

INDUSTRY GUIDES

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Asset Management Industry Resource Guide

Background: Fiduciary, on-going maintenance (defined broadly) for the health and performance for an assigned product or service. Term spans variety of industries and contexts – heavily used in the finance, real estate, technology industries, although there are typically functional asset management roles within all organizations.

According to VAULT (Finance), Asset Management is a term used in different ways in the industry, sometimes referring only to collective investment schemes (mutual funds, exchange-traded funds), while other times referring to any type of fund management (like private banking or wealth management), either institutional or individual. Here we are describing it mainly in the context of mutual and exchange traded funds. Example job titles: Compliance Officer, Institutional Sales Manager, Portfolio Manager.

Entry: Asset managers broadly fall into two camps: “active” fund managers and ‘passive’ fund managers. “Active” asset managers use their skill to build portfolios that can beat the market average and often take bigger risks for better

Job and Internship Search

efinancialcareers: www.efinancialcareers.com

DAM Guru: www.damguru.com/jobs

Carey Compass: www.careycompass.com

Also: Individual firm websites

rewards. By comparison, “passive” management, or index tracking, involves selecting a portfolio of assets whose change in value will match that in a financial index – such as the UK’s FTSE 100, Eurostoxx 50 in the eurozone, the Dow Jones Industrial Average in the US and the Hang Seng Index in Hong Kong. Simply creating returns that match the market is known as “generating beta.”

Roles: Investment roles — Investing the money managed by the asset management firm. Graduates start out in investment roles usually as analysts, who scrutinize the best companies and products in which to invest, looking at financial and legal information to assess their growth prospects. The money is actually invested by portfolio managers (otherwise known as fund managers), who are responsible for managing money, often across a range of funds, in their area of expertise, be it equities, fixed income or alternatives. Portfolio managers can also have sector specialism – say, oil and gas or property – and can focus on particular countries, or groups of locations, such as emerging markets. Distribution roles — These jobs cover sales, marketing, product development and client servicing, and are about selling a fund manager’s services to the clients who invest their money with it. As in investment banking, there’s a range of middle-office jobs in fund management in areas such as compliance, technology, operations, performance measurement and risk management. The higher-paying roles are in investment and distribution, however.

Source: efinancialcareers.com

Industry Overviews, Tools, Research

Resources and News

Vault Guide to Finance, Asset Mgmt*

Bloomberg:

<http://www.bloomberg.com/topics/wall-street>

Economist.com:

<http://www.economist.com/topics/asset-management>

efinancialnews.com:

<http://www.efinancialnews.com/assetmanagement>

Also: Individual firm websites

*Vault Guides can be purchased at various online retailers OR downloaded for free via Carey Compass. Once logged onto Carey Compass, click “VAULT guides –Career Insider” under “My Quicklinks.” You must create an account on the vault.com site using your JHU email address.

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Leading Firms

BlackRock: www.blackrock.com

J.P. Morgan: am.jpmorgan.com

Amundi: www.amundi.com

Vanguard: www.vanguard.com

PIMCO: www.pimco.com

Northern Trust: www.northerntrust.com

State Street Advisors: www.statestreet.com

Deutsche: www.db.com/usa

FT: www.franklintempleton.com

Fidelity Investments: www.fidelity.com

Capital Group: www.capgroup.com

Natixis Global: ngam.natixis.com

BNY Mellon: www.bnymellon.com

Pramerica: www.pramerica.ie

Wellington: www.wellington.com/en

Company Overviews

Name	Overview
Blackstone www.blackstone.com/careers/campus-recruiting	World's largest independent, alternative asset manager, serving the investment needs of leading public pension funds, academic and charitable institutions and other investors for more than 25 years. Funds include private equity funds, real estate funds, customized hedge fund solution funds, credit-oriented funds and publicly traded closed end mutual funds.
Jones Lang LaSalle http://www.us.jll.com/united-states/en-us/careers/college-relations/entry-level-opportunities	Jones Lang LaSalle is a financial and professional services firm that specializes in commercial real estate services and investment management. We're in business to create and deliver real value through commercial real estate for clients, shareholders and our own people. In a complex world that is constantly changing, JLL is committed to helping you understand and navigate the intricacies of commercial real estate—whether you're an investor or occupier of space.
J.P. Morgan http://careers.jpmorgan.com/student/jpmorgan/careers/us/business/am	J.P. Morgan Asset Management is a leading asset manager for individuals, advisors and institutions. Our investment professionals are located around the world, providing strategies that span the full spectrum of asset classes. As one of the largest asset and wealth managers in the world, with assets under management of \$1.5 trillion (as of September 30, 2013), we provide global market insights and a range of investment capabilities that few other firms can match.

Networking

LinkedIn Asset Management:

www.linkedin.com/skills/skill/Asset_Management

JHU Carey Finance Club:

<https://jhucarey.collegiatelink.net/organization/finance>

JHU Carey Financial Management Association:

<https://jhucarey.collegiatelink.net/organization/financialmanagement>

Events and Conferences

Institute of Asset Management:

<https://theiam.org>

Questions about asset management?

Schedule an appointment with a Career Coach in [Carey Compass](#).

Biotech, Pharma Industry Resource Guide

Background: Healthcare is a diverse industry. It covers a range of more specific industries from big pharma, medical devices, biotech, and even health insurers. The first thing a candidate needs to do is be as specific as possible on his or her career choice. Many of the larger employers in this arena have defined recruiting processes that require candidates to apply online through the company website. Their on-campus activities are limited to a very few schools. Although they will consider students from “non-core” schools, students from those institutions will need to network their way in to enhance their candidacy.

Job and Internship Search

BioSpace: www.biospace.com

MedZilla: www.medzilla.com

Careers in Pharmaceuticals:
www.careersinpharmaceutical.com

PharmaDiversity Job Board:
www.pharmadiversityjobboard.com

PharmaOpportunities:
www.pharmaopportunities.com

MBA Exchange: www.mba-exchange.com

Carey Compass:
<https://carey-jhu-csm.symphlicity.com/students>

Also: Individual firm websites

Entry: Marketing roles (marketing analyst/ associate product manager) often provide entry positions for MBA students in large health care companies, although several also have functional leadership development programs (e.g., Finance, HR, Supply Chain, etc.). Smaller companies look for general business skills and strong analytical capabilities so a person can perform multiple functions. The opportunities are limited for smaller/start-up companies and are often identified through networking. Larger companies generally start posting internship opportunities in the late fall, with interviews usually scheduled after the first of the year. These companies may begin advertising full-time positions as early as late summer or early fall for employment the following summer. Smaller firms are more likely to post positions on the basis of specific need.

Trends: There has been a rash of mergers in the health care arena, which has impacted hiring as companies go through the integration process, determine staffing needs, and align their university relations efforts across the larger enterprises. Demand for pharmaceuticals in emerging economies is outpacing demand in industrialized economies. The widespread use of electronic medical records throughout the health care system is creating new opportunities surrounding data analytics. Numerous provisions of the Affordable Care Act of 2010 will have a strong effect on both the biotech and pharma industries. Many of these provisions are only now being implemented, and their full impact has yet to be determined.

Industry Overviews, Tools, Research

Resources and News

Vault Guide to Healthcare, Pharmaceutical and Biotech Employers*

Forbes Pharma and Health Care:
www.forbes.com/healthcare

Bloomberg Healthcare News:
www.bloomberg.com/news/health-care

U.S. Food and Drug Administration:
www.fda.gov

Wet Feet Industry Overview:
www.wetfeet.com/articles/industry-overview-pharmaceuticals-and-biotech

PubMed Central:
www.ncbi.nlm.nih.gov/pmc

Also: Individual firm websites

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Leading Firms

Pharmaceuticals

Pfizer (U.S.): www.pfizer.com

Novartis (Swiss): www.us.novartis.com

Merck & Co. (U.S.): www.merck.com

Johnson & Johnson (U.S.): www.jnj.com

Biotechnology

Novo Nordisk (Den): www.novonordisk.com

Amgen (U.S.): www.amgen.com

Gilead Sciences (U.S.): www.gilead.com

Regional Firms

MedImmune (MD): www.medimmune.com

Novavax (MD): www.novavax.com

GenVec (MD): www.genvec.com

Osiris Therapeutics Inc. (MD): www.osiris.com

Professional Associations

Name	Function	Membership and Benefits
American Association of Pharmaceutical Scientists (AAPS) www.aaps.org	Serves its membership, the pharmaceutical sciences, the biomedical and biotechnological community, the health professions, and the interests of public health	Student – Free (10 per school) Scientific programs; ongoing education; professional, mentoring, and networking opportunities
Biotechnology Industry Organization (BIO) www.bio.org	Champion of biotechnology and the advocate for its member organizations - both large and small	Organizational
American Health Information Management Association (AHIMA) www.ahima.org	Promotes the technological advancement of health information systems that enhance the delivery of quality health care	Student - \$35 AHIMA Communities of Practice (CoP), Advocacy Assistant, and Career Assist: Job Bank
America's Health Insurance Plans (AHIP) www.ahip.org	Advocates for public policies that expand access to affordable health care coverage to all Americans through a competitive marketplace	Individual - \$295 AHIP Solutions SmartBrief and AHIP Wellness SmartBrief Job Boards
Pharmaceutical Research and Manufacturers of America (PhRMA) www.phrma.org	Advocates for public policies that encourage discovery of important new medicines for patients by pharmaceutical and biotechnology research companies	Corporate

Networking

LinkedIn Pharmaceutical Industry:

www.linkedin.com/skills/skill/Pharmaceutical_Industry

LinkedIn Biotechnology Industry:

www.linkedin.com/skills/skill/Biotechnology_Industry

Hopkins Biotech Network: www.hopkinsbio.org

Events and Conferences

AAPS Annual Meeting and Exposition: www.aaps.org/annualmeeting

AAPS National Biotechnology Conference: www.aaps.org/nationalbiotech

Global Pharma Manufacturing Summit: www.gpmsummit.com

BIO International Convention: <http://convention.bio.org>

Questions about the biotech or pharma industries?

Contact Ed Gagen at egagen@jhu.edu.

Consulting Industry Resource Guide

Background: The consulting industry encompasses a wide variety of professional service organizations ranging from multinational, multifunctional firms with 100K+ employees to single-person entities, all offering a suite of client services aimed at improving clients' business performance. Most candidates think of "management or strategy consulting" as the most popular form of consulting, when in reality consulting firms and projects can run across all specific functional (e.g., IT, operations, human resources) and industry (health care, non-profit, environmental) spectrums.

Job and Internship Search

Consulting Magazine – Careers:

www.consultingmag.com/careers

Employment Crossing – Consulting:

www.consultingcrossing.com

Consulting Career Quest:

www.consultingcareerquest.com

MBA Exchange: www.mba-exchange.com

Carey Compass:

<https://carey-jhu-csm.symplcity.com/students>

Also: Individual firm websites

Entry: Consulting is a highly competitive field to break into, with most employers requiring industry or functional expertise in addition to the following skills: project management, client management, problem solving, communication, analytical thinking, and flexibility. The most well-known firms, found on the Vault Guide's* Top 50 list, are also the most selective, so candidates are encouraged to look beyond the most popular targets. Candidates preparing to pursue jobs or internships at management consulting firms should be prepared for a grueling interview process, including several case interviews.

Trends: More and more consulting firms are pursuing candidates with highly specialized skill sets.

Expertise in a particular area or industry may set candidates apart from the crowd. While the industry is still dominated by the major firms, IT has allowed smaller firms to be able to thrive in the marketplace. Since the larger firms recruit from established, top-tier business schools, smaller firms may present better opportunities for graduates. Two areas of consulting experiencing rapid growth are health care and sales force automation. The expertise in the function of IT systems will be necessary to capitalize on opportunities in these areas.

Industry Overviews, Tools, Research

Resources and News

The Vault Guide to Consulting*

Consulting Magazine:

www.consultingmag.com

Management Consulting News:

www.managementconsultingnews.com

Management Consulted:

www.managementconsulted.com

Case Interview Prep

The Vault Guide to the Case Interview*

Case In Point: Complete Case Interview Preparation by Marc P. Cosentino (Burgee Press, Aug. 7, 2011)

Crack the Case:

www.mbacase.com

Case Interview Secrets:

www.caseinterview.com

Also: Individual firm websites

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Leading Firms

Industry Leaders

Boston Consulting Group BCG (MA): www.bcg.com

McKinsey & Company (NY): www.mckinsey.com

Bain & Company (MA): www.bain.com

Financial Services and Accounting

Deloitte Consulting LLP (NY): www.deloitte.com

PricewaterhouseCoopers LLP (NY): www.pwc.com

Health Care and Pharmaceuticals

The Advisory Board Company (D.C.): www.advisory.com

IMS Health Incorporated (PA): www.imshealth.com

Information Technology

Booz Allen Hamilton (VA): www.boozallen.com

Professional Associations

Name	Function	Membership and Benefits
American Society of Quality (ASQ) www.asq.org	Increases the use and impact of quality in response to the diverse needs of the world	Student - \$28 Networking, skills training, career and business opportunities
Project Management Institute (PMI) www.pmi.org	Advocates for project management, offers certifications and training	Student - \$32 Networking, career coaching, project management tools, leadership and volunteer opportunities
Institute of Management Consultants USA (IMC USA) www.imcusa.org	Promotes excellence and ethics in management consulting through certification, education, and professional resources	Student - \$95 Networking, consulting resources, national conference
Professional and Technical Consultants Association (PATCA) www.patca.org	Helps independent consultants connect with businesses	Affiliate - \$50 Mentor program, knowledge base, idea sharing

Networking

LinkedIn Consulting Industry: www.linkedin.com/skills/skill/Consultants

Events and Conferences

NACVA and the CTI's Annual Consultants' Conference:

www.thectiblog.com

New York Consultants Conference: www.imca.org/conferences/nycc

Lean and Six Sigma Conference: www.asq.org/conferences/six-sigma

Questions about the consulting industry?

