

2025 SIOp Conference Career Center Guide for Job Seekers

What is the SIOp Conference Career Center?

The SIOp Conference Career Center (CCC) is committed to offering a formal setting to help facilitate connections between employers and job seekers at the SIOp Annual Conference and beyond, including in-person events and a physical space for interviews. The CCC strives to provide helpful career-related information and resources.

As a job seeker, you will receive:

- Access to positions exclusively posted (now through June 30) on the [Conference Career Center online job portal](#).
- Access to sign up for the Mock Interview Program (via conference registration). This program pairs job seekers, on a first-come, first-served basis, with an experienced practitioner/academician to conduct a mock interview and receive feedback on their resume and interview performance.
- An invitation to an [Open House event](#) where you will be able to interact with a variety of different employers (available to in-person CCC participants only).
- This career-focused conference guide, which highlights career-oriented sessions, job search tips, and other career planning resources.

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Questions?

Check out the CCC [webpage](#) or [FAQs](#) or contact conferencecareercenter@siop.org.

Preparing for the CCC

The SIOP Annual Conference can be overwhelming for first-time attendees, so SIOP provides recommendations, which include:

Before the conference:

- Sign up for the Ambassador Program as a newcomer
- Set a goal
- Make a priority list
- Prepare to connect

During the conference:

- Check out the poster sessions
- Dress appropriately in business casual attire
- Decompress
- Don't forget to eat
- Remain professional
- Network
- Have fun

After the conference:

- Revisit goals
- Revisit notes
- Follow-up with people who connected with
- Organize and submit receipts
- Write a summary of the top 3 things you learned

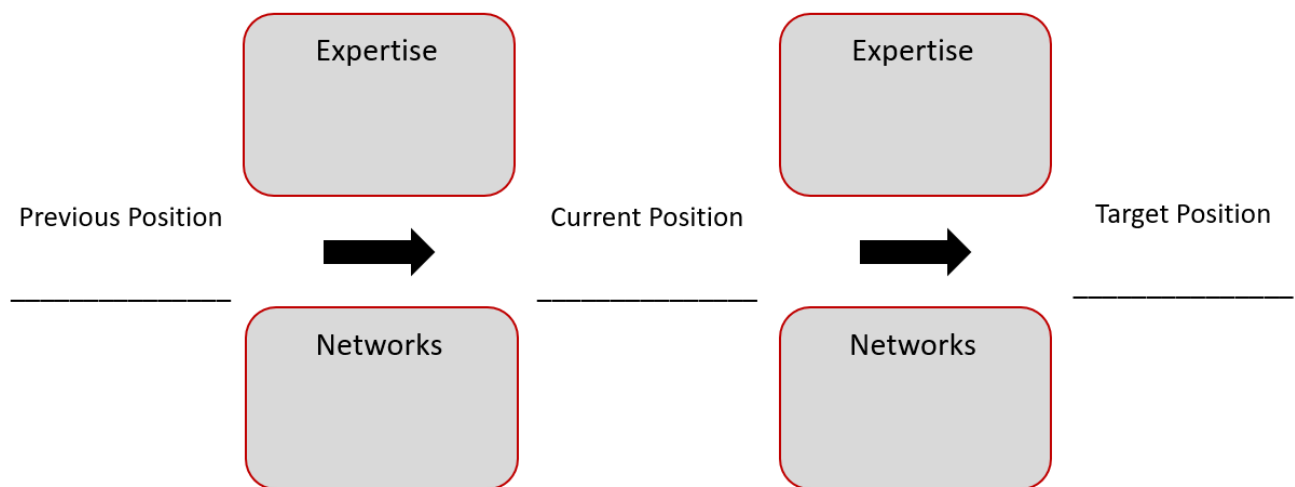
Learn more [on this webpage](#) for first-time attendees.

Career Reflection

Whether you are finishing up your degree or are a tenured professional looking to take the next step in your career, it is important to think about your long-term goals. What is driving you toward the search for your next role? Are you in a position to reach that “dream job”? Maybe you are looking for a steppingstone toward a greater career objective.

No matter your circumstances, you will need a combination of **expertise** and **networks** in order to move forward through your career.

Try this Exercise. On a piece of paper, draw out the following graphic. In the center, write your current or most recent position. If you are in a graduate program, write ‘Student.’ Then, fill in your previous position (if applicable) and the position you are targeting. If you have not found the exact job opening for your target position yet, simply write the general type of job you are looking for.



Next, reflect on the expertise and networks that helped you get from your last role to your current or most recent role. Were you referred for your current position by a colleague? Did you set up calls with other employees who work at the company in order to understand the culture? Did you visit your university’s Career Service department or attend industry events to broaden your network and find jobs that might fit your goals? Did you enroll in specific learning opportunities? Did you raise your hand for stretch assignments in order to build new skills?

