

MENTOR PROGRAM NEWSLETTER

Fall 2014: Issue 1



2 WEBSITES

What's the difference?

CaPS

www.mcgill.ca/caps

myFuture

www.caps.myfuture.mcgill.ca/students



CaPS

Career Planning Service
Service de planification de carrière



TABLE OF CONTENTS

Introductions	4
Alumni Mentor Interview – Diane Morneau from IBM	6
Alumni Mentor Interview – Suheil Tandon ProSports Development	8
Alumni Mentor Interview – Bruce Hill from Kidney Foundation of Canada	10
McGill Mentor Program Speaker Panel	12
SMART communication	13
Jeff Osweiler US Embassy Consul to Madagascar speaks at McGill	15
Interesting Facts about Recruiters	16
LinkedIn Stats	17
Mentor Program Stats / List of Previous Mentor Interviews	18
Message from the Coordinator	19

MESSAGE FROM CaPS

Welcome to the fall 2014 issue of our Mentor Program Newsletter which has been prepared for our Alumni Mentors and our Student Mentees.

The Mentor Program is an integral part of our career development and experiential learning programming at the Career Planning Service. We are grateful to our Mentors, who are willing to give of their time to share their experiences, their career paths, and words of encouragement to our students who are exploring their career options and making informed career decisions. We encourage our Student Mentees to make the most of this program, and to speak with several Mentors as they progress through their academic careers and plan for their future.

Twelve years ago, the CaPS Mentor Program was launched, and since then, we have over 1800 mentor matches. Over this next year, we will be introducing some new activities to provide mentors and students additional opportunities for engagement. In addition to our newsletter, our Mentor Coordinator and the Mentor Program Team, whom you will meet in the following pages, will be organizing a speaker panel and planning a pilot externship/job shadowing program.

The Career Planning Service (CaPS) is McGill's central Career Centre – assisting all students from their first year in their Bachelor's degree to Post-Doctoral Fellows. In addition to career advising, we offer career discovery programs, speaker events and workshops to help students begin their career exploration and planning. We urge students to begin the career discovery process as early as their first year, and have prepared a Four-Year Plan to help guide them in the choice of activities that can shape their skillsets. Gaining experience and skills while at university is important. This is why we strongly encourage students to look for experiential learning opportunities and extra-curricular activities. Additionally, CaPS connects students with the world of work, employers, and alumni through career fairs, our Alumni- Mentor program, and a myriad of networking events. To learn more about our services and programs, I invite you to visit our website (www.mcgill.ca/caps) or contact us.

We hope you enjoy reading this issue and meeting a few of our mentors and alumni who have shared their career trajectories and words of advice.

– Darlene Hnatchuk, Director

Introductions



Muhammad Omer Juma

MENTOR PROGRAM COORDINATOR

I am a 3rd year Bachelor of Arts student with major concentrations in Economics and Psychology. In 2010, I co-founded the 'Adopt An Orphanage' NGO in Karachi, Pakistan. I led 8 Execs and over 40 volunteers in the Education, Healthcare, Renovation, and Sponsorship departments to transform lives of more than 160 children in 2 orphanages. My interest and passion for Social Entrepreneurship stems from an early age, and has led me to pursue a career oriented toward Consulting and Social Business Development.

I have been working with McGill Career Planning Service (CaPS) since June 2013. I have also previously managed the Peer Educator Program, Mentor Program and the CaPS Scoop Newsletter. From May 2014, CaPS has expanded its efforts for the Mentor Program. With a team of four enthusiastic representatives, and two passionate journalists, we wish to enhance the experience of current participants, and encourage more students and Alumni to be involved in our activities. I understand the value of this program and I want to engage the entire McGill community to benefit from this incredible resource.



Niyousha Bastani

MENTOR PROGRAM JOURNALIST

I moved from Vancouver to Montreal last year to pursue a Bachelor of Arts in English Literature and Middle East Studies. I'm interested in how the politics of language play out, especially in English literature and in academic papers about the Middle East. I love to write, and so I'd like to explore career possibilities in journalism, publishing and/or editing.



Sue Jeong

MENTOR PROGRAM JOURNALIST

I study both International Development and East Asian Studies. I was born in Seoul, but have mostly grown up in Los Angeles and Richmond Hill. Coming to McGill University in Montreal has exposed me to new ideas, people, and a different environment. It has been exciting to learn about where my interests lie. I like listening to what others have to say, and am open-minded towards culture and ethnicity. With these qualities as well as an aptitude for critical and analytical thinking, I would enjoy being given a chance to work with policies on international trade and development.

