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# Career Success Series: Off-campus search




Bryce Parrish & Mike Schmidt

# Agenda

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- Ask questions
- Find people / contacts
- Find sponsorship
- Create tracker
- Learn to network
- Upcoming events / info

# Find people

 talent acquisition square california linkedin  

[All](#) [News](#) [Images](#) [Maps](#) [Shopping](#) [More ▾](#) [Search tools](#)

About 278,000 results (0.40 seconds)

**Jeanette Ercila | LinkedIn**  
<https://www.linkedin.com/in/jeanetteercila> ▾  
San Francisco, California - Talent Jedi. Problem Solver. Always learning. - Square  
St. Mary's College of California ... Leading a team of rock stars as we scale Square  
with recruitment systems, new processes/tools/technology and a phenomenal ...

**Top 25 Talent Acquisition Specialist profiles | LinkedIn**  
<https://www.linkedin.com/title/talent-acquisition-specialist> ▾ LinkedIn ▾  
Here are the top 25 Talent Acquisition Specialist profiles on LinkedIn. ... Talent  
Acquisition Specialist at The Madison Square Garden Company, Talent Acquisition.  
... location: Orange County, California Area; industry: Staffing and Recruiting ...

**Greg Marsh | LinkedIn**  
<https://www.linkedin.com/in/gmarsh17> ▾  
San Francisco Bay Area - Director of Talent at Square - Square  
Managed Campus Recruiting, Diversity Programs, and 'Square One' New ... Performed  
as a first reader for applications from the Southeast and California ...

**Talent Acquisition Jobs in San Francisco, CA | LinkedIn**  
[www.linkedin.com/jobs/talent-acquisition-jobs](https://www.linkedin.com/jobs/talent-acquisition-jobs) LinkedIn ▾  
Apply to 582 Talent Acquisition jobs in San Francisco, CA on LinkedIn. Sign-up ...  
San Francisco, California (348) · San Mateo, California (75) .... Square's logo ...

**Mike Humaydan | LinkedIn**  
<https://www.linkedin.com/in/mhumaydan> ▾  
San Francisco, California - Talent at Square / Caviar - Square  
Square. Technical Recruiter · Square. April 2012 – Present (3 years 10 months)San ...  
At Square, our mission is to carry every transaction in a breathtaking way.

# Find more people

The image shows a screenshot of a LinkedIn profile for Greg Marsh. The profile includes a profile picture, a header with the name 'Greg Marsh', title 'Director of Talent at Square', location 'San Francisco Bay Area | Human Resources', and a 'Send Greg InMail' button. Below the header, there are sections for 'Contact Info' (Twitter handle 'gmarsh17'), 'Background', 'Summary' (14 years of recruiting leadership), and 'Experience'. Annotations in blue boxes highlight the Twitter handle, the summary, and a 'People Also viewed' section showing Tony Castellanos. A large blue box on the right says 'Find more people'.

**Greg Marsh**  
Director of Talent at Square  
San Francisco Bay Area | Human Resources

Current Square  
Previous Google, Stanford University, Milton Academy  
Education Stanford University

Send Greg InMail

500+ connections

Contact Info

Twitter gmarsh17

Background

Summary

14 years of recruiting leadership across business, te to senior executive roles in both start-up and large diverse teams spanning multiple geographies and from career counseling to professional development member of Red Sox Nation.

Experience

Greg's twitter handle

Also, check the summary for email addresses

Grow Your Career By Following Square

Michael, get the latest on Square Jobs, News & more!

+ Follow

People Also viewed

Tony Castellanos  
Talent at Square -- we're hiring!

Find more people

# More people → more companies

The image shows a LinkedIn search results page for recruiters. On the left, a vertical list of four profiles is displayed:

- Veronica Ho**, Recruiter at Square
- Greg Marsh**, Director of Talent at Square
- Corin Sanchez**, Recruiting at Square
- Ami Huggett**, Talent Acquisition & Development

The bottom profile, **Crishia Davis**, Recruiter at Pinterest, is highlighted with a blue rectangular box. A blue arrow points from this box to a larger, detailed view of her profile on the right.