Now, think about the skills you have built in your current position that will help you get to your target, as well as the people who might be able to help you get there. As a job seeker participating in the CCC, you have the benefit of leveraging SIOp as your network. The contact information for

the person in charge of hiring is already available for you! Additionally, there are not other individuals you could network with in order to reach your target position. For example, if you were looking to find a new role as an internal consultant, it could be helpful to reach out to other internal consultants in your network who could speak to the day-to-day activities, even if they work at a different company from the one you are targeting.

Career Planning/Advancement Resources

SIOp Career Center Resources

All year round job seekers are encouraged to visit SIOp's [Career Center webpage](#) to gain access to helpful information, guidance and resources including, but not limited to, common I-O career paths, I-O internships, or related organizations or memberships.

SIOp's [Conference Career Center online job portal](#) also offers a suite of resources designed to assist job seekers with career planning activities, such as resume writing, prepping for your next interview or how to improve personal branding. Please note, the CCC job portal is separate from SIOp's year-round job portal and is only accessible now through the end of June.

Military and Veteran Resources

The Military and Veterans Initiative (MVI) committee fosters partnerships to support military personnel in civilian careers, including those transitioning, Veterans, Reservists, Guard members, military spouses, and families. These collaborations help employers effectively hire from this community and ensure transitioning service members are prepared for new careers. Although the committee is currently focused on supporting those within SIOp and the I-O psychology community, as MVI grows, it hopes to extend its services and resources to the broader workforce.

Current resources for the military, veteran, and spouse communities for navigating civilian employment include:

- Transition Assistance Program (TAP) Website Guide. https://www.tapevents.mil/Assets/ResourceContent/TAP/TAP_Interagency_Website_Guide.pdf
- Resources for military transition, such as mentors, tools, training, advice, assistance programs, and job boards. <https://www.military-transition.org/resources.html>
- American Corporate Partners (ACP) mentorship program, where mentors come from Fortune 500 companies to offer 1-on-1 career coaching. <https://www.acp-usa.org/>
- Employer, Veterans Employment Toolkit. <https://www.va.gov/vetsinworkplace/>

For more information be sure to visit the MVI committee's [webpage](#), see us at the conference, or join SIOp members in efforts to build a military to civilian skills crosswalk. If you'd like to contribute inputs for the crosswalk, please complete the form [here](#).

External Career Building Resources

[GCFLearnFree.org](https://www.gcflernfree.org) is an online learning platform that has helped millions around the world learn essential skills across a variety of subjects, including [career planning](#), [job search](#), and [applying for](#)



SOCIETY for
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jobs. While some of the content may be familiar to you already, the guidance in these self-paced courses is industry-standard. Browse the learning paths for areas that are most relevant to you.

Looking to revamp your resume or cover letter? These resources provide great information:

- [SIOp Career Planning](#) (hosted by YM Careers)
- [18 Tips To Pass Automated Screening Resume Software](#)
- [Resumé Format Guide \(with examples\)](#) from Indeed.com
- [How to write a powerful and memorable HR resumé](#) from SHRM
- [Polishing your resumé to make the best first impression](#) from SHRM

Need help preparing for your next job interview? Check out these helpful tools:

- [How to Prepare for a Behavioral Interview](#)
- [How to Ace your Job Interview over Zoom](#)
- [Google Interview Warm-up](#)

Time to update your LinkedIn Profile? This guidance will walk you through some profile best practices:

- [Slide Deck: Rock Your LinkedIn Profile](#)
- [E-Learning course: Rock Your LinkedIn Profile](#)

Researching Companies

Employers at the CCC are specifically seeking candidates with a background in I-O psychology to join their teams. If you are already registered, you can monitor the [CCC job portal](#) for jobs posted by employers. Previous year's CCC has hosted employers like Deloitte, APTMetrics, Microsoft, FMP Consulting, SKS Consulting, and Bank of America. However, the interview process is not just about employers finding the right talent - it is also about you, as a job seeker, finding the right role at the right company that matches your expectations and values. Please note, the CCC job portal is separate from SIOp's year-round job portal and is only accessible now through the end of June.

It can be difficult to learn about a company's culture and what it would be like to work for an organization after just a few conversations with the hiring team. To get a clearer picture, try one or more of these approaches:

Explore the company's online presence. Seeing what a company has to say on their website, blog, and other social media platforms can be a great way to understand their culture. LinkedIn provides some insight into the company (general information, job openings, employee contacts).

Check company reviews. Take Glassdoor reviews with a grain of salt; a disgruntled former employee is more likely to leave a review than someone who is neutral or positive. However, there are often nuggets of truth that can give insight into what it would be like to work there, related positions, and salary ranges.