Contact Christy Murray at christy@jhu.edu.

Consumer Packaged Goods Industry Resource Guide

Background: Consumer Packaged Goods (CPG) involves the production of goods that are consumed daily by the average consumer, including food and beverage, clothing, and household products. Whether an individual works cross-functionally with one brand or in a specific function for multiple brands, there is more to CPG than marketing – employees gain exposure to finance, sales, and management.

Trends: The increasing emphasis on “green” products and manufacturing practices, as well as social and mobile media marketing, has created a need for candidates with experience in those areas. There has been a slight decline in CPG jobs due to the recession and subsequent merging

Job and Internship Search

CPG Jobs:
www.cpgjobs.com/joblist

My Food Recruiter:
www.myfoodrecruiter.com

MBA Exchange:
www.mba-exchange.com

Carey Compass:
www.careycompass.com

Also: Individual firm websites

or closing of companies, as well as the shift to manufacturing in foreign countries. The US Department of Labor predicts a further decrease due to productivity gains, automation, and competition from foreign companies that can produce comparable goods for less money. Creative, analytical, and communication abilities are highly valued.

Entry: The typical entry-level position is Brand Assistant, which includes on-site and field training in manufacturing, R&D, and sales. From there, one can advance to Brand Manager, planning, developing, and directing marketing efforts for a particular brand or product. Due to the ability to influence key company decisions including business strategy, pricing, and product development direction, brand management is a springboard for management positions. The CPG industry presents additional functional opportunities, including:

- Market Research
- Price Marketing/Sales Forecasting
- Direct Marketing
- Affiliate/Property Marketing
- High-Tech Marketing
- Marketing Consulting

Industry Overviews, Tools, Research

Resources and News

The Vault Guide to Marketing & Brand Management*

The Vault Guide to the Top 50 Consumer Products Employers*

The Vault Guide to Case Interviewing*

ADWEEK:
www.adweek.com

Chief Marketer:
www.chiefmarketer.com

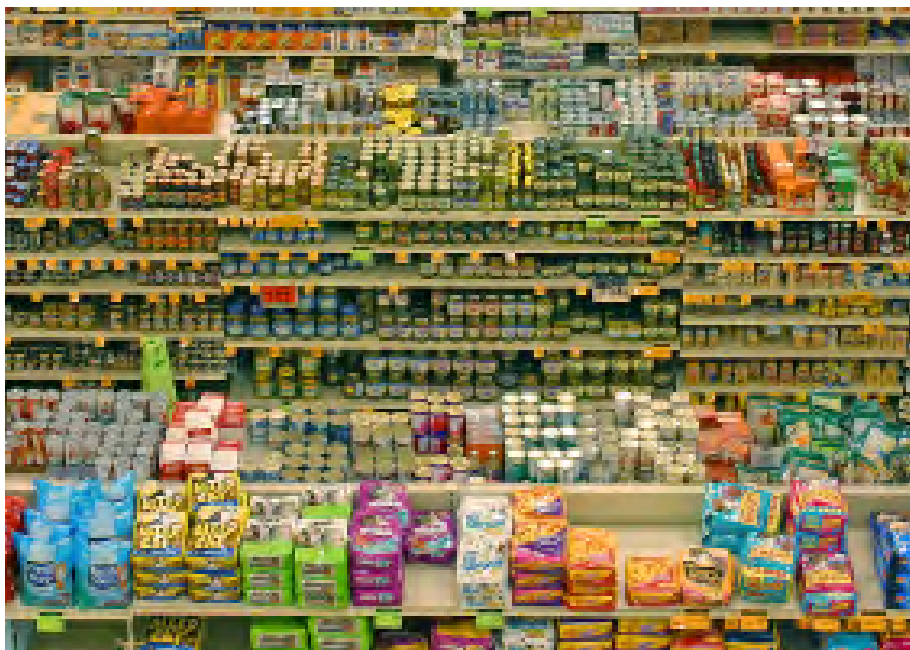
Sales & Marketing Management:
www.salesandmarketing.com

Smart Brief
www2.smartbrief.com/news/cpg

Also: Individual firm websites

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Leading Firms

Global Leaders

Anheuser-Busch-InBev: www.ab-inbev.com
Coca-Cola Company: www.cocacola.com
ConAgra Foods: www.conagrafoods.com
General Mills: www.generalmills.com
Kellogg's: www.kelloggs.com
Kimberly-Clark Corporation: www.kimberly-clark.com
Kraft Foods Inc.: www.kraft.com
L'Oreal: www.loreal.com
Nestle USA: www.nestleusa.com
NIKE, Inc.: www.nike.com
Procter & Gamble: www.pg.com
S.C. Johnson & Son, Inc.: www.scjohnson.com
Unilever: www.unilever.com

Regionally Headquartered Leaders

Campbell Soup Company (NJ): www.campbellsoup.com
Colgate-Palmolive (NY): www.colgate.com
Cover Girl (MD): www.covergirl.com
Hershey Foods, Inc. (PA): www.hersheys.com
H.J. Heinz Company (PA): www.heinz.com
Johnson & Johnson (NJ): www.jnj.com
Mars Inc. (VA): www.mars.com
McCormick & Company (MD): www.mccormick.com
PepsiCo Inc. (NY): www.pepsico.com
Reckitt Benckiser (NJ): www.rb.com
Revlon, Inc. (NY): www.revloninc.com
Stanley Black & Decker (MD): www.bdk.com
Under Armour (MD): www.underarmour.com

Professional Associations

Name	Function	Membership and Benefits
Category Management Association www.cpgcatnet.org	The Association encompasses a broad range of strategic insights and planning functions related to consumer, shopper, channel, and category strategy.	Professors and students receive a complimentary one-year membership to the Association. More information can be found here: www.cpgcatnet.org/158230

Events and Conferences

FCPC:

http://www.fcpc.ca/Events/Event-Info/sessionaltcd/SALES_2015_05

Store 2015:

www.storeconference.ca

Food Marketing Conference:

<http://wmich.edu/foodmarketing/fmc>

Consumer 360:

www.nielsen.com/consumer360

Questions about consumer packaged goods?

Contact Ed Gagen at egagen@jhu.edu.

Corporate Social Responsibility (CSR) Industry Guide

Corporate Social Responsibility (CSR) has many different definitions. The basic premise of CSR goes beyond what companies do with their profits to focusing on how companies actually make their profits. The CSR definition used by Business for Social Responsibility is: "Operating a business in a manner that meets or exceeds the ethical, legal, commercial and public expectations that society has of business." The European Commission defines CSR as: "a concept whereby companies integrate social and environmental concerns in their business operations and in their interaction with their stakeholders on a voluntary basis." Investopedia uses the following definition for CSR: "corporate initiative to assess and take responsibility for the company's effects on the environment and impact on social welfare. The term generally applies to company efforts that go beyond what may be required by regulators or environmental protection groups."

Sometimes CSR is also referred to as corporate citizenship, business ethics, and corporate governance. CSR can take on many different forms:

- Employee Welfare (work/life balance; health management)
- Environmental/Sustainability (pollution; carbon emissions; global warming)
- Financial Responsibility (whistleblower; compliance)

- Human Rights (fair trade; prohibition of child labor)
- Philanthropy (community involvement; raising money for charities; sponsoring events)

Entry / Career Path: Not all CSR programs are alike. For example, you may be interested in working for a company whose mission is rooted in CSR. For example, companies like TOMS have been created with a business purpose of "giving back." The mission of TOMS is "one for one." For every TOMS product purchased, TOMS will help a person in need. Another form of CSR can be found in a company whose mission is not centered on giving back, but instead whose company has a strong CSR reputation (you can determine CSR reputations by reviewing annual CSR reports and public rankings). Microsoft has a strong CSR reputation due to its work with governments and nonprofits, charitable giving, volunteering in communities, and launching the YouthSpark initiative. However, its mission is not rooted in philanthropy despite the fact that it is actively involved in philanthropic efforts.

Larger companies may have a set of CSR initiatives or activities while others may just focus on one aspect of CSR (sustainability, philanthropy). Younger companies may not yet have a CSR program and instead may be in the early stages of creating an engagement plan.

Industry Overviews, Tools, Research

Resources and News

The Vault Career Guides

Account Ability's AA1000:
www.accountability.org

Corporate Register:
www.corporateregister.com

CSR Resources:
www.csr-resources.com

CSR Wire:
www.csrwire.com

Earthcheck:
www.earthcheck.org

International Labour Organization CSR Resource Guide:
www.ilo.org/public/english/support/lib/resource/subject/csr.htm

Mallen Baker:
www.mallenbaker.net/csr/index.php

United Nations Principles for Responsible Investment (PRI) Initiative:
www.unpri.org

Also: Individual firm websites

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Sample Jobs

Community Outreach & Philanthropy Manager
Corporate Social Responsibility, Senior Specialist Job
Global Relationship Executive

Green Team Operations & Innovations Lead, RE & Workplace Services
Social Responsibility Program Manager
Vice President, Corporate Social Responsibility

Sample Jobs

For most CSR openings, companies are looking for project management skills, experience working with the socio-economic impact of business, excellent communication skills, and an ability to influence and drive outcomes. For more narrowly tailored CSR programs like global warming a demonstrated interest in energy and environmental issues may also be required.

Trends

CSR programs/initiatives in the business world are the rule, not the exception. CSR is a growing field and the number of job opportunities is rising. More and more CSR programs are taking on an international flavor; as businesses compete in the global marketplace they will be expected to behave wherever they are conducting business. Human rights will become a major focus for multinational companies. With the onslaught of regulations and businesses being judged in the public arena, we will continue to see companies more transparent with data and more willing to disclose their CSR efforts. Expect to see more movement in companies' commitment to sustainability efforts and more pressure from millennials, now making money, interested in companies to giving back and going green.

Professional Associations

Name	Area of Expertise	Requirements
Corporate Responsibility Officers Association www.croassociation.org	Promote practice and profession of corporate responsibility in service of good business.	Organizations join CROA and the price of annual dues depends on level / type of sponsorship.
International Society of Sustainability Professionals www.sustainabilityprofessionals.org	ISSP focuses on making sustainability standard practices and provides resources, research, and professional development.	Full-time students pay a discounted rate of \$75

Networking

[LinkedIn Corporate Social Responsibility](#)
[LinkedIn Corporate Social Responsibility CSR and Sustainable Development](#)
[LinkedIn Corporate Social Responsibility Network](#)

Events and Conferences

[Cause Marketing Forum Annual Conference](#)
[The Business for Social Responsibility Conference](#)
[VolunteerMatch Client Summit](#)
[Annual Best Practices Summit on Employee Engagement in Corporate Citizenship](#)

Questions about corporate social responsibility?
Schedule an appointment with a Career Coach in [Carey Compass](#).

Energy Industry Resource Guide

Background: The energy industry includes all companies and government agencies responsible for the development, production, distribution and sale of electricity and fuel. This includes the petroleum, gas, electrical power, coal, nuclear power and renewable energy industries.

Job and Internship Search

Energy Careers: www.energycareers.com

Employment Crossing – Energy:
www.energycrossing.com

Energy Vortex:
www.energyvortex.com/careercenter

American Public Power Association:
<http://careers.appanet.org>

Energy Jobs Network:
www.energyjobsnetwork.com

Energy Central Jobs: www.energycentraljobs.com

Stop Dodo: www.environmentjobs.com

Renewable Energy Jobs:
www.renewableenergyjobs.com

Carey Compass:
<https://carey-jhu-csm.symlicity.com/students/>

Also: Individual firm websites

Entry: The industry employs about 2.5 million people in a variety of positions, about two percent of which are new MBA graduates. It is a challenging field to enter and requires some background knowledge of both the technical and economic sides of the industry. Energy is an international industry, with many companies having offices on six continents. Many U.S.-based companies that do business internationally may not be hiring in the U.S., but may be taking on qualified people overseas, particularly in developing nations.

Trends: The energy industry is constantly changing. While for years the three big fossil fuels—coal, natural gas, and petroleum—supplied the vast majority of the United States’ fuel and electricity needs, recent concerns about climate change and energy independence have spurred a push toward cleaner, renewable sources of energy. Companies producing electricity hydroelectrically, from wind turbines, and solar panels, as well as fuel from biodiesel, have begun to grow. Careers in the field will continue to develop as research progresses on ways to make existing fuel supplies last longer and how to develop new sources of sustainable energy.