Mentor Program Representatives

These positions are funded by the Arts Undergraduate Society



Kateryna Gordiychuk

I came to Canada from Ukraine to become a part of McGill Community. I am currently in my second year, studying Sociology. The two of my minors are Psychology and Anthropology, which, along with my major, make up for a perfect combination. I can see myself involved in Social Work, but at the same time I try to stay open to various career opportunities, as I understand that many different fields may interest me in the future. I am very happy to be a part of the Mentor Program. I am certain that by helping build strong relationships between mentees and mentors I can learn a lot from them, and also share some of my knowledge!



Meghan Gutnik

I originally come from the prairies in Winnipeg, Manitoba. I am currently in my fourth year Majoring in Sociology with a Minor in Hispanic Languages. I am interested to pursue a career path either in Marketing, Sales or Human Resources, as the skills I have acquired and developed could be put to use in one of these fields. I am open to many different opportunities and would like to jump into a position of any sort to find out what path is for me and to see what I will enjoy.



Ariana Katsanis

I am a second year Economics student in the Faculty of Arts at McGill University. I am minoring in International Development Studies and Finance. I aspire to one day go to business school and pursue a job in Marketing or Finance. I hold a wide array of interests ranging from video production to financial accounting. For this reason, I hope to help out fellow students who might not have finalized their career aspirations and want to learn more about various fields to complement their various interests.



Mary Louise Leger

I'm an International Development major and Educational Psychology minor entering my fourth and final year at McGill. I hail from Chicago, Illinois, but after four years, I consider Montreal to be my beautiful second home. While I plan to one day attain my doctorate and pursue a career in education consulting, I look forward to graduating this May and taking some much needed time off from academics. I hope to work as a teaching fellow, preferably someplace warm.

Interested in working for the Mentor Program? Positions for the next semester will be posted on myFuture in mid-November

High-Tech Advice for a Career in IT

with
Diane Morneau from IBM

Interview by Omer Juma
Written by Niyousha Bastani

What do Tim Hortons, Air Canada and the U.S. government all have in common? All three are on the long list of high-profile clients of IBM, one of the world's strongest global technology and business consulting corporations. Over the summer, our mentor program coordinator, Omer Juma, sat down with Diane Morneau, a McGill alumna and IBM employee, to gain an insider's perspective on developing a career in the information technology industry within a multinational corporation.

Morneau, who joined IBM 17 years ago, took pride in the company when asked to tell us about the organisation. She mentioned that IBM is one of Canada's top 5 R&D (Research and Development) spenders. In 2013, IBM was awarded more US patents than any other company (6,809). While IBM started out with a hardware-focus, its main efforts now center on software and consulting services. Morneau mentioned that today, more than a third of IBM's Canadian employees focus on global innovation.

"28% deliver outsourced IT infra-



structure services. Another 15% provide professional services for strategy, planning and implementation of transformative projects. They are focused on building products and solutions used by clients worldwide,” she explained.

Morneau herself is part of the IBM Global Service Group. She is currently the Director of the Accelerated Value Program at Industry Cloud Solutions. What does this look like in action?

“We provide technical support and consultancy to high-end customers for their infrastructure-things like email, collaborative software, social software, e-commerce, and smarter city software. I personally manage a team of 11 professionals who service Canada and the Caribbean territories,” Morneau explained.

Morneau’s current position confirms that when it comes to careers, we rarely end up where we think will. Originally planning on becoming a math teacher, information technology caught her attention in a programming course in CEGEP. She attended the McGill School of Continuing Studies to obtain her certificate of Management in 1992. She began working for IBM in 1997 and later pursued a Master’s degree in information technology at UQAM. Morneau believes that IBM values all computer degrees and advanced academic degrees because a deeper skill set appeals to IBM’s vision of being a world leader in terms of innovative technology. Higher education can also facilitate job-mobility within the company and the industry.

“Changing roles regularly is important: it’s a great opportunity to expand your network,” said Morneau.

The IT industry is dynamic. Morneau’s only career regret is that she wasn’t more proactive in changing roles. If she could start again, she would ideally not stay in any given role for more than 3-5 years. She described an ideal candidate as a dynamic individual with extensive networking skills who is also a curious and fast-paced learner. She added that entrepreneurship skills can add a competitive edge. Entering such an ever-changing field can seem daunting. Morneau helpfully stressed that internships are key for getting a foot in the door. If an internship seems doubly daunt-

ing, Morneau assured us that businesses are keen on seeking young interns.