Network with current employees. If you can get in touch with a current employee who is not part of the hiring process, this can be a great source of information, not only about the company culture but also tips on how to navigate your interviews successfully.

During the SIOp Conference Career Center

Mock Interview Program

The Career Services Committee also provides an opportunity to practice your interviewing before your official interviews with employers. As a mock interview program participant, you will be paired with an experienced I-O who will provide valuable feedback to prepare you for future interviews and best position your credentials in alignment with employer goals. Personalized feedback on your interview performance and resume will be provided. Pairings will be either academia-focused or practitioner-focused based on the selection made in the conference registration form. Interview pairings will be made on a first-come-first-serve basis, depending on the number of available interviewers. The mock interview and resume review can be conducted virtually. **Note that you must sign up for the mock interview program in the [conference registration form](#) to participate.** If you have already registered, you can navigate back to the same link to add it to your existing registration.

Ambassador Program

Newcomers to the SIOp conference can register to be paired with an experienced conference mentor to help navigate the complex event, maximize time investments, and answer any questions. Additional information and specifics on how to sign up can be found on the Ambassador Program [website](#).

[Open House](#)

The Career Services Committee will host an on-site Open House for job seekers and employers to interact and share information about available opportunities in a “job-fair” style environment. Read the top tips for the Open House:

Event Name: Conference Career Center Open House

Date: Thursday, April 3, 2025

Time: 9 a.m. to 11 a.m. MT

Location: Hyatt Regency, Capital Ballroom

Understand the event. The CCC Open House is a networking event, which means there will likely be many job seekers but possibly a limited number of company representatives to talk to. Do not get discouraged! Jump into a conversation if it feels right, remember to ask good questions, and provide a resume if you feel it will be a good fit.

- Prepare an effective introduction and practice being concise in conversation to introduce and make an impression quickly but thoroughly.
- Come with a goal. If that is to ‘talk to a certain company’, or ‘make a certain number of connections’, or ‘learn more about a certain role’ – prepare for that goal and stick to it. Do not let other’s approaches change your plan.

Prepare yourself. Print a few resume copies and/or bring business cards. While not required, this may help company representatives remember who they have spoken to over the course of the event. Bring a notebook and take notes (in between chats if that feels better for you). There will be high-tops and other tables available to take a moment to reflect before moving to the next chat/employer table.

Expand your network. Do not limit your interactions to just company representatives. Take advantage of the opportunity to connect with fellow attendees. Networking with other job seekers can provide valuable insights into potential collaborations or even lead to unexpected opportunities in the future. Exchange contact information and broaden your professional circle beyond employer conversations.

Dress for success. While this is not an interview, it is a professional setting and a chance to network and create a good first impression. Business casual (at a minimum) is recommended.

Review participating companies. Some companies will have roles posted in the [CCC Careers portal](#). Take some time to review the available jobs and come prepared with some targeted questions for the representatives.

Make a positive impression. Making a positive impression can be as simple as smiling at people and making eye contact when you are talking to them. Beyond that, it is having a positive attitude. Bring an optimistic attitude to a networking event, and you will walk away having made good, memorable impressions.

Follow-up Did you talk to someone who was very helpful, and did they provide you with a contact? Take the time to send a thoughtful Thank You note following the conference.

Newcomer Reception

Those who are new to SIOP membership and/or this is their first conference can attend a welcome reception.

Date: Wednesday, April 2, 2025

Time: 5:30 to 6:30 p.m. MT

Location: Colorado Convention Center, Rooms 601/603/605/607

Beyond the SIOP Conference Career Center

Give Feedback

During and after the conference, the Career Services Committee will be launching a survey to better understand your experience participating in the CCC and related events. Your feedback will help us enhance our offerings in future years. *Please look out for more information on providing feedback via email.*

Stay Engaged with Opportunities

Remember that during the conference, you may only have your first interview with a potential employer. Be sure to stay engaged with opportunities by sending 'Thank You' notes/emails, inquiring about the next steps, and responding promptly to any communications from the hiring team(s).

If you have made any new professional connections through the conference's many networking opportunities (e.g., employers, fellow I-Os, etc.), follow up to thank them for their time and invite them to connect with you on LinkedIn.

Resources

SIOP Career Center

The [SIOP Career Center website](#) and [Career Center Job Portal](#) are spaces you can leverage once the CCC closes in June. The SIOP Career Center website has useful tips for being on the job market and also includes insights on the [competencies](#) related to a variety of I-O roles. The job portal also hosts open I-O roles all year. Please note, the CCC job portal is a separate site and includes only job offerings posted directly around the annual conference (linked under the Career Planning/Advancement Resources section of this guide).