Industry Overviews, Tools, Research

Resources and News

The Vault Career Guide to the Energy Industry*

Forbes Energy Industry News:
www.forbes.com/energy

Bloomberg Energy Industry News:
www.bloomberg.com/news/energy

The Economist:
www.economist.com/topics/energy-industry

U.S. Dept. of Energy, Energy Efficiency and Renewable Energy News:
<http://apps1.eere.energy.gov/news>

U.S. Energy Information Administration:
www.eia.gov

Alternative Energy Industry News and Information:
www.alternative-energy-news.info
www.altenergy.org
www.renewableenergyworld.com

Also: Individual firm websites

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Leading Firms

Integrated Oil and Gas

Exxon Mobil Corp. (U.S.): www.exxonmobil.com

Chevron Corp. (U.S.): www.chevron.com

Royal Dutch Shell (Neth): www.shell.com

BP (UK): www.bp.com

Renewables

GE Energy (U.S.): www.ge-energy.com

First Solar (U.S.): www.firstsolar.com

Sharp Solar (Jap): www.sharp-solar.com

Biofuel Energy Corp (U.S.): www.bfenergy.com

Regional Firms

Astrum Solar (MD): www.astrumsolar.com

GridPoint (VA): www.gridpoint.com

Standard Solar (MD): www.standardsolar.com

Clean Currents (MD): www.cleancurrents.com

Professional Associations

Name	Function	Membership and Benefits
American Council for an Energy-Efficient Economy (ACEEE) www.aceee.org	Acts as a catalyst to advance energy efficiency policies, programs, technologies, investments, and behaviors	Organizational
Association of Energy Services Professionals (AESP) www.aesp.org	Provides professional development programs, a network of energy practitioners, and promoting the transfer of knowledge and experience	Individual - \$195 Networking, annual conference, resource library, member directory, training
Young Professionals in Energy www.yopenergy.org	Facilitates the advancement of young professionals in the energy industry around the world through social, educational, and civic/service-oriented events	Free Networking, training, events
National Association of Energy Service Companies (NAESCO) www.naesco.org	Promotes efficiency as the first priority in a portfolio of economic and environmentally sustainable energy resources	Organizational

Networking

LinkedIn Energy Industry: www.linkedin.com/skills/skill/Energy_Industry

Women's Energy Network: www.womensenergynetwork.org

Johns Hopkins Affinity Groups – Energy:
www.alumni.jhu.edu/affinitygroups/energy

Events and Conferences

EIA Energy Conference: <http://www.fbcinc.com/e/eia>

Energy Storage North America: www.esnaexpo.com

Solar Power International: www.solarpowerinternational.com

Offshore Technology Conference: www.otcnet.org/2015

Annual Sustainable Energy Conference:
www.sustainable-energy-conference.org

Questions about the energy industry?

Contact Corinne Brassfield at cbrassfield@jhu.edu.

Enterprise Risk Management Industry Resource Guide

Background: The Enterprise Risk Management (ERM) industry is relatively new and evolving quickly. It covers a wide range of organizations ranging from food manufacturers, health insurance companies, international and local banks, technology giants, consulting firms, and even public universities. Effective ERM is based on policies and processes which are established by governing bodies, C-level managers, and boards of directors. Many of the most threatening risks faced by organizations are strategic in nature and must be addressed through an integrated discipline starting at the top of the organization. To do this, ERM requires informed and strategic decisions supported by operational processes, audits, measurements, and reporting systems. ERM serves to mitigate risk which could otherwise lead to financial distress, loss of reputation, other adverse action, or even the failure of the organization. A variety of key roles from analyst and consultant to chief risk officer share the common objective to protect stakeholder and organization interests by capturing, analyzing, and mitigating internal and external risks to the organization.

Job and Internship Search

CareerBuilder.com: www.careerbuilder.com

PWC: <http://jobs.pwc.com>

Arthur J. Gallagher & Co.: <http://careers.ajg.com>

Indeed.com: www.indeed.com

MBA Exchange: www.mba-exchange.com

Carey Compass:

<https://carey-jhu-csm.symplcity.com/students/>

Entry: A degree in actuaries, risk management, accounting, business administration, finance, computer science, or a quantitative, related field is usually preferred for an ERM position. Candidates are usually expected to have some statistical knowledge. If you are analytical and a critical thinker, the industry could be a good fit for you. A CPA license, Quality Assurance certification or experience in running SQL will be a competitive advantage. Excellent written, oral, and interpersonal communication skills are required for an ERM position as management reports and presentations are the primary information delivery methods. Additional qualifications for an ERM position are determined by the categories of business and the industry in question. For instance, health care experience is more favorable for candidates who apply for ERM positions in health care operations or health insurance companies.

Trends: Today's global business environment is changing constantly, with risks potentially existing within any segment of a given business. Given technology advances, post-financial-crisis regulations, and projects of growing size and complexity, ERM is increasingly regarded as one of the crucial functions that professional organizations must address.

Industry Overviews, Tools, Research

Resources and News

The Vault Career Guide to Actuaries Careers*

Protiviti Guide to Enterprise Risk Management

Risk Management:
www.rmmagazine.com

Chartered Enterprise Risk Analyst:
www.ceranalyst.org

Committee of Sponsoring Organizations of the Treadway:
<http://www.coso.org>

Global Risk Community:
<http://globalriskcommunity.com/>

*Vault Guides can be purchased at various

online retailers OR downloaded for free via Carey Compass. Once logged onto Carey Compass, click "VAULT guides –Career Insider" under "My Quicklinks." You must create an account on the vault.com site using your JHU email address.

This Resource Guide is intended to provide an introduction to the industry and relay a sampling of the resources available to candidates. It is by no means comprehensive, nor intended to replace individual research based on specific job targets and/or Career Advising recommendations.



Leading Firms

Industry Leaders

PricewaterhouseCoopers (NY): www.pwc.com

Accenture (DC): www.accenture.com

Arthur J. Gallagher (IL): www.ajgrms.com

IBM (NY): www.ibm.com/employment/us

Bank of America (NC): <http://careers.bankofamerica.com>

Regional Firms

Iron Risk Strategies (MD): www.ironriskstrategies.com

Inforistec (MD): www.inforistec.com

*All financial services firms have an ERM function following the 2008 crisis.

Professional Associations

Name	Function	Membership and Benefits
The Risk Management Society http://rims.org	Increase the size and scope of the Society's membership base of risk practitioners; develop and deliver risk management thought leadership, tools and resources	Student - Free Professional Development Courses, Workshops, and Webinars; RIMS Annual Conference and Exhibition; Local Chapter Meetings; Student Resource Center
The Risk Management Association www.rmahq.org	Advance the use of sound risk principles in the financial services industry	Student ~ \$25 Networking opportunities; discounted RMA Seminars; the RMA Journals
Public Risk Management Association www.primacentral.org	Advance the knowledge and practice of public risk management	Student - \$65 Educational opportunities; online and on-site training, networking and professionals development opportunities; publications
The Professional Risk Managers' International Association www.prmia.org	Drive the integration of practice and theory and certify the credentials of professional risk managers; promote cross-cultural ethical standards	Student - \$200 Sound risk management practices, certification programs, professional development and multiple networks for freely exchanging ideas
The Institute of Risk Management www.theirm.org	Provide qualifications, short courses, and events at a range of levels from introductory to expert in risk management	Online Resource Centre; Free subscriptions to relevant risk-related publications; Free Annual Lecture; Discounted entry to the IRM Forum

Networking

LinkedIn Risk, Regulation and Reporting:

www.linkedin.com/groups/Risk-Regulation-Reporting-1457807

Enterprise Risk Management:

www.linkedin.com/groups/Enterprise-Risk-Management-82279

Events and Conferences

The Risk Management Society ERM Conference: www.rims.org

RMA University: www.rmahq.org

Enterprise Risk Management Symposium: www.ermssymposium.org

Annual Enterprise Risk Management Conference: www.prmia.org

Questions about the enterprise risk management industry?

Contact Russell Rogers at russellrogers@jhu.edu.

Entrepreneurship Industry Resource Guide

Background: Entrepreneurship generally refers to the creation of new businesses, often through innovation. Entrepreneurship occurs in every sector of the economy. As of 2011, there were an estimated 11.5 million entrepreneurs in the U.S. Unlike other career paths, entrepreneurship does not require a graduate degree to gain employment with a company. Accordingly, it has greater risks and rewards than most other avenues. Social entrepreneurship is used to describe innovation and new business formation designed to address a social need.

Job and Internship Search

StartUpHire: www.startuphire.com

AngelList: www.angel.co

VentureLoop: www.ventureloop.com

Google Ventures: www.googleventures.com/jobs

Startuply: www.startuply.com

CoNotes: www.conotes.com

StartupAgents: www.startupagents.com

Carey Compass:

<https://carey-jhu-csm.simplicity.com/students>

Entry: Aspiring entrepreneurs generally need to have a wide range of business skills and be self-starters. Even the most successful entrepreneurs often have early failures in their careers, so it is essential for young entrepreneurs to possess strong determination and the ability to learn from mistakes.

Many graduates pursue entrepreneurship with the goal of starting their own company. Some graduates have already created a start-up and are looking to develop or expand their existing business.

For those looking to create or grow a new business, the most difficult barrier often involves securing enough capital to finance the enterprise. Many new businesses receive funding from friends and family, but outside resources can also be obtained through angel investors, incubators, or crowdsourcing. Aspiring entrepreneurs should look to develop a solid business plan as a good first step.

Many graduates try to gain experience working for an existing startup company before starting their own ventures. Startup companies are always looking for quality talent in a wide variety of roles, particularly marketing and business development. Working for a startup may require you to perform numerous roles and will generally provide lower compensation than larger, more established companies.

Trends: The recession in 2009 led to the bankruptcy of many startup businesses. In addition, the number of new businesses formed declined significantly due to economic uncertainty and the unavailability of credit from banking institutions. As a result of this, entrepreneurs are exploring new avenues of funding, such as crowdsourcing and social media, as opposed to more traditional options. Sectors that are currently experiencing rapid growth in new business formation include mobile applications, 3D printing, big data, and health care services.

Industry Overviews, Tools, Research

Resources and News

Forbes Entrepreneurs:

www.forbes.com/entrepreneurs

Financial Times - Entrepreneurship:

www.ft.com/management/entrepreneurship

Entrepreneur Magazine:

www.entrepreneur.com

Bloomberg BusinessWeek -

The New Entrepreneur:

www.businessweek.com/blogs/the-new-entrepreneur

Tech Crunch - Start Ups:

www.techcrunch.com/startups

OnStartups:

www.onstartups.com

Under 30 CEO:

www.under30ceo.com

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Funding Opportunities

Leading Organizations

500 Startups: www.500.co

Kickstarter: www.kickstarter.com

Y Combinator: www.ycombinator.com

Crowd Tilt: www.crowdtilt.com

AngelList: www.angel.co

Local Incubators and Accelerators

Emerging Technology Center: www.etcbaltimore.com

Maryland Center for Entrepreneurship: www.hceda.org/maryland-center-for-entrepreneurship.aspx

Accelerate Baltimore: www.acceleratebaltimore.r2ismash.com

Wasabi Ventures Accelerator: www.wasabiventures.com

Local Investors

Baltimore Angels: www.baltimoreangels.org

Early Charm Ventures: www.earlycharm.com

New Markets Venture Partners: www.newmarketsvp.com

Professional Associations

Name	Function	Membership and Benefits
United States Association for Small Business and Entrepreneurship (USASBE) www.usasbe.org	Provides a network to advance knowledge and foster business development through entrepreneurship education and research	Student - \$75 Networking, online career center, member directory
National Association of Entrepreneurship (NAE) www.naeonline.org	Provides and expands opportunities for America's emerging mid-market companies to grow and succeed in a competitive global economy	Primary Membership - \$275 Broad-based public advocacy, tools and solutions, education and networking, research and insights
Collegiate Entrepreneurs' Organization (CEO) www.c-e-o.org	Informs, supports and inspires college students to be entrepreneurial and seek opportunity through enterprise creation	Student - \$10 Online networking community, discounted conference registration
Entrepreneurs' Organization (EO) www.eonetwork.org	Enables small and large business owners to learn from each other, leading to greater business success and an enriched personal life	Member - \$1700 plus \$800 application fee Personal mentor, business networks, member exchange, global events

Networking

Startup Grind: www.startupgrind.com

Johns Hopkins Affinity Groups – Arts, Entertainment, Media, and Entrepreneurship: www.alumni.jhu.edu/affinitygroups/aeme

LinkedIn Entrepreneurship Development:
www.linkedin.com/skills/skill/Entrepreneurship_Development

Young Professionals Organization: www.ypo.org

Events and Conferences

SXSW Interactive: www.sxsw.com/interactive

TEDx: www.ted.com/tedx

Johns Hopkins Business Plan Competition: www.jhu.edu/bpc

Startup Weekend: www.startupweekend.org

Questions about entrepreneurship?

Contact Russell Rogers at russellrogers@jhu.edu.

Financial Services Industry Resource Guide

Background: The financial services industry is composed of a wide range of organizations ranging from banks (investment and commercial), asset managers, insurance companies, credit card and loan companies, stock brokerages, hedge funds, venture capital, fund-of-fund private equity firms, and advisory firms, among others. Companies can range in size from one person shops to 100K+ employees. Many students declare an interest in working at an investment bank, private equity firm or hedge fund without exploring the multitude of other options and realize, upon exploration, other opportunities in financial services can be just as exciting, challenging, and lucrative.