“We are in the business of delivering change. The more interns we have, the faster these changes can take place.” Morneau added that IBM has its own internship program, and that a fair percentage of IBM’s job openings are accessible to students. When recruiting, IBM looks for team players who share its corporate values. When applying, students need to research the company and to show how they share its values in their cover letters. Morneau summed up these values as “dedication to every client’s success, innovation that matters to the world and our company, as well as trust and personal responsibility in all relationships.”

When asked about the work environment at IBM, Morneau focused mainly on IBM in US and Canada. As it turns out, domestically, IBM has often been ahead of its time in terms of civil rights.

“For over a hundred years, IBM has introduced social change and set trends before they became fashionable, politically correct or mandated by law,” said Morneau, “IBM hired its first employee with a disability in 1914, ensured salary equity between men and women in 1935, and established an Equal Opportunity Policy in 1953. In Canada, IBM was among the first to include same-sex domestic partners in its benefits coverage in the early 90s. Year after year, you will find IBMers involved in community work and in rebuild efforts after natural disasters.”

Finally, Juma wrapped up the interview by asking for some tips for those starting out in the field. Morneau suggested using LinkedIn to follow companies and individuals. IBM employees use LinkedIn to network within and outside of the company. Morneau also highlighted the importance of having a crisp and concise CV to create a striking impression. Above all, she stressed the need to take charge of your own career.

So what exactly does taking charge look like? Morneau left us with a unique trick:

“Think about the job you want after your next job, then use your next job as a stepping stone to where you want to be.”

Starting a career in the Sports Development Sector

With Suheil Tandon,
Founder and Director of Pro Sports Development

Interview by Omer Juma
Written by Niyousha Bastani



The sports development (SD) sector is not one that you hear about too often if you're not in the athletic world. With increasing media visibility, however, the sports for development sector is gaining in popularity. We spoke with Suheil Tandon, the founder and director of Pro Sports Development, about the SD industry as well as its more recent offspring, the sports for development sector.

Pro Sports Development belongs to the sports for development sector in India. The organisation currently operates in Odisha, aiming to support the athletic development of marginalized youth who lack the necessary resources to participate sporting activities. Pro Sports Development currently has 12 full-time employees and 8-10 volunteers and interns who work for 2-6 month periods. In their current initiative, the Khel Vikas project, PSD functions as an implementing

agency for Gram Vikas (GV), a rural development organisation. Pro Sports Development works with 1500 kids from four schools run by GV. Khel Vikas provides Odisha's youth with the opportunity to participate in recreational sports or to pursue sports competitively. However, Tandon sees his industry as about more than just a social service.

"You need to see it as a potential sport professionals' development," he states, "We aim for sustainability by training local coaches, establishing nutrition programs, and constructing infrastructure."

Tandon graduated from McGill in 2009 with a BSc in Mathematics and Economics. An avid sportsperson from an early age, Tandon played cricket at McGill as well as in other Quebec teams. After graduation, he took a gap year to do collaborative research with a prominent Delhi economist. Together, they observed

the stark difference between sports development infrastructure in the UK and in India.

“I began to wonder how an emerging economy of over a billion people barely has any Olympic medals, and is still not part of the football world cup,” Tandon explains.

After completing his Master’s degree in Sports Management at Loughborough University, Tandon returned to India. There, he founded his own organisation to support young athletes at the grass-root level by increasing awareness about nutrition and by providing access to development infrastructure. He finds the most valuable skills he has gained from his Bachelors degree at McGill to be problem solving tactics, analytical thinking, and researching abilities. Throughout his time at McGill, he also interacted with the industry at different levels - as a player, as a coach, and as a volunteer.

Tandon encourages anyone with an interest in either Sports Development or Sports for Development to get involved. However, he warns that you likely won’t find a full time job right away if looking to work

on an international level. He recommends internships as practical starting points.

“It is a growing field with great potential” says Tandon, “In the past few years, the UN has highlighted sport as a right for children. People who enjoy sports and working with youth will enjoy the industry.”

To learn more about the sports for development sector, Tandon recommends looking into current organisations. Off the top of his head, he lists Magic Bus India, the Australian Commission Outreach Program, Dream a Dream, and the Naz foundation in Delhi. He also mentions Right to Play, a global organisation based in Canada which aims to “teach important life skills that encourage behaviour change.”

If you are thinking about a career in sports development, Tandon highlights the need to start building your network. Get involved in activities other than formal education. Travel a bit to see what’s happening in the world. As a final piece of advice for career development, Tandon passionately reminds us “to look beyond the classroom, societies, clubs, events, sports. Look beyond studies and beyond looking for jobs.”