The detailed profile for **Crishia (Herrera) Davis** includes:

- Current:** Pinterest, Square
- Previous:** Square, PwC, Bite Communications
- Education:** San Francisco State University
- Location:** San Francisco Bay Area | Human Resources
- Buttons:** Connect, Send Crishia InMail
- Contact Info:** A tab labeled "Contact Info" is selected, showing:
  - Twitter:** crishia\_herrera
  - Websites:** Company Website
- URL:** <https://www.linkedin.com/in/crishia>

# Head to myvisajobs.com

**Square, Inc.** visa:143 rank:1739 ★★★★★

[Follow](#) | [Edit or Claim](#)

1455 Market Street Suite 600 San Francisco, CA 94103

[Alert: 4 LCs filed by Square were denied or withdrawn!](#)

[Report](#) [Contact](#) [Visa](#) [Salary](#) [Occupation](#) [Location](#) [Review](#)


Square, Inc. has filed 124 labor condition applications for H1B visa and 19 labor certifications for green card from fiscal year 2013 to 2015. Square was ranked 1739 among all visa sponsors. Please note that 4 LCA for H1B Visa and 0 LC for green card have been denied or withdrawn during the same period.

Square had filed 152 LCA and 43 LC from fiscal year 2001 to 2010. [Click here to view filing history](#) and [proffered salaries](#).

Contact( <a href="#">edit</a> )	Name	Job Title	Phone	Email
LCA for H1B Visa	Chrysty Esperanza	Counsel	415-375- xxxx	xxxx @squareup.com
LC for Green Card	Kellen HOLT	-	415-375- xxxx	xxxx @squareup.com


[sign in](#) to [view all contacts](#)

Likely email  
address  
format

**UNC**  
KENAN-FLAGLER  
BUSINESS SCHOOL

An MBA is one of the best  
investments you can make  
in your future.

**DOWNLOAD OUR FREE**  
*MBA ROI*  
**BY THE NUMBERS**



H1B Visa	Salary	Certified	Denied	Withdrawn
2015	<a href="#">\$123,216</a>	<a href="#">48</a>	<a href="#">1</a>	<a href="#">1</a>
2014	<a href="#">\$120,940</a>	<a href="#">45</a>	<a href="#">1</a>	<a href="#">0</a>

Click to find  
roles

# Head to mailtester.com

The screenshot displays the MailTester.com website interface. On the left, a vertical navigation menu contains links for 'Test Mail', 'Download', 'FAQ', 'Glossary', 'Links', and 'Contact'. The main content area is divided into two sections, both titled 'E-mail address verification'.

**Left Section (gmarsh@squareup.com):**

- E-mail address:
- Check address button
- gmarsh@squareup.com (highlighted)
- Mail servers found for domain:
  - aspmx3.googlemail.com (priority 30, ip address: 64.233.189.26)
  - aspmx4.googlemail.com (priority 30, ip address: 64.233.189.26)
  - aspmx5.googlemail.com (priority 30, ip address: 64.233.189.26)
  - aspmx.l.google.com (priority 10, ip address: 74.125.136.27)
  - alt1.aspmx.l.google.com (priority 20, ip address: 74.125.68.26)
  - alt2.aspmx.l.google.com (priority 20, ip address: 64.233.189.26)
  - aspmx2.googlemail.com (priority 30, ip address: 64.233.189.26)
- Using mail server with lowest priority number:
  - aspmx.l.google.com (priority 10, ip address: 74.125.136.27)
- Mailserver identification:
  - mx.google.com ESMTP kv9si37760873wjb.114 - gsmt
- E-mail address does not exist on this server (highlighted in red)

