

If you are an international student interested in a job in the United States, follow the 10-step process below to manage your job search. Meet with a career advisor for your undergraduate college or your graduate field for assistance with your job-search strategy.

Additionally, you can find workshops, career fairs, employer information sessions, and networking events posted on [Handshake](#) and in [the Cornell Career Services \(CCS\) Event Calendar](#). For graduate students, [the Graduate School Events Calendar](#) also lists additional professional development programs.

### Step 1: Understand Yourself

Self-knowledge is the foundation of a career decision-making process since you need to reflect on what you are good at (skills), what you care about (values), and what you enjoy doing (interests) in order to recognize the career opportunities that best fit you.

- Complete self-assessment exercises in:
  - [O\\*Net's Computerized Interest Profiler \(CIP\)](#)
  - [Science Careers's MyIDP](#)
  - [ImaginePhD's Assessments](#)
  - CCS Career Guide: Interests/Values/Strengths
- Discuss your career goals and assessment options with a career advisor for your undergraduate college or your graduate field

### Step 2: Explore Career Options

After identifying your career interests and goals, use the following resources to explore your career options that might match your profile.

- Attend a career workshop, career fair, or employer information session
- Use [CUeLINKS](#) and [LinkedIn](#) to learn what careers individuals pursue with your degree
- Explore career options using:
  - [O\\*Net](#)
  - [CareerOneStop](#)
  - [Occupational Outlook Handbook](#)
  - [Career Insider's Vault Guides](#)
  - [CCS Exploring Career Options Links](#)
  - [Careers.org's](#) (occupation profiles)
  - [Versatile PhD](#) (for PhD students)

### Step 3: Set Your Employment Goal After Graduation

- Inside the U.S. (continue to **Step 4**)
- Outside the U.S. (including your home country)
  - Check the CCS International Job-Search handout

### Step 4. Understand U.S. Employment Authorization Based on Your Visa Status

Learn about your U.S. employment authorization needs and the process for finding a job in the U.S.

- Review visa information on the [International Students and Scholars Office \(ISSO\) website](#)
- Meet with an ISSO advisor during drop-in hours: 10:00 am–12:00 pm and 1:00–4:00 pm (M-F)
- Attend an ISSO visa workshop

### Step 5: Create a List of International Talent-Friendly H1B Employers

It is critical to know which employers in your fields of interest have sponsored visas for international students in the past. Follow the steps below to build a target H1B employer list that matches your goals.

- Identify at least **10 employers** in your fields of interest who have hired or are interested in hiring international students by using:
  - Myvisajobs.com's [H1B Visa Reports](#): Identify top H1B visa sponsors by [industry](#), [occupation](#), or [job title](#)
  - [GoingGlobal](#)'s H1B Plus (log in with a **Cornell IP address** to have free access to premium resources)
  - [Handshake](#): Identify employers who are willing to sponsor Cornell international students by using the "**US Work Authorization Optional**" filter
- Gather information on each of your selected H1B employers to determine if they are a good match for your unique skill set and interest by using:
  - [Mergent Intellect](#)
  - [Uniworld](#)
  - [CareerBeam](#)
  - [Guidestar](#) (for non-profit employers)
  - [LinkedIn](#)
  - [Glassdoor](#)
  - Employer's Official Website

### **Step 6: Build Your Network**

Networking is a great way to seek advice and/or gain information on your specific job-search concerns and H1B employers while establishing your network of future colleagues. Build your network through some of these tactics:

- Attend a networking workshop and view previous networking presentations
- Use [CUeLINKS](#) to connect with Cornell alumni
- Use [LinkedIn](#) to create a profile, join groups, follow your selected international-talent-friendly employers, and find Cornell international alumni working for these employers
- Conduct [information interviews](#) with Cornell alumni and LinkedIn contacts
- Join a professional association in your field

### **Step 7: Search for H1B Jobs**

Find job postings from your selected international talent friendly H1B employers by using:

- [Handshake](#)
- [LinkedIn](#)
- [Glassdoor](#)
- [Idealist](#) (for non-profit jobs)
- [HigherEdJobs](#) (for higher education jobs)
- Your selected H1B employers' websites
- Job and internship search resources in [the CCS Link Library](#)

### **Step 8: Develop Your Application Materials and Apply for Jobs**

Create a resume and cover letter customized for each job you are applying for.

- Attend a resume/cover letter workshop or view previous presentations
- Create your documents with [OptimalResume](#)
- Refer to the [Cornell Career Guide](#)
- Get your resume or cover letter reviewed by a career advisor for your undergraduate college or your graduate field
- Receive additional assistance with your documents by visiting the [Cornell Writing Centers](#) or the [English Language Support Office](#) for graduate and professional students
- Evaluate whether your resume and cover letter demonstrate why and how you are qualified for the job you are applying for

### **Step 9: Prepare for Interviews**

The interview is where hiring decisions are made. Your goal in an interview is to use knowledge you have gained about yourself and the employer to convince the interviewer that your qualifications match the employer's needs. It is essential that students are well prepared: Prepare, practice, perform, and follow up!

- Conduct thorough background research on employers and the position using the resources in **Step 2**
- Practice interviewing with [OptimalResume's](#) Interview Prep Tool
- Schedule a practice interview with a career advisor from your undergraduate college or your graduate field, or in Barnes Hall
- Learn how to speak to employers about work authorization by discussing approaches with advisors in the ISSO office

### **Step 10: Evaluate the Job Offer**

It is critical to evaluate all aspects of the job offer and think objectively about your choices before responding to an offer. Conduct research to examine how the offer aligns with your values and long-term career goals by using:

- [NACE Salary Calculator](#)
- [Payscale](#)
- [Salary.com](#)
- [Glassdoor](#)
- [Indeed Salary Search](#)
- [15 Rules for Negotiating a Job Offer](#) by Harvard Business Review
- [Money CNN, Cost of Living Calculator](#)

Learn how to evaluate and negotiate offers by meeting with a career advisor.