Developing a career in the Not for Profit Industries and Job Search Skills

With Bruce Hill from the Kidney Foundation of Canada

INTERVIEW BY OMER JUMA

WRITTEN BY SUE JEONG

The not-for-profit industry is an attractive career option for people all around the world. This sector has grown significantly over the past two decades as organizations have become larger, more sophisticated, and increasingly professionalized. Working in such an industry provides opportunities for people to make differences, support others in need, and create positive change in communities at the local and international level.

How to secure a job with a not-for-profit is a frequently asked question by many people considering to break into the industry. Do I need a degree? Do I need to volunteer first, or receive an internship opportunity? What kind of experiences would I need? The truth is that there is no single way to enter the sector. Bruce Hill, who works for the Kidney Foundation of Canada, provides some insight as McGill alumni. He shares with students that people enter the industry with a diverse range of backgrounds, employment history, and experience.

Bruce Hill graduated with a BA in geography in 1983. In the beginning, even he came to McGill with interests in urban planning. He only realized whilst at McGill that he wanted to pursue a career in business instead. A significant volunteer experience at McGill helped him steer his way towards a different direction. While attending McGill, Hill volunteered for McGill

Phonathon (called the Martlet Fundraiser at the time) and through this opportunity, he learned that he was an effective communicator and that he was good at sales. He took these skills, and built on them.

Education and experience plays a fundamental role. Bruce Hill is living proof of this. At McGill, “I developed learning skills (research), team work (team dynamics), capacity for writing, and interacting with people. A university education teaches you how to learn. It enhances your educational experience through activities.”

When asked about how he started working for the Kidney Foundation of McGill, he talked about his work experiences prior to it. After graduating, he worked odd jobs. Later on, he found himself back at McGill, working for the McGill Alumni Association under Tom Thompson who “revolutionized the complete development and fundraising program”. He stayed for 12 years.

Hill states that he loved connecting with people. Interpersonal skills are crucial. He realized this then and now. He emphasizes the importance of networking to young people. He recommends the use of LinkedIn as a resource. He advises students entering the not-for-profit sector to follow professionals and then to actively try making one networking meeting every month. Perhaps this is not a realistic goal at the beginning, but it is definitely achievable. Hill recommends this

because he knows that this will give students the opportunity to connect and ask questions, all the things that he was not given a chance to do. Asking these kinds of questions and being curious about certain careers allows students to start building skills necessary to perform well. As most know, this is not easy. Networking takes just as much effort, and that's why students need to efficiently use the resources available to them. He states, "The working world has changed. They are interested in helping others. However, professionals don't just connect with anyone. If



you have mutual contacts, they would probably be more willing to help. The Alumni Association has branches in every city, utilize that".

This culture of connecting and fundraising has always been an important part of Hill's life. His work experience with the McGill Alumni Association symbolizes this, so does his experience with an NGO, the Kidney Foundation of Canada.

The Kidney Foundation of Canada is a not-for-profit organization and it essentially advocates for policy and program changes for people diagnosed with chronic renal insufficiency. In Eastern Ontario, Hill manages a team of fundraisers, run services, and programs.

Hill mentions, "Any degree is okay, as long as you communicate and connect with people." He also adds, "Fundraising is everywhere; it is all

about how passionate you are. A variety of skill sets makes one a stronger candidate. The not-for-profit industry looks for people who can bring money to the table."

Contrary to popular belief, there is financial stability working in the not-for-profit industry. Although most people in not-for-profit work for the experience- the means to a higher end- these days, employers have started paying good salaries. Not only that, but their working conditions are great, the 'no late nights' allows time for employees to build a lifestyle outside of work. With improvements being made in this work force though, there are fewer people being hired.

So does this mean that internships are absolutely necessary to get one's foot in the door? Hill, says, "No, it's not necessary." Although it might be beneficial experience, Hill clarifies that there is a fairly high demand for fundraising peoples. However, he does encourage students to take initiative and get involved with volunteer work, student clubs, and outreach activities to differentiate from 250,000 graduates in Canada. "The working world is changing dramatically, like I said. Employers want to see your experiences. University education teaches you how you should learn. Enhance your educational experience through activities."

Not all is lost. There has been growing concern about higher education due to predictions of reduced returns compared to the costs paid, especially with students' hopes of working in not-for-profit organizations. Not only that, but on top of competitive job markets, more people are seeking university/college education.

When asked about starting all over again, and changing career paths, Bruce Hill stated that he wouldn't. He took his passion and was able to put his ideas into the working field. Through this, he "met fascinating people- people from different walks of life." It is this connection with people that he values. It was an influential aspect that helped him determine the cause that he wanted and knew that he could help. And, it is encouraging to observe that McGill was a large part of his life that helped him do so.