Leading Firms

Goldman Sachs (NY): www.goldmansachs.com

Bank of America (NC): www.bankofamerica.com

Citigroup (NY): www.citigroup.com

JP Morgan Chase & Co. (NY):
www.jpmorganchase.com

General Electric Capital Corp. (CT):
www.gecapital.com

Wells Fargo (CA): www.wellsfargo.com

Morgan Stanley (NY): www.morganstanley.com

Also: Individual firm websites

Entry: Financial services is a highly competitive field to break into, with most employers requiring industry or functional expertise in addition to the following skills: valuation skills, modeling skills, client management, problem solving, communication, analytical, and flexibility. The most well-known firms, found on the Vault Guide's* Top 50 list, are also the most selective, so candidates are encouraged to look beyond the most popular targets. Candidates preparing to pursue jobs or internships at Financial Services firms should be prepared for a grueling interview process, including several technical, case interviews and day-long, multistage interview sessions generally referred to as Superdays. Large firms will often begin posting full-time positions and internships in the fall for employment the following summer, sometimes as early as August or September.

Roles: Technological advances, globalization, and the global financial crisis have led to significant changes in the financial services industry. Hiring in the industry has begun to rebound in the wake of the global financial crisis, with firms often seeking candidates with advanced or specialized skills. The implementation of Dodd-Frank regulations in 2010 has opened up opportunities in compliance. Technological advances have led many firms to place a new emphasis on data analytics and E-business solutions.

Industry Overviews, Tools, Research

Resources and News

The Vault Guide to Investment Management, Accounting*

Vault: View from the Top: Advice from Finance Professionals*

Bloomberg Finance News:
www.bloomberg.com/news/finance

The Economist – Business and Finance:
www.economist.com/business-finance

The Wall Street Journal:
<http://online.wsj.com>

Financial Times:
www.ft.com

Oasis Guides – various**

Investopedia:
www.investopedia.com

Also: Individual firm websites

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Job and Internship Search

FINS: www.fins.com

eFinancial Careers: www.efinancialcareers.com

Quant Finance Jobs: www.quantfinancejobs.com

BrokerHunter: www.brokerhunter.com

MBA Exchange: www.mba-exchange.com

Individual firm websites

Professional Certifications

Name	Area of Expertise	Requirements
Chartered Financial Analyst (CFA®) www.cfainstitute.org	Investment management and financial analysis	Pass 3 six-hour examinations Four years of qualifying work experiences
Certified Public Accountant (CPA) www.aicpa.org	Accounting and tax preparation	Pass the Uniform Certified Public Accountant Examination Other requirements vary state by state
Certified Investment Management Analyst (CIMA) www.imca.org	Assets allocation, ethics, due diligence, risk measurement, investment policy, and performance measurement	Submit a CIMA Certification Program Application; pass the Qualification Examination; complete education requirement; pass the online Certification Examination
Certified Financial Planner® (CFP®) www.cfp.net	All areas of financial planning	Pass CFP® Certification Examination Three years of professional experience
Certified Fund Specialist (CFS) www.icfs.com	Mutual funds	Complete 60-hour self-study program Pass 3 60-minute examinations 2000 hours of qualifying work experience

Networking

LinkedIn Finance: www.linkedin.com/skills/skill/Finance

Carey Finance Club: <http://web.jhu.edu/financeclub>

Economics and Finance Club: www.sites.google.com/site/jhuecofinclub

Financial Analysts Club:
<https://johnshopkins.collegiatelink.net/organization/financialanalystsclub>

LinkedIn Finance Club:
www.linkedin.com/groups/Finance-Club-2046019/about

Johns Hopkins Affinity Groups – Finance: www.alumni.jhu.edu/affinitygroups/finance

Questions about financial services?

Contact Corinne Brassfield at cbrassfield@jhu.edu.

Events and Conferences

AFP Annual Conference: <http://an13.afponline.org>

Financial Services Marketing Symposium:
www.americanbanker.com/conferences/financialservicesmarketing

FMA Finance Leaders' Conference: www.fma.org/Student

Hospitals, Health Systems Industry Resource Guide

Background: The health care/hospital industry encompasses a variety of service providers ranging from large established hospitals to multi-unit hospital holding companies or health systems and specific therapy area service providers. Most candidates think of “hospital administration or hospital management” as the most common career option. Health care providers, however, also require traditional corporate functional roles (e.g., IT, finance, marketing, HR, etc) and often have opportunities in these functional areas.

Job and Internship Search

MedZilla: www.medzilla.com

MBA Exchange: www.mba-exchange.com

Carey Compass:

<https://carey-jhu-csm.symphlicity.com/students>

Also: Individual institution websites

Entry: A post-graduate fellowship is often the first step in a career in hospital administration. Many leading hospitals offer full-time fellowships. These positions are very competitive and need to be applied for through the individual organization. Interested students should research institutions of interest and apply directly. Applications are submitted in the fall for the spring graduating class. Prior health care/ medical (nursing, scientist, etc.) background will make a student more competitive. Internships in this area are often obtained through networking. Many institutions do not have a formal internship program or process but will hire interns for specific projects as the need arises.

Trends: The aging U.S. population has led to a sharp increase in the number of long-term-care facilities. This means there are many opportunities for individuals with expertise in geriatrics or long-term-care facilities management. The increase in health care regulation has also created numerous opportunities in the areas of compliance and health care consulting. In addition, IT is revolutionizing health care delivery in many ways. Individuals who have specialized knowledge of IT systems will have many opportunities in hospital administration.

Industry Overviews, Tools, Research

Resources and News

Health Care Careers:

www.health-care-careers.org

Health Care Management.Net:

www.hospitalmanagement.net

Forbes Pharma and Health Care:

www.forbes.com/healthcare

Bloomberg Healthcare News:

www.bloomberg.com/news/health-care

Health Care Business and Technology:

www.healthcarebusinesstech.com

Also: Individual institution websites

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Leading Hospitals and Health Care Systems

Hospitals

Johns Hopkins Hospital (MD): www.hopkinsmedicine.org

Memorial Sloan-Kettering Cancer Center (NY): www.mskcc.org

Mayo Clinic (MN): www.mayoclinic.com

Massachusetts General Hospital (MA): www.massgeneral.org

Health Care Systems

Wellpoint Inc. (IN): www.wellpoint.com

UnitedHealth Group (MN): www.unitedhealthgroup.com

Humana (KY): www.humana.com

Aetna (CT): www.aetna.com

Cigna (PA): www.cigna.com

Professional Associations

Name	Function	Membership and Benefits
American Association of Healthcare Administrative Management (AAHAM) www.aaham.org	Represents a broad based constituency of health care professionals	Student - \$50 Eligibility for Certification Designations, networking, membership directory, job bank
American College of Healthcare Executives (ACHE) www.ache.org	The premier professional society for health care executives dedicated to improving health care delivery	Student Associate - \$75 Networking; job bank, seminars, certifications
American Hospital Association (AHA) www.aha.org	Ensures that members' perspectives and needs are heard and addressed in national health policy development, legislative and regulatory debates, and judicial matters	Student - \$80 Career opportunities, educational seminars

Networking

LinkedIn Health Services Administration:

www.linkedin.com/skills/skill/Health_Services_Administration

LinkedIn Healthcare Management:

www.linkedin.com/skills/skill/Healthcare_Management

Healthcare Executives Network:

www.linkedin.com/groups/Healthcare-Executives-Network-35964/about

Events and Conferences

Medical Group Management Association (MGMA) Conference:

www.mgma.com/marketing-solutions/exhibit/annual-conference/mgma-2015-annual-conference

American Society for Healthcare Risk Management (ASHRM) Conference:

www.ashrm.org/education/annual_conference2015/index.dhtml

Hospital and Healthcare Conferences:

www.hlthcp.com/conferences

Healthcare Information and Management Systems Society (HIMSS)

Annual Conference: www.himssconference.org/index.aspx

Questions about the hospital management industry?

Contact Ed Gagen at egagen@jhu.edu.

Human Resources Industry Resource Guide

Background: The origin can be traced back to the Accounting Department and the payroll activity of a business which transitioned to the Personnel Department then became Human Resources. Human Resources, the industry ultimately has at its core, the welfare of a company's workers. Early concepts of Human Resources came from Economics (defined as the study of prices, goods, markets, and human value in organizational/political contexts) and Management writers. Employee health and safety have been a rising concern of both businesses and governments. Increased government intervention means that today's HR professionals must be informed generalists – able to quickly learn and understand new employment laws and regulations in addition to managing the integration of technology, workflow, organizational strategies and people.

Leading Firms

[Inc. 500 Top HR Companies](#)

STAR Collaborative (137) MN
www.starcollaborative.com

StartFinder (141) MD
www.StartFinder.com

S2Verify (193) GA
www.S2Verify.com

TEEMA Consulting Group (206) CA
www.TEEMAGroup.com

BWBacon Group (216) CO
www.babacon.com

Entry: Multi-disciplinary, including management, organizational behavior, individual and organizational psychology, and education. Training, employee development, performance coaching, human performance technology, and organizational development are all unique sectors and points of entry for the industry.

Outlook: Change and globalization impacts individuals and communities. Stimulating the diversity of human talent is a major differentiator on the competitive landscape. The activities within Human Capital Management will continue to grow to comprehensively embrace all aspects of the human experience in the workplace. For senior roles in the industry, advanced degrees and a passion to help people realize their value in the workplace is an expectation.

There is no single degree path into the Human Capital sector. Mid-career and senior HR leaders have degrees from every discipline including Psychology, History, Communication, English, Economics and Organizational Development. There are a variety of specialized certificate and second degree programs which are unique to the individual career path or particular company talent strategy.

Industry Overviews, Tools, Research

Resources and News

The Vault Guide to Human Resources*

Entrepreneur:
<http://www.entrepreneur.com/topic/human-resources>

HRMorning:
www.hrmorning.com

Society for Human Resource Management:
www.shrm.org/publications

Workforce:
www.workforce.com

Also: Individual firm websites

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Global Executive and Professional Recruiters

Boyden: www.boyden.com

TRANSEARCH: www.transearch.com

Korn Ferry: www.kornferry.com

Individual firm websites

Professional Associations

Name	Area of Expertise	Requirements
Labor and Employment Relations Association www.leraweb.org	Forum for labor, management, government and academics representatives	Student: \$25
National Career Development Association http://ncda.org	Provider of professional development, publications, standards, and advocacy to practitioners and educators	Student: \$35
National Employment Counseling Association www.employmentcounseling.org	A steward for the professional vocational and career guidance movement and the U.S. Department of Labor	Student: \$25
National Human Resources Association: www.humanresources.org	Focused on advancing the individual career development, planning and leadership of human resource (HR) professionals	Student: \$50
Society for Human Resource Management www.shrm.org	The world's largest HR membership organization devoted to human resource management	Student: \$40

Comprehensive listing of HR associations: www.hr-guide.com/HR/Associations.htm

Networking

National Human Resources Association: www.humanresources.org

Chesapeake Human Resources Association: www.chra.com

Meetup: <http://hr.meetup.com>

Baltimore County Chamber of Commerce (Human Resources Exchange):
http://www.baltcountycc.com/chamber/human_resources_exchange.aspx

LinkedIn : HR: <https://www.linkedin.com/grp/home?gid=3761>

Events and Conferences

Affinity & Inclusion Conferences:

<http://conferences.shrm.org/conferences>

Emerging Lead(HR) Conference:

<http://conferences.shrm.org/emerging-leader-conference>

National Human Resources Association:

www.humanresources.org/website/c/?page=meetings_and_events

SHRM Annual Conference & Expo: <https://annual.shrm.org>

Questions about human resources?

Schedule an appointment with a Career Coach in [Carey Compass](#).

Investment Banking Industry Resource Guide

Background: An investment bank is a financial institution that assists corporations and governments in raising capital by underwriting and acting as the agent in the issuance of securities. The investment bank has primarily two functions, acting as an intermediary and as an advisor. As an intermediary, it connects companies that need capital and investors who have capital to spend. It facilitates this through debt and equity offerings. As an advisor, an I-bank advises companies on mergers, acquisitions, and restructurings. An investment bank also provides ancillary services, such as market making and the trading of derivatives, fixed income instruments, foreign exchange, commodities, and equity securities. Simply put, investment banks advise and raise money for companies.

Entry: It's relatively hard to break into investment banking. Candidates need to understand that finding a job is a preparation game. Candidates need to demonstrate knowledge of the field, desire to work hard, personality, professionalism, communication skills, personality, people skills, integrity, authenticity, teamwork, analytical skills and creativity.

There are less than 20,000 entry level positions a year globally in investment banking. The applicant pool, is five to ten times larger, and is full of high quality candidates. A typical bulge bracket bank usually hires 60-80 first-year analysts per year, with a majority being internship hires and students from core schools.

Almost all entry level positions are not advertised because demand exceeds supply. Some of the best places to look are Indeed.com, the New York Times classifieds and the job board area on a Bloomberg machine.

You can break in if you put in the effort. Candidate should show interest by networking with potential employers via alumni networks on Wall St., asking for informational interviews, coffees, etc. Nearly every bulge bracket investment bank in NYC will have a structured informational interview process. Typically, if you do not conduct an informational interview you will not advance further in the recruiting process.

Roles: Investment banking hierarchy is very strict. From most Jr. to Sr.: Analyst, Associate, Vice President, Director, Managing Director.