**Right Section (greg@squareup.com):**

- E-mail address:
- Check address button
- greg@squareup.com (highlighted)
- Mail servers found for domain:
  - aspmx5.googlemail.com (priority 30, ip address: 74.125.25.26)
  - aspmx.l.google.com (priority 10, ip address: 74.125.136.27)
  - alt1.aspmx.l.google.com (priority 20, ip address: 74.125.68.26)
  - alt2.aspmx.l.google.com (priority 20, ip address: 64.233.189.26)
  - aspmx2.googlemail.com (priority 30, ip address: 74.125.68.26)
  - aspmx3.googlemail.com (priority 30, ip address: 64.233.189.26)
  - aspmx4.googlemail.com (priority 30, ip address: 173.194.72.26)
- Using mail server with lowest priority number:
  - aspmx.l.google.com (priority 10, ip address: 74.125.136.27)
- Mailserver identification:
  - mx.google.com ESMTP e124si1175463wma.114 - gsmt
- E-mail address is valid (highlighted in green)

# 5 places to find email addresses

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1. CMC Connect
2. Alumni databases
3. Emails4Corporations
4. Email-format.com
5. LinkedIn profile
6. Myvisajobs.com

Tivo had filed 78 LCA and 25 LC from fiscal year 2001 to 2010. [Click here to view filing history](#) and [proffered salaries](#).

Contact( <a href="#">edit</a> )	Name	Job Title	Phone	Email
LCA for H1B Visa	Debra Severin	Hr Operations Manager	408-914- xxxx	xxxx @tivo.com