McGill Mentor Program Speaker Panel

A wonderful opportunity for you to network with and learn about the career paths of McGill Alumni in the field of Humanities.

An event organized by McGill Career Planning Service and McGill Sociology Students' Association.



Samantha Cook

BA English Literature and Sexual Diversity 2009
Production Manager for Behaviour Interactive



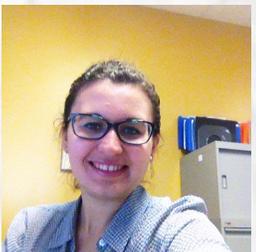
Stephen Reisler

BA English and Communications 1975
Principal and Co-Founder ROCG Americas LLC.



Linda Sarvi

BA Sociology and Political Science 2014
Director of Communications at Zenith Cleaning



Corina Sferdensch

BSc Psychology 2008
Human Resources Coordinator at McGill University

November 13th, 6:30pm-8pm

Leacock 738

Register on myFuture on the Events tab

SMART COMMUNICATION

WRITTEN BY KATERYNA GORDIYCHUK, MEGHAN GUTNIK, ARIANA KATSANIS AND MARY LOUIS LEGER

Developing and maintaining a good relationship with your mentor requires effective communication. Lois J. Zachary and Lory A. Fischler in their book 'The Mentee's Guide' talk about SMART communication (Shared Meaning, Authenticity, Respect, and Trust). The Mentor Program representatives have elaborated on these factors and they have also suggested ways to make your communication effective.

Shared Meaning:

Shared meaning is essential for effective mentor-mentee communication. This does not necessarily mean that they both agree, but rather that they share each other's perspective and are clear about the meaning the other intends to convey. Issues can arise when the two fail to ensure shared meaning because it can result in miscommunication and frustration.

Body language is an important part of forming shared meaning. We can gauge the effectiveness of our communication and the level of the other person's comprehension. For example, "Jane, when I spoke of the necessity of pursuing a Master's degree, the look on your face made me think this wasn't the answer you were hoping for. What do you think?"

In mentoring relationships that occur over the phone or skype, where body language is absent, it thus becomes even more important to ensure that both parties understand each other.

Following certain techniques can help achieve this. The first is active listening paraphrasing. This involves asking for clarification when discussing important or new information. Try to give examples to show what you understand. At the end of each meeting it is also useful to summarize your understanding to ensure key points have been communicated. Questions like "Is this what you mean by _____?" or "Just to make sure I was clear, what did you hear me say?" can be highly effective.

Authenticity

Maintaining a stable and reliable relationship always requires a lot of hard work, especially when it concerns building close ties with your mentor. It can sometimes seem as though there is a barrier between the two partners, which makes the overall atmosphere not comfortable. In such a case it is crucial to remember that only by sharing your concerns with your mentor will it become possible for you to fulfill the goals that both your mentor and you had established for yourself. The key to sustaining authentic relationship is keeping sincerity and straightforwardness as primary objectives.

Certainly, it can be quite difficult to address the issue of authenticity in a polite, thoughtful way. Imagine a situation when the subject of discussion between you and your mentor went slightly a different way you had expected. For example, you might have changed your mind about an opportunity you had been interested in, or even the job you currently have. You may be ashamed to share this news with your mentor considering there was so much of your partner's effort put into getting the job or learning about the opportunity. However, it is very important not to ruin an established connection and trust between the mentor and the mentee because of a change in plans. Let your mentor know if you would like to take a different route in your career, or to try something else. Keep in mind, that you should do it in a polite and calm manner, asking your mentoring partner for a piece of advice. By doing this you will show that your mentor's opinion is valuable to you and that you are approaching the issue in a professional way. Remember, your relationship with your mentoring partner is a companionship where transparency of actions and trust are main values.



Respect

Respect is one of the single handedly most important components to have and maintain in a relationship. It is central that the relationship between the mentor and the mentee boasts equality. Whether the mentor has a low or high level of authority does not change the fact that each side must exude the same level of respect and value each other's opinions and ethics. In the technologically enhanced world we live in, miscommunication frequently occurs. Sayings or phrases such as "be sure to not say that to anyone in this industry who matters" or "that idea seems foolish," can easily be socially misinterpreted and can turn into a main cause of conflict. It is possible that a mentor could unintentionally put down a mentee's idea by their use of language or humour. Although the mentor may not realize what they said may have been hurtful or insulting, the mentee may have taken personal offence to it, leading to feelings of defeat and inferiority. Respect goes both ways and open communication between the mentor and mentee is key in providing a trusting, reliable environment. If at any time during the relationship either side feels disrespected, it is best to raise concerns and deal with the issue immediately. For example, a mentee might address their issue with a mentor by saying, "you called me "lazy" only because I have an easygoing personality. This caught me off guard because I am always hardworking and take time management seriously." It is essential to remember to treat others as you want to be treated no matter what the difference of authority is. All are equal.