Analysts (often titled Financial Analyst) have typically just received their undergraduate degrees and join for a two-year program. The general role of an analyst is to do the bulk of the work preparing presentations and financial models. Analysts often leave after two years to get an MBA and pursue other jobs in investment (private equity, hedge funds, VC). Candidates with a masters (e.g., MBA) degree entering the field can often enter as an Associate. An Associate will typically be in the position for three to four years prior to a promotion to Vice-President.

Industry Overviews, Tools, Research

Resources and News

The Vault Career Guide to Investment Banking*

Economist:

www.economist.com

Investment Dealer's Digest:

www.investmentdealersdigest.com

The Middle Market:

www.themiddlemarket.com

Wall Street Daily:

www.wallstreetdaily.com

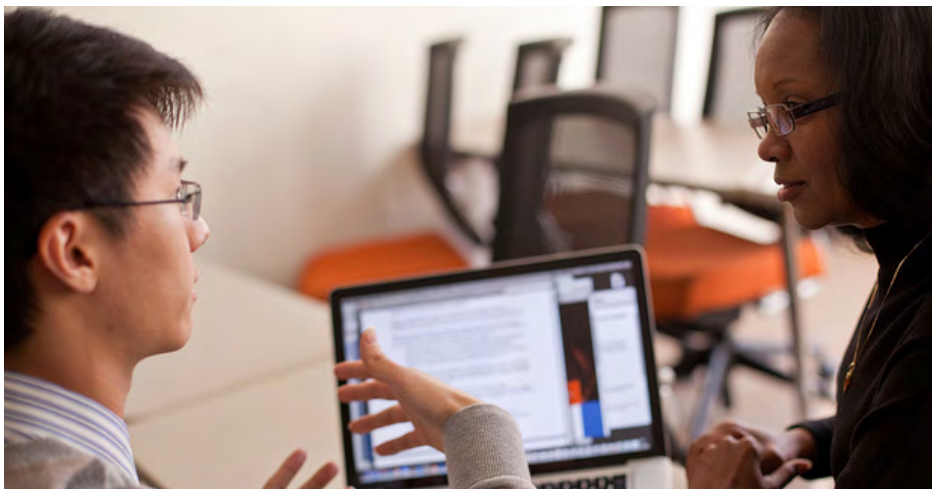
Wall Street Prep:

<http://www.wallstreetprep.com/knowledge/investment-banking-careers>

Also: Individual firm websites

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Leading Firms

Global

Barclays: www.barclays.com/IB

Deutsche Bank: www.db.com/usa

Credit Suisse: www.credit-suisse.com

J.P.Morgan: www.jpmorgan.com

Goldman Sachs: www.goldmansachs.com

Wells Fargo: www.wellsfargo.com

Citigroup: www.citigroup.com

Jefferies: www.jefferies.com

Royal Bank of Scotland: www.rbs.co.uk

UBS: www.ubs.com

Morgan Stanley: www.morganstanley.com

Royal Bank of Canada: www.rbc.com/canada

Bank of America: www.bofa.com

Merrill Lynch: www.ml.com

Blackstone: www.blackstone.com

Oppenheimer & Co.: www.opco.com

Registration

As an investment banker, you'll be required to register with either the Securities and Exchange Commission (SEC) or the state securities agency where you have your principle place of business. In most cases, the firm or brokerage where you go to work will guide you through the process of becoming certified and/or registered. The SEC offers a guide entitled: How To Register as an Investment Adviser. Generally, if you manage \$100 million or more in client assets, you'll register with the SEC, otherwise you'll register with your state securities agency.

Salary

First-year investment bankers typically receive a \$10k signing bonus and \$70k base salary. Internships are usually pro-rated first-year salaries plus overtime. Associates out of an MBA program will receive a \$30k signing bonus and \$95k salary.

Professional Associations

Name	Area of Expertise	Requirements
National Investment Banking Association www.nibanet.org	NIBA has over 30 years of experience hosting conferences featuring public and private micro-cap and small-cap companies.	If your firm is a FINRA broker/dealer you are eligible to apply for NIBA Membership (requires a \$1,000 annual tax deductible membership payment)
Middle Market Investment Banking Association www.mmiba.com	Devoted to the training, testing and certification (through its CMAP® credential) of middle market investment banking professionals as well as the promotion of the profession and it's interests to the public	Four-year degree in business, finance, accounting, economics, or business management Must have active NACVA member status

Professional Certification

There are many types of certifications available for investment bankers. In most cases, your employer or mentor will guide you through the exact certifications you need based on the work you'll be doing and the career path you're planning. The most common certification process is through the Financial Industry Regulatory Authority (FINRA).

FINRA is the largest independent regulator for all securities firms doing business in the United States. FINRA provides qualification examinations for brokerage firms, financial branch offices, and registered securities representatives.

The most common FINRA qualifications for investment bankers are:

- Series 6 Investment Company Representative
- Series 7 General Securities Representative Qualification
- Series 63 Uniform Securities Agent State Law Examination
- Series 65 & 66 Uniform Investment Adviser Law and State Law Examinations

Most positions as an investment banker require a minimum of the Series 7 qualification, in addition to education and experience requirements.

In addition to FINRA there are other certification and designations that may prove valuable in your career as an investment banker.

Questions about the investment banking industry?

Schedule an appointment with a Career Coach in [Carey Compass](#).

Manufacturing Industry Resource Guide

Background: Manufacturing in the United States declined rapidly in the last half of the 20th century and has declined further in the first years of the 21st century. In the 1960s, almost 30 percent of all workers were employed in manufacturing, but that number dropped to less than 16 percent by the mid-1990s. Further steep declines in manufacturing have occurred in recent years, with three million manufacturing jobs being lost since July 2000. As of 2004, manufacturing jobs had declined by 5.2 million from their peak in 1979. The decline continued during the recession that began in late December 2007, with 1.5 million additional manufacturing jobs lost from 2007 through 2009. Despite signs of improvement, according to the National Association of Manufacturers (NAM), just 9 percent of the U.S. workforce was employed directly in manufacturing in 2012.

There are many reasons for the decline in manufacturing. There is more consumer demand for and more money spent on service industries than manufactured goods. Technological advancements are more easily adapted to manufacturing processes, allowing increased productivity with fewer workers. More companies have moved factories overseas where labor is less expensive. And small manufacturers have been squeezed out of business by their inability to compete with large firms that can afford the latest technology and can expand operations to all parts of the world.

Job and Internship Search

Internmatch:
www.internmatch.com/s/manufacturing-internships

Also: [Individual organization websites](#)

Structure: Manufacturing covers a wide range of industries, primarily in two categories: durable and nondurable goods. Durable goods have a long life span and hold up over time; nondurable goods have a shorter life span. The manufacturing industry employs workers with an equally wide range of skill levels, education, and interests. Among workers important to the manufacturing industries are:

- engineers and technicians
- administrative and supervisory staff
- production workers
- quality control inspectors
- sales representatives
- clerical support staff

Outlook: To remain competitive in global markets, many companies are striving to become even more automated, which will in turn eliminate even more jobs. While many assembly line jobs will disappear, the demand for engineers, who program, install, and maintain the automated machinery, should be strong.

Economists remain optimistic about the U.S. manufacturing industry, however, regardless of declines in this sector. According to a report published by Bloomberg.com in September 2013, U.S. manufacturers increased production to meet growing national and international demands in areas including motor vehicles, building materials, appliances, and furniture. The report further stated that U.S. manufacturing was leading an industry global recovery as worldwide economies continued to improve.

Most other manufacturing industries are expected to experience declining opportunities during this period, including employment in petroleum and coal product manufacturing; semiconductor and other electronic components manufacturing; computers and peripherals manufacturing; and electrical equipment manufacturing. Apparel manufacturing also is projected to decline due primarily to increasing imports, automation, and cost-cutting measures implemented by apparel manufacturers due to increased competition.

Industry Overviews, Tools, Research

[Vault Guide to Automotive Manufacturing*](#)

[Career Launcher: Manufacturing*](#)

Occupational Outlook Handbook:
www.bls.gov/ooh

*Vault Guides can be purchased at various online retailers OR downloaded for free via Carey Compass. Once logged onto Carey Compass, click "VAULT guides -Career Insider" under "My Quicklinks." You must create an account on the vault.com site using your JHU email address.

This Resource Guide is intended to provide an introduction to the industry and relay a sampling of the resources available to candidates.



Professional Associations

Name	Area of Expertise	Requirements
Association for Manufacturing Excellence (AME): www.ame.org	The premier organization for the exchange of knowledge in enterprise excellence. Members come together to explore Lean thinking and other enterprise improvement methods, exchange best practices and network in order to advance their careers and improve the competitiveness and overall value of their organizations.	Various membership plans are available for individuals, joint and international members ranging from annual (\$150) to lifetime \$1,500.
Association for Manufacturing Technology (AMT): www.amtonline.org	The Association For Manufacturing Technology represents and promotes U.S.-based manufacturing technology and its members—those who design, build, sell, and service the continuously evolving technology that lies at the heart of manufacturing.	Online membership application is available at: www.amtonline.org/Membership/amtmembershipapplication.htm
National Association of Manufacturers: www.nam.org	The largest manufacturing association in the United States, representing small and large manufacturers in every industrial sector and in all 50 states. The NAM's world-class staff of policy experts provides unmatched access and information on the key issues affecting your business and your bottom-line.	Individuals must request membership at: www.nam.org/Membership/Join-the-NAM
Society of Manufacturing Engineers: www.sme.org	SME is an organization for individuals, students, educators and companies involved in all facets of manufacturing. Founded in 1932, it is dedicated to advancing and educating the manufacturing industry. This is accomplished through a variety of tactics and outlets including events, media, membership, training and development, and an education foundation.	

Comprehensive listing of manufacturing associations: <http://www.industryweek.com/associations>

Events and Conferences

14th Global Foundry Sourcing Conference 2014
<http://en.fsc86.com/FSC>

27th International Conference on CAD/CAM: Robotics
www.mdx.ac.uk/carsfof

Advanced Manufacturing Technology Show
www.daytonamts.com

MEDIPLAS 2015
<http://www.mediplasuk.com>

Predictive Analytics World Manufacturing Chicago
www.predictiveanalyticsworld.com/mfg/2015

Trends: Development of Machinery & Associated Technology 2015
<http://www.tmt.unze.ba/>

Comprehensive listing of manufacturing events/conferences: www.allconferences.com/Business/Manufacturing

Questions about the manufacturing industry?

Schedule an appointment with a [Career Coach](#) in [Carey Compass](#).

Marketing Industry Resource Guide

Background: “Marketing is the activity, set of institutions, and processes for creating, communicating, delivering, and exchanging offerings that have value for customers, clients, partners, and society at large.” –American Marketing Association

Entry: Advertising, promotional, and marketing campaigns will continue to be essential for organizations as they look to maintain and expand their share of the market. Professionals will also be needed to manage digital media campaigns, which often target customers through the use of websites, social media, or live chats. Newspaper publishers, one of the top-employing industries of advertising and promotions managers, are projected to decline over the projection period. The continued rise of electronic media will result in decreasing demand for print newspapers. However, advertising and promotions managers are expected to see employment growth in other areas, in which they will be needed to plan the digital advertisements that replace print ads as consumers increasingly spend more time online.

Job and Internship Search

[American Marketing Association Job Board](#)

[Business Marketing Association Job Board](#)

[Smart Recruiters](#)

Terminology: Market Research – Researching markets and customers to identify and define opportunities, issues, monitor performance of campaigns and contribute to theoretical knowledge behind marketing.

Marketing Communications – Designing ads, script writing and social media management.

Brand Management – Marketing at a strategic level for products and brands for brand building.

Direct Marketing – Targeting the right people 1:1 via email, interactive consumer websites, online display ads, fliers, catalog distribution, promotional letters, targeted television commercials, response-generating newspaper/ magazine advertisements, and outdoor advertising.

Advertising – Persuasive communication directed to an audience in various forms selling a brand.

Public Relations – Managing the spread of information and relationships between an individual or organization and the public. Activities might include speaking at conferences, winning industry awards, working with the press, employee communication.

Media Marketing – Evaluating different advertising venues from television, magazines, to social media channels to plan and buy space to send a message.

Industry Overviews, Tools, Research

[Vault Guide to Advertising and Marketing Jobs*](#)

[Vault Career Guide to Advertising*](#)

[Vault Guide to Public Relations*](#)

Occupational Outlook Handbook:
www.bls.gov/ooh

IBM conducted a study on the biggest challenges facing marketers globally in 2013. Results showed that across 15 different countries:

- 1) sustaining growth
- 2) acquiring new customers
- 3) customer loyalty and satisfaction

Marketers driving better firms were typically more adept at tracking, technology and analytics and use tools to develop more sophisticated and adaptable solutions. Students wishing to be more competitive in the job market should consider gaining more analytical and technical skills to keep up in this environment.