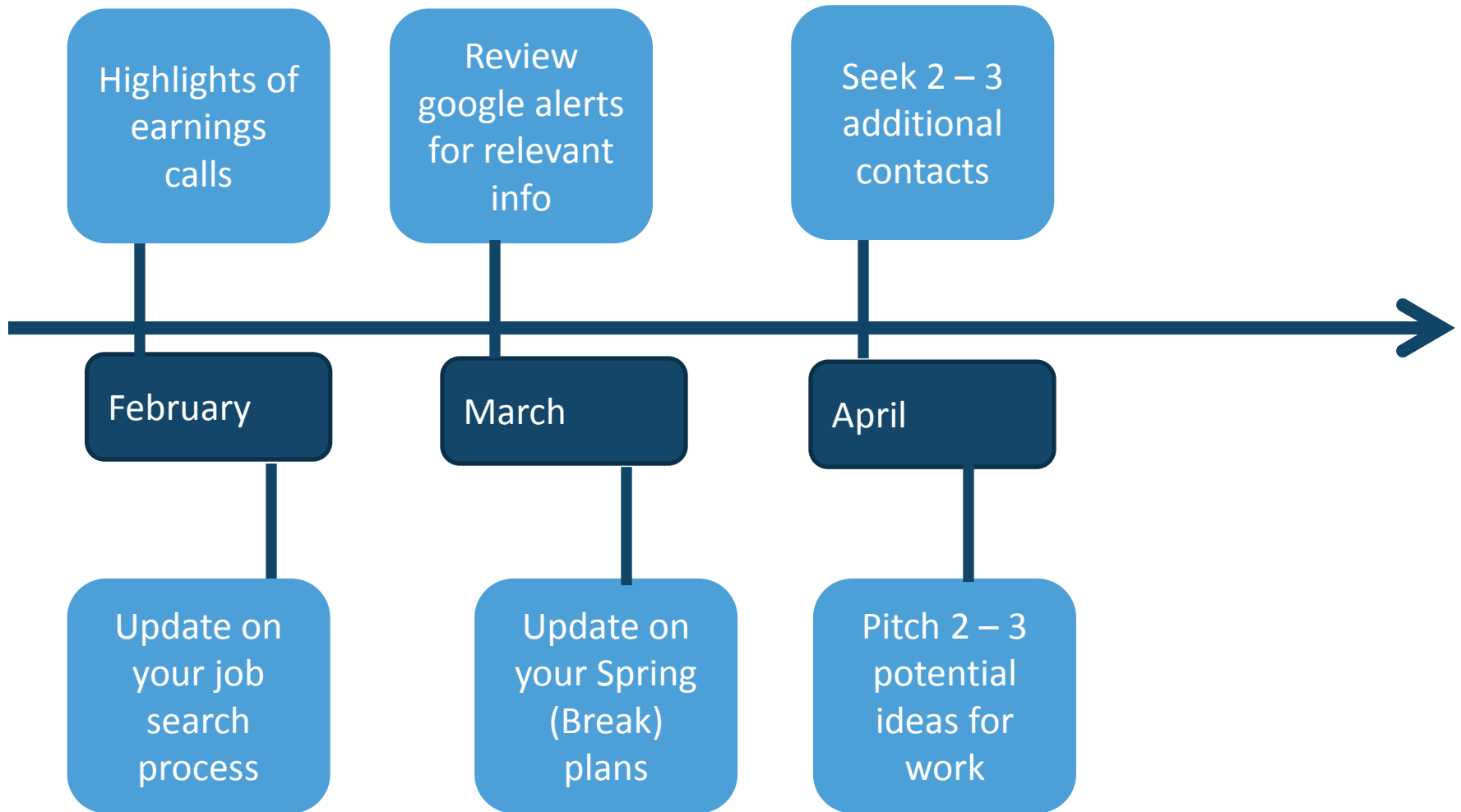


# 5 minute review

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1. Searched google
2. Found Greg Marsh
3. Checked myvisajobs
4. Used mailtester.com
5. Sent Greg LI request (and/or email)

# Sustain networking over time



# 5 ways to reignite conversations

1. Super bowl ad
2. Work anniversary
3. Baseball spring training
4. UNC Kenan-Flagler spring break
5. Earnings reports

# Structure your networking calls

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- How's your day going?
- I recognize we only have 15 – 20 minutes, so I've prepared a few questions in advance
- Ask personal background/connection question
- Ask two concepts from 'recent news' on website
- Ask two concepts from google alerts
- Share an example trend from previous call; ask for insights
- Ask question about projects
- Transition into hiring process, timeline, and network

# Expand your list with your calls

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[Example]

“If you were me and developing a targeted list of premier organizations, which three firms would you put on that list and why?”

# Get more contacts with your calls

[Example]

“This discussion has been extremely valuable to me and I appreciate your time. Could you think of one person inside your firm and one person outside your firm that could share such meaningful insights with me?”

# Ask for the business in networking calls

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## **Near the conclusion of call:**

**[Example]** Tell me a little bit more about your firm's typical hiring process.

- When is your hiring cycle (project-based, seasonality, etc)?
- For what type of positions?
- Would you post these positions externally?
- I've thought about a few potential ideas related to your firm; if I sent you an outline, would you be willing to review it?
- If you had 10 extra hours in a week, what would you work on? Could I help?
- May I check back with you in a few weeks about potential opportunities?

# 4 sites that you should review *daily*

1. CMC Connect
2. Indeed.com
3. RelishMBA
4. MBA-exchange.com

Set-up  
indeed.com  
alerts

[Find Jobs](#) [Find Resumes](#) [Employers / Post Job](#)

 **indeed**<sup>®</sup>  
one search. all jobs.

**what:**   
job title, keywords or company

**where:**   
city, state, or zip

[Find Jobs](#) [Advanced Job Search](#)

[My Searches](#) [My Jobs](#) [Alerts](#) [Account](#) [Resume](#)

Create an email job alert

**what**  **where**   [Create alert »](#)

development Associate Real est Raleigh-Durham, NC within 50 miles



# Hold for upcoming events

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Big Data Career Networking Event

Tues, Feb 23, 6-8:30 pm, Business School

Carolina MBA Connection Networking Event

Wed, Feb 24, 6-8 pm, RTP

## **Spring Break – Your Networking Events**

Day in the Bay

Fri, Apr 1, Embassy Suites, Burlingame, CA

Day by the Lake

Fri, Apr 8, Embassy Suites, Chicago, IL

# Hold for upcoming workshops

- Career Mentor Info Session – Feb 16
- International Student Resources – Feb 17
- 2 Hour Job Search – Feb 24
- Write Your Own Job Description – Mar 30
- Internship Insights – Apr 11

# And how much work will this take?

Tier	Cos/Tier	Advocates	Com Freq	Com/month
1	10	3	1/month	30
2	10	2	1/bi-monthly	10
3	20	1	1/quarter	7



2 Communications per day

12 Hours per week, min

# 3 major things

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- 1 Don't be too broad
- 2 Start networking now
- 3 Keep a positive attitude