Trust

Trust is an important characteristic needed in any and all relationships. Trust is very vital for the relationship between a mentor and a mentee. Building trust however takes time and is not always easy to establish. It is extremely important to be honest with who you are when communicating with your mentor. Putting on a fake persona in order to appear more experienced or knowledgeable can not only be exhausting but will eventually be damaging when the mentor figures it out. Building trust means following through with any commitments you have made to the mentor. If they have asked something of you that you are unable to do, it is better to say no right away. Keep dawdling and eventually backing out of your commitment will not only break any trust the mentor may have of you but also is disrespectful to the person you are communicating with. You will appear unreliable and untrustworthy. They will understand if you are not able to follow through with a commitment. Trust can be beneficial to your relationship in more ways than one. It allows for better communication. The mentor and mentee will not have to question a certain motive behind what the other person is saying. They will be able to have a more comfortable relationship as well. Trust is paramount to a good relationship between a mentor and mentee but it is important to keep in mind that it is something that you continuously work and build on. Once achieved, it can lead to a healthy and rewarding relationship between a mentor and mentee.

US Embassy's Consul to Madagascar speaks at McGill



Working for the embassy is a common dream to many students studying, and not limited to, Political Science or International Development. However, it is difficult for most to understand exactly what the job description entails and what kind of working environment it possesses. Jeff Osweiler is the Consul to the Embassy of the United States in Antananarivo, Madagascar. In an informative event held by McGill Career Planning Service in collaboration with International Relations Students' Association of McGill (IRSAM), and It Starts with Arts (The Development and Alumni Relations of Faculty of Arts), he spoke about his experiences in the working field, which provided much insight to curious students. Many already know that embassies encompass a platform of diplomacy and exchanges between countries. However, some are unaware of the structure within an embassy itself. Jeff Osweiler began by explaining the different departments that exist in every embassy, as well as the difference between bigger or smaller embassies that affect what kinds of departments exist and others that don't. He also mentioned that many functions are divided by a hierarchical system that which influences the kind of tasks given to certain people. Students who are interested in pursuing this career should definitely research some departments that they would be interested to work in and consider whether this kind of hierarchical system would be an environment that they would be comfortable in. Firstly though, to even be given an opportunity, students will have to take an entrance exam and go through an application process that is open to people of different academic background. Jeff Osweiler emphasizes that volunteering experiences as well as other types of foreign affairs experiences can give students a global exposure that may help in understanding the people in one's mission country. However, it is not necessary. There are difficulties with this respectable career as well; at times, it can be difficult for one and his/her family to adjust to moving to different cities and adapt to various cultures. But, for some, this can also be the very appeal of the job itself.