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Leading Firms

Marketing, Public Relations & Advertising

Barton F. Graf 9000: www.bartonfgraf9000.com

Burson Marsteller: www.burson-marsteller.com

DigitasLBi: www.digitalsbi.com/us

Edelman: www.edelman.com

EVB: www.evb.com

FleishmanHillard: www.fleishmanhillard.com

FTI Consulting: www.fticonsulting.com

Hill+Knowlton Strategies: www.hkstrategies.com

kbs+: www.kbsp.com

Ketchum: www.ketchum.com

Ogilvy Public Relations: www.ogilvypr.com

Weber Shandwick: www.webershandwick.com

Professional Associations

Name	Area of Expertise	Requirements
American Marketing Association www.ama.org	The American Marketing Association is one of the largest marketing associations in the world, with over 30,000 members who work, teach and study in the field. By becoming a member, you gain access to a vast body of marketing knowledge, high-quality training programs, the latest tools and tactics, exposure to leading-edge thinking, and networking opportunities.	Student: \$47 Individual: \$220 Available to all individuals in the field of marketing.
Business Marketing Association www.marketing.org	BMA is the world's premier community devoted exclusively to advancing the B-to-B marketing profession. BMA members are able to link to hundreds of marketers locally via 16 chapters across the country. New member benefits include access to ANA conferences, training, webinars, and much more.	Individuals must request membership at: www.marketing.org/membership/request
Direct Marketing Association www.thedma.org	DMA members join the largest global association of marketers committed to advance and protect responsible data-driven marketing.	Individuals must request membership at: www.thedma.org/join-today
Marketing Research Association www.marketingresearch.org	The Marketing Research Association is the leading and largest association of the opinion and marketing research profession, which delivers insights and intelligence to guide the decisions of companies.	Individual: \$350

Networking

Carey Marketing Association (CMA)

<https://jhucarey.collegiatelink.net/organization/CMA>

Carey Marketing Club

<https://jhucarey.collegiatelink.net/organization/marketing>

Questions about the marketing industry?

Schedule an appointment with a [Career Coach in Carey Compass](#).

Events and Conferences

Digimarcon

www.digimarcon.com/2015-marketing-conferences

Mashable

<http://events.mashable.com>

Siege Media

www.siegemedia.com/content-marketing-conferences

Nonprofit, NGOs, Microfinance Industry Resource Guide

Background: Nonprofit organizations are created for a multitude of causes, are all sizes, and do not distribute their surplus funds to owners or shareholders. Non-governmental organizations (NGOs) are typically organizations that are not part of the government and are not conventional for-profit businesses. Microfinance organizations provide financial services to low-income consumers who traditionally lack access to banking and related services.

Job and Internship Search

Devex: www.devex.com

Net Impact Careers: www.netimpact.org/careers

Idealist: www.idealists.org

NonprofitJobs: www.nonprofitjobs.org

CommonGood Careers:
www.commongoodcareers.com

The Bridgespan Group: www.bridgespan.org

MBA Exchange: www.mba-exchange.com

Carey Compass:
<https://carey-jhu-csm.symplicity.com/students>

Also: Individual organization websites

Entry: Nonprofit, non-governmental organizations, and microfinance organizations all have a common entry way to their organizations: the candidate **MUST** exude passion for their mission. Trends over the past few years have shown that more people are “giving back” and “doing well,” which has made these fields more competitive. Although each sector is different, they share many of the same resources for education and employment opportunities and require similar work experience. If you have not spent time in these types of organizations, find an organization at which to volunteer while in school so it can see you are serious about this work. Many opportunities in these sectors exist outside of the United States, often in developing nations.

Trends: Currently the nonprofit sector employs about 10 percent of the private workforce in the U.S. Hiring in this sector has increased each of the past three years and that trend is projected to continue, at least in the short term. Many organizations in the nonprofit sector are experiencing the loss of senior managers as the older generation of workers retires. In addition, many organizations are using mobile technologies to augment traditional fundraising and marketing strategies. It will be important for graduates to gain a deep understanding of mobile marketing and social media strategies to make themselves more attractive to organizations in this sector.

Industry Overviews, Tools, Research

Resources and News

The Vault Guide to International Development*

The Vault Guide to Fundraising & Philanthropy*

Business for Social Responsibility (BSR):
www.bsr.org

The Seep Network:
www.seepnetwork.org

Society for International Development:
www.sidint.net

The Blue Sweater by Jacqueline Novogratz (Rodaie Press, Feb. 16, 2010)

Next Billion:
www.nextbillion.net

Beyond Profit Magazine:
www.beyondprofit.com

Directory of Development Organizations:
www.devdir.org

Also: Individual organization websites

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Leading Firms

Nonprofits

Bill and Melinda Gates Foundation: www.gatesfoundation.org

United Way: www.unitedway.org

The American Cancer Society: www.cancer.org

NGOs

Clark UNICEF: www.unicef.org

Amnesty International: www.amnesty.org

Acumen Fund: www.acumen.org

Microfinance

Accion USA: www.accionusa.org

Kiva: www.kiva.org

International Finance Corporation: www.ifc.org

Regional

The Salvation Army: www.salvationarmyusa.org

Catholic Charities USA: www.catholiccharitiesusa.org

American Red Cross: www.redcross.org

Professional Associations

Name	Function	Membership and Benefits
Net Impact www.netimpact.org	Empowers a new generation to use their careers to drive transformational change in the workplace and the world	Free Job board, online member network, Impact at Work program
Young Nonprofit Professionals Network (YNPN) www.ynpn.org	Activates emerging leaders to advance a diverse and powerful social sector	Free Networking events, job postings, annual conference
Association of Fundraising Professionals (AFP) www.afpnet.org	Works to advance philanthropy through advocacy, research, education, and certification programs	Collegiate - \$35 plus chapter dues Research and practice tools, professional development, member discounts
Society of International Development (SID) www.sidw.org	Provides a global forum of individuals and institutions concerned with sustainable economic, social, and political development	Full-time Student - \$35 Networking; job board; event discounts

Networking

LinkedIn Nonprofits: www.linkedin.com/skills/skill/Nonprofits

LinkedIn Microfinance: www.linkedin.com/skills/skill/Microfinance

LinkedIn NGOs: www.linkedin.com/skills/skill/NGOs

Events and Conferences

Net Impact Conference: www.netimpact.org/netimpactconference

Nonprofit Technology Conference: www.nten.org/ntc

Bridge Conference: www.bridgeconf.org

Conference of Volunteering and Service: www.volunteeringandservice.org

Questions about careers in nonprofits, NGOs, or microfinance?

Contact Roger Williams at r.williams@jhu.edu.

Private Equity Industry Resource Guide

Background: Private equity is a source of investment capital from high net worth individuals and institutions for the purpose of investing and acquiring equity ownership in companies. Partners at private-equity firms raise funds and manage these monies to yield favorable returns for their shareholder clients, typically with an investment horizon between four and seven years (Investopedia, 2014). In a typical leveraged buyout (LBO) transaction, a private equity firm buys majority control of an existing or mature firm.

Entry: Private Equity is equivalent to a small company environment opposed to large investment banks with specific roles, for example: Kohlberg Kravis Roberts, one of the world's largest private equity firms, has only about 90 investment professionals. That being said, direct hires out of graduate school are rare. Generally the ideal candidate will have worked two years at an investment bank, or in management consulting, after graduating from their undergraduate programs. Often PE firms use headhunters to funnel talent from banks, targeting candidates from analyst training programs. After working at a PE firm for two years, candidates traditionally leave to get their MBAs and return at the associate level.

Private equity firms are looking to expand overseas and candidates, if geographically open, may find more job opportunities in PE abroad. Candidates are advised to expand their job search from the top 10 firms to mid-sized firms outside the US to maximize their opportunities.

Job and Internship Search

FINS:

www.fins.com

eFinancial Careers:

www.efinancialcareers.com

Quant Finance Jobs:

<http://quantfinancejobs.com>

BrokerHunter:

www.brokerhunter.com

MBA Exchange:

www.mba-exchange.com

Carey Compass:

www.careycompass.com

Also: Individual organization websites

Industry Overviews, Tools, Research

The Vault Guide to Investment Management*

Vault: View from the Top: Advice from Finance Professionals*

Bloomberg Finance News:

www.bloomberg.com/news/finance

The Economist – Business and Finance

www.economist.com/business-finance

The Wall Street Journal:

<http://online.wsj.com/home-page>

Financial Times:

www.ft.com/home/uk

Oasis Guides – various**

Investopedia

www.investopedia.com

Also: Individual organization websites

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Leading Firms

Advent International (Boston):
www.adventinternational.com

Apollo Global Management (NYC):
www.agm.com

Bain Capital (Boston):
www.baincapital.com

The Blackstone Group (NYC):
www.blackstone.com

The Carlyle Group (Washington, DC):
www.carlyle.com

CVC Capital Partners (London):
www.cvc.com

Goldman Sachs (NYC):
www.goldmansachs.com

Kohlberg Kravis Roberts (NYC):
www.kkr.com

TPG (Ft Worth, TX):
<https://tpg.com>

Warburg Pincus (NYC):
www.warburgpincus.com

Professional Associations

Name	Function	Requirements
Emerging Markets Private Equity Association (EMPEA): www.empea.org	EMPEA is the global industry association for private capital in emerging markets. Over 300 member firms together manage more than US\$1 trillion of assets.	Various membership packages are available: http://empea.org/apply
Institutional Limited Partners Association http://ilpa.org	The ILPA is dedicated to advancing the interests of private equity Limited Partners through various programs and research.	Organization-only. 3-Tier levels with membership dues based on active staff. http://ilpa.org/membership
National Associations of Investment Companies www.naicvc.com	NAIC member firms invest in privately held businesses that have a high probability of growth and the ability to provide a significant return to investors.	Organization-only. Informational brochure: www.naicvc.com/pdfs/MembershipOverview.pdf
Private Equity Growth Capitol Council (PEGCC) www.pegcc.org	An advocacy, communications and research organization and resource center established to develop, analyze and distribute information about the private equity and growth capital investment industry and its contributions to the national and global economy.	Membership is currently open for private equity, growth capital and fund of funds firms. In order to qualify for membership a firm must have closed its first fund and have established relationships in the industry.

Networking

Carey Corporate Finance Club (CFC):
<https://jhucarey.collegiatelink.net/organization/cfc>

Carey Equity Analyst Team:
<https://jhucarey.collegiatelink.net/organization/equityanalysts>

Carey Finance Club:
<https://jhucarey.collegiatelink.net/organization/finance>

Carey Financial Management Association:
<https://jhucarey.collegiatelink.net/organization/financialmanagement>

Carey Private Equity, Angel Syndicates & Venture Capital Club (PAV):
<https://jhucarey.collegiatelink.net/organization/pav>

Economics & Finance Club
<https://sites.google.com/site/jhuecofinclub>

Johns Hopkins Affinity Groups – Finance
<http://alumni.jhu.edu/affinitygroups/finance>

LinkedIn Finance Industry
www.linkedin.com/skills/skill/Finance

Questions about the private equity industry?

Schedule an appointment with a [Career Coach in Carey Compass](#).

Real Estate Industry Resource Guide

Background: Real estate and associated infrastructure constitutes roughly one-third of the US economy, employing millions of people and offering many challenging and rewarding careers for business school graduates. The scale of real estate firms varies widely from international real estate services firms with thousands of employees down to solo entrepreneurs.

The industry seeks graduates who are both people-oriented and highly analytical. Real estate development is one of the most demanding yet rewarding careers imaginable, and involves coordinating the wide variety of real estate disciplines and professionals needed to create a successful real estate project. Financial careers in real estate center on varied real estate projects with diverse forms of financing, including private equity, real estate investment trusts, and structured finance, as well as domestic and international real estate investment. Real estate careers in operations include asset management and energy efficiency.

Job and Internship Search

Select Leaders: www.selectleaders.com

RealEstateJobs.com: www.realestatejobs.com

Real Estate Jobsite: www.realestatejobsite.com

MBA Exchange: www.mba-exchange.com

Entry: Because of its scale, complexity, and traditions, the real estate job market is fundamentally different than other sectors of business, and navigating this market successfully requires initiative, imagination, and tenacity. Most real estate organizations, particularly in many of the most desirable fields such as real estate development and real estate private equity, are small, and require considerable research and conversation with those knowledgeable in the industry to discover. The personal, networking-oriented nature of the real estate industry means that graduates break into the very best positions by face-to-face contact with real estate industry colleagues. Involvement in the major real estate development and finance professional associations is indispensable to making yourself known in the real estate community, and to show employers your interest.

Trends: Traditionally, real estate has been somewhat removed from many management advances, offering business graduates the opportunity to modernize the field, particularly in the areas of environmental regulation and improved management information systems.

