility Dependability Integrity			

Another Way to Visualize Skills

360 Feedback

Other Helpful Resources

- [Hire our Heros](#)

- [My Next Move](#)

- [Indeed Military](#)

Any Questions?