Omer Juma, introducing Mentor Program and CaPS



Kaitlyn Bowman, VP-Internal IRSAM introducing her organization

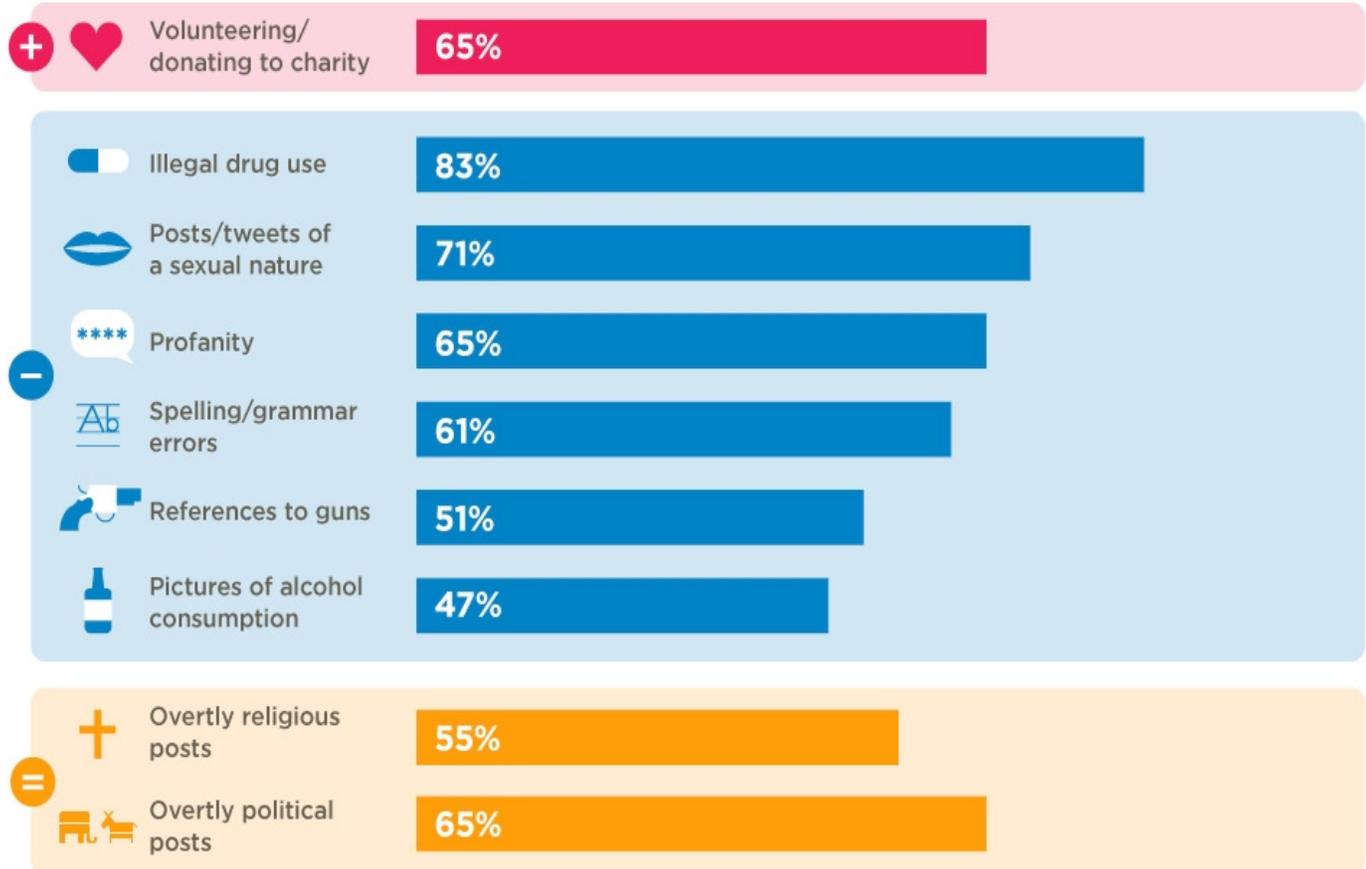
INTERESTING FACTS

It is crucial for students to maintain a professional image on social media to expand their network and for job searching. This infographic shows the Recruiter's reactions to seeing certain attributes on candidates' social pages.

42%

have reconsidered a candidate based on content viewed in a social profile, leading to both positive and negative re-assessments

Key:  Positive  Negative  Neutral



Social recruiting is still going strong. With recent insights into its benefits to companies' hiring procedures, we can now see this invaluable process is here to stay.

Source: Jobvite

Jobvite

Bruce Hill from the Kidney Foundation of Canada recommends students to utilize LinkedIn to build their networks

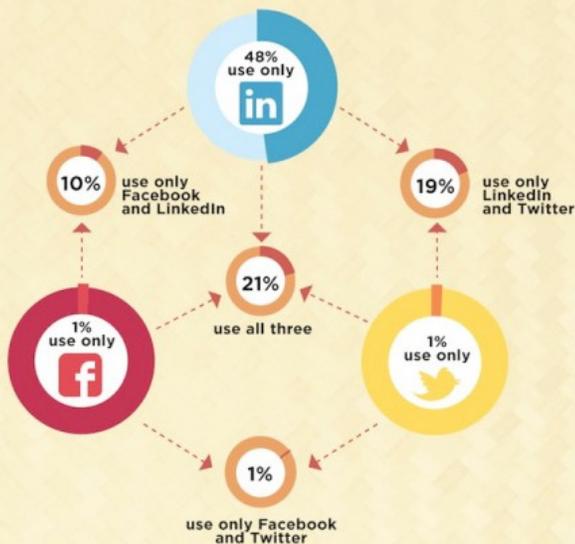
LinkedIn is an excellent tool for networking and job search. Knowing how to use it effectively can boost your professional image.

Did you know CaPS provides a LinkedIn Review Service? Call CaPS or drop by the office to make an appointment.

INFOGRAPHICS PROVIDED BY BULLHORNREACH

WHICH NETWORKS ARE RECRUITERS USING?