Carey Compass: www.careycompass.com

Also: Individual firm websites

Industry Overviews, Tools, Research

Resources and News

The Vault Guide Real Estate Careers*
The Vault Guide to the Top Real Estate Employers*

Real Estate Industry Watch:
www.realestateindustrywatch.com

Bisnow:
www.bisnow.com

Globe St:
www.globest.com

Inman News – Real Estate:
www.inman.com

CNN Money – Real Estate:
www.money.cnn.com/real_estate

Bloomberg – Real Estate News:
www.bloomberg.com/news/real-estate

National Real Estate Investor Online:
www.nreionline.com

Market Watch – Real Estate:
www.marketwatch.com/real-estate

Real Estate Developer:
www.realestatedeveloper.com

Also: Individual firm websites

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Leading Firms

Industry Leaders

CB Richard Ellis: www.cbre.com

Jones Lang LaSalle: www.us.am.joneslanglasalle.com

Cushman & Wakefield: www.cushmanwakefield.com

Brookfield Properties: www.brookfieldofficeproperties.com

Edens: www.edens.com

Hines: www.hines.com

The Carlyle Group: www.carlyle.com

HFF: www.hfflp.com

Regional Firms

Clark Construction Group: www.clarkconstruction.com

The JBG Companies: www.jbg.com

The Bozzuto Group: www.bozzuto.com

St. John Properties: www.sjpi.com

Professional Associations

Name	Function	Membership and Benefits
Urban Land Institute (ULI) www.uli.org	Facilitates an open exchange of ideas, information, and experience among industry leaders and policy makers dedicated to creating better places	Associate membership with student discount - \$108 Members-only events, member directory, volunteer and leadership opportunities
National Association of Industrial and Office Properties (NAIOP) www.naiop.org	Represents commercial real estate developers, owners, and investors of office, industrial, retail, and mixed-use properties	Student ~ \$30 Networking opportunities, educational programs and resources
Commercial Real Estate Women (CREW) www.crewnetwork.org	Advances the achievements of women in commercial real estate	Student - \$90 plus \$25 application fee Professional development training, networking, benchmark studies and white papers
Mortgage Bankers Association (MBA) www.mba.org	Preeminent professional association in the real estate finance and capital markets industry	Student - \$40 (\$60 international) Networking, career support, jobs board, member discounts
International Council of Shopping Centers (ICSC) www.icsc.org	Advances the shopping center industry and promotes its role in the commercial distribution of consumer goods	Student - \$50 Networking; professional development, resume and jobs database, membership directory

Networking

LinkedIn Real Estate: www.linkedin.com/skills/skill/Real_Estate

The Real Estate Networking Group:

www.linkedin.com/groups?gid=121300&trk=skills

Young Real Estate Professionals – D.C.: www.yrepdc.com

Events and Conferences

Urban Land Institute DC Trends Conference: www.washington.uli.org/events/signature-events/real-estate-trends-conference

NAIOP Annual Commercial Real Estate Conference:

www.naiophsreconference.com

CoreNet Global Summit: www.corenetglobal.org

Questions about the real estate industry?

Contact Christy Murray at christy@jhu.edu.

Retail Industry Resource Guide

Background: Retail: the sale of goods directly to the ultimate consumer, usually in small quantities. Most people think Sales and Marketing when they think about jobs in the Retail Industry and there are certainly plenty of them. But employment opportunities in Retail come in a variety of forms. Large retailers are also big corporations and consequently have all the standard corporate functions; Finance, IT, HR, etc. They also have a greater need in specific roles in areas like supply chain/logistics, Real Estate and of course Marketing/Merchandising. In addition, they have layers of general management to support the wide geography that the retail outlets cover, including international operations for many of them. These management roles (area/district/region manager) are often occupied by MBA level graduates that started in a leadership development program or in a store leadership role and worked their way up.

The list of players in the retail arena is large and varied; from the big box stores (Walmart, Best Buy, Target, etc.), to grocery stores (Wegman's, Shoprite, Publix, etc.) to department/clothing (The Limited, Marshall's, Macy's, etc.) to electronics/appliances (Radio Shack, HH Gregg, etc.) to home improvement (Home Depot, Lowe's) and general merchandise like Amazon and eBay. You can also find healthcare related

opportunities in the Retail space with CVS, Walgreen's etc.

Entry: Students can seek opportunities that are specific to the Retail environment (e.g. Merchandising Manager) or a functional role that happens to be in a Retail industry company (e.g. Supply Chain). Generally to move up in the Retail Industry, you need to work in the store at some point. This can be challenging due to the store hour schedule (late nights, weekends, etc.). Good business acumen and very strong customer service skills are required for success in the Retail arena.

Trends: Unfortunately the trend in Retail is not for growth, overall. The rise of online shopping has significantly impacted many of the retail chains (e.g. book stores) and this trend will likely continue. Those that are growing are doing it at a slower pace than in the past (e.g. Starbucks).

Job and Internship Search

Carey Compass:
www.careycompass.com

Also: Individual organization websites

Industry Overviews, Tools, Research

The Vault Guide to Retail Jobs*

Forbes:
www.forbes.com/retail

Guardian:
www.theguardian.com/business/retail

MarketWatch:
www.marketwatch.com/retail

Retailing Today:
www.retailingtoday.com

Retail Wire:
www.retailwire.com/headlines

Wall Street Journal:
www.wsj.com/public/page/news-retail-industry.html

Also: Individual organization websites

*Vault Guides can be purchased at various online retailers OR downloaded for free via Carey Compass. Once logged onto Carey Compass, click "VAULT guides - Career Insider" under "My Quicklinks." You must create an account on the vault.com site using your JHU email address.

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National Retail Federation's Top 10 Retailers (2014)

View the full list of the Top 100 here: <https://nrf.com/2014/top100-table>

- | | |
|--|--|
| 1. Wal-Mart:
www.walmart.com | 6. Walgreens:
www.walgreens.com |
| 2. Kroger:
www.kroger.com | 7. CVS Caremark:
www.caremark.com |
| 3. Costco:
www.costco.com | 8. Lowe's:
www.lowes.com |
| 4. Target:
www.target.com | 9. Amazon.com:
www.amazon.com |
| 5. The Home Depot:
www.homedepot.com | 10. Safeway:
www.safeway.com |

Career Path

	Entry Level	Mid-Level	Senior Level
Types of Roles	Assistant buyer, assistant store manager, pricing and signing coordinator, merchandising representative.	Assistant buyer, assistant store manager, pricing and signing coordinator, merchandising representative.	Store director, district manager, division mer-chandising manager.
Getting There	<ul style="list-style-type: none"> • Associate's degree • Retail experience • Strong math and analytical skills 	<ul style="list-style-type: none"> • All entry-level requirements • Bachelor's degree, preferably in business • Exceptional customer service skills • Ability to motivate team of associates • Strong communication, negotiation, and organizational skills 	<ul style="list-style-type: none"> • MBA Degree • Retail management experience • Proven leadership, strategic and operational abilities • Thorough understanding of retail business operations • Strong interpersonal skills • Ability to travel within a territory to call on store locations
Description	<ul style="list-style-type: none"> • Build displays • Examine reports for selling trends • Maintain accuracy of pricing and signage • Monitor inventory • Perform repricing of merchandise • Prepare weekly sales and inventory reports • Recommend markdowns 	<ul style="list-style-type: none"> • Attend trade shows • Control receipts and store financial reporting • Devise product promotions • Establish strong relationships with vendors • Lead teams to meet sales goals • Manage inventory • Manage departmental budgets • Negotiate vendor terms • Organize product line reviews • Oversee implementation of store sales, merchandising and pricing plans • Resolve customer complaints • Set prices 	<ul style="list-style-type: none"> • Ensure that stores are safe environments for customers and employees • Lead company to revenue and profit goals • Oversee implementation of company strategy • Oversee product line reviews and promotion plans • Recruit and develops management teams • Track various financial metrics to ensure shelf space meets profit potential

Questions about the retail industry?

Schedule an appointment with a [Career Coach in Carey Compass](#).

Supply Chain Industry Resource Guide

Background: Supply Chain is the management of the entire life cycle of a product, which includes how a product is acquired, distributed, allocated, and delivered. Supply chain management (SCM) includes coordination of all the activities that take place to get a product to the consumer – from the time of raw materials extraction to the minute you pull out your credit card and take the final product home. SCM focuses on planning and forecasting, purchasing, production, transportation, storage and distribution, and keeping track of products as they flow toward the end user.

Structure: A simple definition of supply chain is the network of vendors that provides materials for a company's products, but in reality, the supply chain is more complicated. There is a stream of flows from supplier to supplier until a product reaches an end user. For example, oil is rigged from the ground, sent to a refinery, plastic is made, an injection molding shop buys plastic pellets, makes plastics components, ships the components to a customer, the customer assembles the plastic parts into their machine, and then sells the machine to their customer. The further away from the customer, the farther "upstream" a supplier is considered to be. The

network of vendors in a supply chain often includes tiered suppliers (meaning a company does not receive materials directly from the supplier, but is involved in getting materials or parts from an upstream supplier to a downstream supplier). The more complex a product, the more significant the upstream supplier's roles are. From a supply chain manager's perspective, his suppliers are primarily responsible for managing their own supply chain but he should have some involvement.

Oftentimes, a manufacturing facility acts as a supplier to a downstream manufacturing facility. For example, a company could have their manufacturing plant in the U.S. and their assembly plant in Mexico. The U.S. plant would be considered an internal supplier, since it's part of the same company. The transportation of materials throughout the supply chain is often called logistics. This includes air, land, and sea shipping as well as customs processing to allow materials to cross borders. The supply chain does not end until the product reaches the consumer. For this reason, distribution centers, distributors, and wholesalers are all part of the supply chain. It is not rare for a supply chain to involve a dozen parties.

Outlook: According to the Bureau of Labor Statistics employment in this occupation is expected to grow 26 percent from 2010 to 2020, faster than the average for all occupations. Employment growth will be driven by the important role logistics play in an increasingly global economy.

Companies rely on logisticians to manage the movement of their products and supplies, which allows the company to compete in a highly globalized market. The performance of a company's logistical and supply chain process is an important factor in a company's profitability. Supply and distribution systems have become increasingly complex to maximize efficiency while minimizing cost. Therefore, employment is expected to grow rapidly as companies need logisticians to move products efficiently, solve problems, and identify areas for improvement.

Governments and the military also rely on logisticians. Planning for and moving military supplies and personnel require an enormous amount of logistical work. Employment in government and contracting firms will continue to grow to meet the needs of the military.



Industry Overviews, Tools, Research

Logistics Management:
www.logisticsmgmt.com

Supply Chain 24/7:
www.supplychain247.com

Supply Chain Digest:
www.scdigest.com

Supply Chain Digital:
www.supplychaindigital.com

Supply Chain Management Review:
www.scmr.com

Also: Individual organization websites

Gartner Supply Chain Top 10 (2014)

View the full list of the Top 25 here: www.gartner.com/newsroom/id/2747417

1. Apple www.apple.com/jobs	4. Unilever www.unilever.com/careers	7. Cisco Systems https://jobs.cisco.com	10. Coca Cola www.coca-colacompany.com/careers/career-opportunities-job-search
2. McDonald's www.mcdonalds.com/us/en/careers.html	5. P&G http://jobs-pg.com	8. Intel www.intel.com	
3. Amazon.com www.amazon.jobs	6. Samsung Electronics https://careers.us.samsung.com	9. Colgate-Palmolive www.colgate.com/app/Colgate/US/Corp/WorkWithUs/Careers/HomePage.cvsp	

Professional Associations

Name	Function	Requirements
APICS - Supply Chain Council: www.apics.org	The leading professional association for supply chain and operations management and the premier provider of research, education and certification programs.	Visit the following website for more details: www.apics.org/membership-application
Council of Supply Chain Management Professionals (CSMP): www.cscmp.org	Facilitates an open exchange of ideas, information, and experience among industry leaders and policy makers dedicated to creating better places.	Individual membership: \$325 Visit the following website for more details: https://cscmp.org/membership/membership-types
Healthcare Supply Chain Association: www.supplychainassociation.org	A broad-based trade association that represents 14 purchasing organizations. HSCA's group purchasing members include for-profit and not-for-profit corporations.	Membership is organization-only.
Institute for Supply Management: www.instituteforsupplymanagement.org	The first supply management institute in the world. Throughout the past 100 years, ISM has served and guided the supply management profession within the global marketplace.	Individual membership: \$210

Networking

Procurement Professionals

<https://www.linkedin.com/grp/home?gid=51126>

Supply Chain Today

<https://www.linkedin.com/grp/home?gid=846797>

The Logistics & Supply Chain Networking Group:

www.linkedin.com/grp/home?gid=54591

Events and Conferences

2015 APICS Best of the Best:

<https://ibf.org/conferences.cfm?fuseaction=conferenceDetail&conID=478>
[/events/signature-events/real-estate-trends-conference](http://events/signature-events/real-estate-trends-conference)

American Supply Chain & Logistics Summit :

www.supplychain.us.com//events/signature-events/real-estate-trends-conference

Questions about the supply chain industry?

Schedule an appointment with a [Career Coach](#) in [Carey Compass](#).

Technology Industry Resource Guide

Background: The technology industry can include businesses such as high-tech manufacturing, telecommunications services, software and computer-related services, and also biotechnology. Professionals in the field use computers, servers, software, hardware, and related technology to protect, store, process, transmit, and retrieve information. Information technology is concerned with making improvements to a variety of organizational and societal problems through design, development, and use of technologically based systems and processes that enhance the efficiency and effectiveness of information in a variety of tactical, strategic and operational situations.

Job and Internship Search

Riley Guide: www.rileyguide.com/comp.html

CNET Jobs: www.cnet.com/html/z/dice.html

Telecom Careers: www.telecomcareers.net

Dice: www.dice.com

MBA Exchange: www.mba-exchange.com

Carey Compass:
<https://carey-jhu-csm.symlicity.com/students>

Also: Individual firm websites

Entry: Tech careers are ever-changing due to the speed of technological advances. For those who maintain their jobs in IT by adapting, keeping their skills updated, and staying ahead of the changes in the industry, it remains a high-earning field. Having the appropriate degree, the ability to think analytically, and the desire to continually learn new technologies are necessary for obtaining and keeping a job in the IT industry. There are many opportunities for MBAs to advance in IT, primarily in consulting, finance, law, marketing, sales, training, and product management, or in a director-level position with a technology manufacturer. Programming jobs are among the most prevalent, but overall, the availability of these jobs is declining, and many have been outsourced abroad. Despite the outsourcing, IT jobs for qualified workers in the U.S. still exist. Entry positions for MBA-level job seekers would likely include marketing or business analysts, or project managers.