PERCENT OF RECRUITERS USING SOCIAL NETWORKS

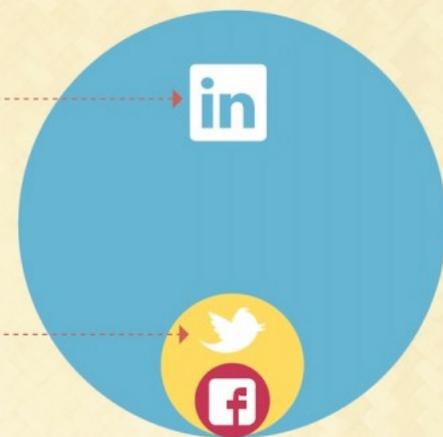


WHICH NETWORK IS MOST EFFECTIVE?

JOB VIEWS BY NETWORK

LinkedIn gets 5.7x more job views than Facebook and 3x more than Twitter does

Twitter gets 1.9x more job views than Facebook



JOB APPLICATIONS BY NETWORK



Twitter gets 2.9x more job applications than Facebook



LinkedIn gets 8.8x more job applications than Facebook and 3x more than Twitter

PER CONTACT



LinkedIn gets 3x more job applications per contact than Facebook



Twitter gets 8.4x more job applications per contact than Facebook, 2.8x more than LinkedIn

Source: 2012 Bullhorn Reach Social Recruiting Activity Report
Download the full report at www.bullhornreach.com

**BULLHORN
REACH**

Mentor Program Stats

Vancouver 18

Montreal 185

New York 52

Ottawa 30

Toronto 107

Calgary 23

Rest of World 404

TOTAL 819

PREVIOUS MENTOR INTERVIEWS

Over the years, we have interviewed several Alumni Mentors working in various industries. To learn more about their mentoring experiences and how they built their career after McGill, visit <http://www.mcgill.ca/caps/publications/scoop/undergrad/>

2011-2012

Issue 4- December 1, 2011 - "The Inside Scoop on Law School: Interview with Thomas Dalton"

2012-2013

Volume 14, Issue 1: September 1, 2012 - "James Bassil from AskMen"

Volume 14, Issue 2: October 1, 2012 - "Talking Law with Daniel Chonchol and Peter Halprin"

Volume 14, Issue 3: November 1, 2012 - "Naseem Awl and International Work in UNICEF"

Volume 14, Issue 4: December 1, 2012 - "Going into Medicine with Dr. Sherif Emil, Director of Pediatric General Surgery at McGill and the Montreal Children's Hospital"

Volume 14, Issue 5: February 1, 2013 - "Monica Jaielka and the Coca-Cola Company"

Volume 14, Issue 6: March 1, 2013 - "Talk-Show Host Tommy Schnurmacher"

Volume 14, Issue 7: April 1, 2013 - "Our Dean of Arts, Christopher Manfredi"

2013-2014

Volume 15, Issue 1: September 2013 - "Ankita Rao from Ernst & Young"

Volume 15, Issue 3: November 2013 - "Jonathan Moyal and the Segal Centre"

Volume 15, Issue 4: December 2013 - "Neil Cuggy, Co-Founder of MTL Capital"

Volume 15, Issue 5: January 2014 - "Jonathan Ferrari Co-Founder of MTL Capital"

Volume 15, Issue 6: February 2014 - "New York Based Attorney Peter Halprin"

Volume 15, Issue 7: March 2014 - "The Colorful Journey of a Flavorist- Tanya Bradley"

MESSAGE FROM THE MENTOR PROGRAM COORDINATOR

Dear potential Mentor and Mentees,
If you are interested in joining the Mentor Program as a Mentor or Mentee, you can visit our website and register online.

DEAR MENTORS,

Interested in participating in speaker panels, workshops and Mentor Program events?

Would you like to be interviewed about your career path and mentorship experience?

Has your profile and contact information on your profile changed?

Please contact the Mentor Program Coordinator at mentor.caps@mcgill.ca

DEAR MENTEES,

Interested in sharing your mentorship experience and how it moulded your career path?

Has your previous match ended and would like to be matched with another mentor? Please contact the coordinator with James IDs of at least 3 mentors and you will be matched. You can view the updated list of mentors on our database here: http://caps.mcgill.ca/ci2/index.php/mentor/list_mentors

Contact the Mentor Program Coordinator at mentor.caps@mcgill.ca for further information.

If you have any suggestions about how we can improve the program and the newsletter, please send me an email at mentor.caps@mcgill.ca. We always appreciate feedback!



McGill Career Planning Service (Downtown)
Suite 2200, Brown Student Services
3600 McTavish St.
Montreal, QC H3A 0G3
514-398-3304

McGill Career Planning Service (Macdonald)
Student Services, Centennial Centre
21,111 Lakeshore Road
Ste-Anne-de-Bellevue, QC H9X 3V9
514-398-7582