Trends: The IT industry is constantly evolving, and new trends emerge every few years. The advent of cloud and mobile technologies has allowed firms to operate outside of the traditional office framework and has led to demand for even greater enterprise mobility and flexibility solutions. Many firms are also developing green technology solutions to reduce energy consumption and increase efficiency.

Industry Overviews, Tools, Research

Resources and News

The Vault Guide* – Technology

WIRED Magazine:
www.wired.com

Fast Company Magazine:
www.fastcompany.com

Tech Crunch:
www.techcrunch.com

Gartner:
www.gartner.com/technology/home.jsp

Forbes Technology News:
www.forbes.com/technology

The Economist – Science and Technology:
www.economist.com/science-technology

Also: Individual firm websites

*Vault Guides can be purchased at various online retailers OR downloaded for free via Carey Compass. Once logged onto Carey Compass, click "VAULT guides –Career Insider" under "My Quicklinks." You must create an account on the vault.com site using your JHU email address.

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Leading Firms

Industry Leaders

Apple (U.S.): www.apple.com

IBM (U.S.): www.ibm.com

Microsoft (U.S.): www.microsoft.com

Google (U.S.): www.google.com

Amazon (U.S.): www.amazon.com

Regional Firms

Micros Systems (MD): www.micros.com

Zenoss (MD): www.zenoss.com

BAE Systems (MD): www.baesystems.com

Bethesda Softworks (MD): www.bethsoft.com

Lockheed Martin (MD): www.lockheedmartin.com

Professional Associations

Name	Function	Membership and Benefits
Association of Information Technology Professionals (AITP) www.aitp.org	Seeks to advance the IT profession through professional development, support of IT education, and national policies on IT that improves society as a whole	Student Networking, skills training, career and business opportunities
Institute of Electrical and Electronics Engineers (IEEE) www.ieee.org	Fosters technological innovation and excellence for the benefit of humanity	Student - \$32 Career resources, industry news, networking
ISACA www.isaca.org	Provides practical guidance, benchmarks, and other effective tools for all enterprises that use information systems	Student Community and leadership, research and knowledge, professional development
Tech Council of Maryland www.techcouncilmd.com	Helps the region's technology organizations grow through its membership and activities	Organizational

Networking

LinkedIn Technology Industry:

www.linkedin.com/skills/skill/Technology

www.linkedin.com/channels/technology

Uncubed: www.getuncubed.com

MD Tech Breakfast: www.meetup.com/TechBreakfast

Events and Conferences

Consumer Electronics Show: www.cesweb.org

Oracle OpenWorld: www.oracle.com/openworld

Technology Conference and Expo: www.technologyconference.org

Fortune Brainstorm TECH:

www.fortuneconferences.com/brainstorm-tech-2015

TED Conferences: www.ted.com/pages/registration

Questions about the technology industry?

Contact Corinne Brassfield at cbrassfield@jhu.edu.

U.S. Government Industry Resource Guide

Background: Government employment includes jobs at the federal, state, and local level. At each level, the government generally operates through semi-autonomous agencies, each with its own focus. About seven percent of the U.S. population works in government. Careers within the Federal Government are a significant source of employment for those in the D.C. area.

Job and Internship Search

U.S.A. Jobs: www.usajobs.gov

U.S. Office of Personnel Management:

www.opm.gov

Presidential Management Fellows: www.pmf.gov

Partnership for Public Service:

www.ourpublicservice.org/OPS

Pathways: www.usajobs.gov/StudentsAndGrads

Carey Compass:

<https://carey-jhu-csm.symplcity.com/students>

Also: Individual agency websites

Entry: Except for a few rare cases, applicants for federal jobs **MUST** be U.S. citizens. Additionally, some positions require different levels of security clearance which are typically obtained via a background investigation during the application process. In some ways the application process for government jobs is more straightforward than in the corporate world: most positions can be found on www.usajobs.gov or on individual agency websites. Most government agencies also have internship programs for which you can apply. However, the difficulty often lies in carefully crafting your application, including resume and application questions, to the exact specifications of the job requirements. It is important to answer the questions directly and provide as much detail as possible. The Presidential Management Fellows Program offers the best opportunity for individuals with a graduate degree seeking a career in government. The details of the application process are outlined later in this document.

Roles: MBAs serve a wide variety of different roles and functions within government. The range of agencies within federal, state, and local government provide numerous opportunities for individuals with business skills. Currently, the most popular fields for MBAs employed in government are contracting, human resources management, general business, budget analysis, and financial administration.

Industry Overviews, Tools, Research

Resources and News

Vault Guide to Government Agency Careers*

Federal Resume/KSA builder, resources and links:

www.resume-place.com

Federal Salary Tables:

www.opm.gov/oca/11tables/index.asp

Public Service Employees Network:

www.pse-net.com

USA.gov:

www.usa.gov

The White House:

www.whitehouse.gov

Also: Individual agency websites

*Vault Guides can be purchased at various online retailers OR downloaded for free via Carey Compass. Once logged onto Carey Compass, click "VAULT guides –Career Insider" under "My Quicklinks." You must create an account on the vault.com site using your JHU email address.

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Leading Agencies for MBAs

Dept. of Defense (DoD): www.defense.gov

Dept. of Treasury: www.treasury.gov

Dept. of Agriculture (USDA): www.usda.gov

Internal Revenue Service (IRS): www.irs.gov

Dept. of Health & Human Services (HHS): www.hhs.gov

Dept. of Labor (DoL): www.dol.gov

Dept. of Commerce: www.commerce.gov

Dept. of Justice (DoJ): www.justice.gov

Dept. of Interior (DoI): www.interior.gov

Dept. of Veterans Affairs: www.va.gov

Presidential Management Fellows (PMF)

Apply	Online Assessment	In-Person Assessment	Finalist Named	Job Fair
November 5-19	November 5-19	January/February	February/March	March/April

What is PMF? The PMF program allows recent graduates to compete for jobs against other people of their relative age and experience. It also provides management training, rotations through different agencies, and competitive entry-level salaries. The PMF program is a two-year commitment, during which participants are paid a full salary and benefits at the GS-9, GS-11, or GS-12 levels.

Application – Go to www.usajobs.gov, and follow the application instructions. You will need to submit a copy of your resume and graduate transcripts.

In-Person Assessment – If you score sufficiently high on the on-line assessment, you will be invited to schedule your in-person assessment at one of the assessment center locations.

Online Assessment – The online assessment consists of two parts: an untimed questionnaire and three essay questions.

Finalist and Job Fair - If your score is high enough in the interview, you will be named a finalist and be eligible for a PMF appointment. At this point, you will attend a job fair to meet potential agencies, and be eligible to apply for job opportunities. Note that being named a finalist is not a guarantee of employment.

Networking

LinkedIn Government: www.linkedin.com/skills/skill/Government

U.S. Government Relations and Public Affairs:
www.linkedin.com/groups?gid=22294&trk=skills

Government Relations Professional Networking Group:
www.linkedin.com/groups?gid=82054&trk=skills

GovLoop: www.govloop.com

Johns Hopkins Affinity Groups – Federal Government:
www.alumni.jhu.edu/affinitygroups/federalgovernment

Questions about careers in government?

Contact Roger Williams at r.williams@jhu.edu.

Events and Conferences

FOSE Government Technology Conference:
<http://fose.com/forms/sign-up.aspx>

Next Generation of Government Training Summit: www.nextgengovt.com

American Association of Budget Professionals Symposium: www.aabpa.org

Venture Capital Industry Resource Guide

Background: Venture capital (VC) is financial capital provided to early-stage, high-potential, high risk, growth startup companies. The venture capital fund makes money by owning equity in the companies it invests in, which usually have a novel technology or business model in high technology industries, such as biotechnology, IT and software. VC is a subset of private equity.

VC can also include managerial and technical expertise. Most venture capital comes from a group of wealthy investors, investment banks and other financial institutions that pool such investments or partnerships. This form of raising capital is popular among new companies or ventures with limited operating history, which cannot raise funds by issuing debt. The downside for entrepreneurs is that venture capitalists usually get a say in company decisions, in addition to a portion of the equity.

Job and Internship Search

Kauffman Fellowship: www.kauffmanfellows.org

MBA Exchange: www.mba-exchange.com

Also: Individual firm websites

Trends: Angel investors are better organizing themselves via regional investor networks or via global crowdfunding sites like Kickstarter and AngelList, now competing with VC firms and

filling the void left by the VC funds who exited the market.

Entry: The background of venture capitalists varies broadly, but generally speaking, venture capitalists come from a corporate or consulting background (they know how to run operations), entrepreneurial backgrounds (they know how to start companies), or finance backgrounds (they know about managing investments).

The venture capital industry is small. It is made up of only several hundred small firms, each consisting of between two and 40 people. People rarely leave VC once they join. The National Venture Capital Association estimates there are about 8,000 VC professionals.

The demand for positions is so great that the openings are often filled through networking and are rarely publicly advertised. In addition, executive search firms like Spencer Stuart should be a tool used during the partnership hunt, as they run many partner-level searches for venture firms.

Roles: Titles in venture capital firms vary, but there are broadly four titles: Analyst, Associate, Principal, Partner. The Analyst position is entry level needing 1-2 years prior experience, either with a startup, with an investment bank, or with a strategy consulting firm.

Industry Overviews, Tools, Research

Resources and News

The Vault Career Guide to Venture Capital*

Vault: Getting Hired in Venture Capital*

Vault: Acing the Venture Capital Interview*

Bloomberg Finance News:

www.bloomberg.com/news/finance

The Economist - Business and Finance:

www.economist.com/business-finance

Financial Times:

www.ft.com

Funding Post:

www.fundingpost.com

Investopedia:

www.investopedia.com

Kickstarter:

www.kickstarter.com

Also: Individual firm websites

*Vault Guides can be purchased at various online retailers OR downloaded for free via Carey Compass. Once logged onto Carey Compass, click "VAULT guides -Career Insider" under "My Quicklinks." You must create an account on the vault.com site using your JHU email address.

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Leading Firms

Global Leaders

Accel Partners: www.accel.com
 Bain Capital Ventures: www.baincapitalventures.com
 Benchmark Capital: www.benchmark.com
 Charles River Ventures: www.crv.com
 Draper Fisher Jurvetson: www.dfj.com
 General Catalyst Partners: www.generalcatalyst.com
 Highland Capital Partners: www.hcp.com
 Institutional Venture Partners: www.ivp.com
 Kleiner Perkins Caufield & Byers (KPCB): www.kpcb.com
 Meritech Capital Partners: www.meritechcapital.com
 New Enterprise Associates: www.nea.com
 Sequoia Capital: www.sequoiacap.com
 Spark Capital: www.sparkcapital.com
 Union Square Ventures: www.usv.com

Maryland Firms

Abell Investments: www.abell.org/abellinvestments
 Anthem Capital: www.anthemcapital.com
 Gabriel Venture Partners: www.gabrielvp.com
 MSBDFA: www.choosemaryland.org
 Maryland Technology Development Corporation: www.tedco.md
 Meridian Management Group: www.mmcapitalgroup.com
 Sterling Venture Partners: www.sterlingpartners.com

Washington, D.C. Firms

Advantage Capital Partners: www.advantagecap.com
 ASAP Ventures: www.asapventures.com
 CORE Capital Partners: www.core-capital.com
 Paladin Capital Group: www.paladincapgroup.com
 Telecommunications Development Fund: www.tdfventures.com

Professional Associations

Name	Area of Expertise	Requirements
National Venture Capital Association (NVCA) www.nvca.org	Serves as the definitive resource for venture capital data and unites nearly 400 members through a full range of professional services	Dues dependent on Capital Under Management (CPM); \$1,250 minimum *Membership eligibility dependent on numerous criteria
Mid-Atlantic Venture Capital Association (MAVA) www.mava.org		Public policy advocacy, insurance programs, business & travel discounts, public relations, networking, professional development
Angel Capital Association (ACA) www.angelcapitalassociation.org	Supports the North American professional angel community and membership is open to angel groups and private investors that utilize best practices for deal sourcing, diligence, structure and management as they invest in early stage startups	Individual: \$350 *Membership eligibility dependent on numerous criteria Discounted event registration, networking, specialized services, public policy advocacy, professional development
Digital Venture Capital Association (DVCA) www.digitalvca.org	Foster entrepreneurship and VC development in the digital and high-growth technology sector for the benefit of society, integrated by more than 1,500 members in 44 countries Pass the online Certification Examination	University Education: \$250 Discounted event registration, mentoring programs, industry events, DCVA card

Networking

Private Equity and Venture Capital Group
 Finance Plus: Private Equity, Venture Capital and M&A News
 Global Private Equity and Venture Capital
 Venture Capital Cafe

Questions about the venture capital industry?

Schedule an appointment with a [Career Coach in Carey Compass](#).

Events and Conferences

Southeast Venture Conference
<http://seventure.org>
 Asian Venture Capital Journal Private Equity & Venture Forum
www.avcjforum.com