

Hi TEN Members,

Despite California unemployment over 12%, we've seen continued job market improvement in the Technology sector in Southern California throughout 2010 as emphasized in the sheer quantity of exclusive and limited edition job listings we have below. Don't forget to check out our Editorial below as well.

Job Openings

Visit our [candidate portal](#) where you can search, view and apply for our latest jobs AND connect with us on FaceBook at <http://www.facebook.com/enamix> to see ongoing discussions and jobs that come up between newsletters. Here is our latest job openings:

[Sr . Analytics Product Strategy and Operations Executive](#) – Los Angeles – \$140K
[SaaS Platform Web Developer \(PHP, MySQL\)](#) – Los Angeles – Salary DOE
[Online Campaign Manager \(SEO/SEM Project Mgr\)](#) – Los Angeles – Salary DOE
[Email Marketing Manager](#) – Santa Ana – Max \$60K
[VP of Sales](#) – Central OC - \$175K package
[Inside \(outbound\) Sales - Electronics Test and Measurement](#) – Irvine, CA – CTH – \$65K package
[Software Development Manager](#) – Irvine - \$150K+
[Technical Program Management](#) – Irvine - \$140K+
[AccuNurse Project Manager](#) – Aliso Viejo – Rate DOE
[Systems Engineer](#) – Santa Ana – 90K-100K
[Embedded WinCE.NET Engineer/Lead](#) – Santa Ana, CA – \$120K
[Principal Software Engineer - Test Automation Tools](#) – Lake Forest – Salary DOE
[Software Architect](#) – Lake Forest – Salary DOE
[Product Development Architect](#) – Lake Forest – Salary DOE
[Microsoft Dynamics GP Consultant](#) – Long Beach – Salary DOE
[ColdFusion Developer](#) – Los Angeles - \$40-50/hour
[ColdFusion, C#, or Cognos Developer](#) – Los Angeles - \$40-50/hour
[C++/Win32 Software Engineer](#) – Central OC - \$100-140K
[Corporate Account Manager \(Regional Sales\)](#) – Yorba Linda – Salary DOE
[SQL Server/BI Developer](#) – Culver City - \$45-50/h
[Systems & Database Administrator](#) – Costa Mesa, CA - \$65-85K

EDITORIAL: In the Blink of an Interview:

Most hiring managers know exactly what they are looking for and know, within the first moments of the conversation, whether you fit or not. The remaining exchange of information is basically the process of reconfirming what they already believe. The only exception is when a change of opinion occurs due to an incorrect interpretation of their original "gut" feeling, or at least a revised understanding. The truly self-aware person understands the initial feeling in it's entirety but a rarely is a clairvoyant insight enough to sway the interview results one way or another. Interviewees have at least some ability to impact or influence the outcome. Obviously, this article pays significant respect to Malcolm Gladwell in his writing of a very insightful book, *Blink*; well worth your time and attention to read.

The initial gut - call it chemistry, synergy, or a common wavelength - is the sense that an interviewer knows about the candidate with whom they are speaking. Often unable to identify specifically but yet clearly felt, the gut leads most hiring managers to a decision well before the

interview ends. Whether or not the manager chooses to share that information remains their decision.

Although the split second impression is beyond your control, you can at least partially influence (positively or negatively) the final result. There are multiple facets to your ability to drive an interview to a positive result – ultimately “the next step” (e.g. offer, negotiation, next interview, or at least an expressed interest from the manager for further exploration). Most notably your own self-awareness, structure, and style.

Self-awareness

I certainly don't suggest interacting with a hiring manager as a confidant, but we've observed over many years that those who truly possess a high level of comfort in their own skin – AKA “self-awareness” – tend to portray not only the right kind of self-confidence but an air of sincerity that is noticeable at their first spoken word - even in the way they walk or shake hands. This self-awareness may be lacking in moment one of the conversation, perhaps due to nervousness, anticipation or a search for an ice-breaker, but relax and let your honesty and integrity come through. Be comfortable in your own skin. You are who you are.

Structure

Although adaptability is important in approaching the interview, a planned structure to optimize an efficient and effective exchange of information is paramount. I use the 3 G's – Gather, Give, Get – in that order. An interview is a selling situation. The best salespeople in the world ask many questions to clearly understand the customer before showing the product that best suits their needs. Unless you are interviewing for a sales position, you don't have to be overly insistent, but any insights about the role and what makes one successful in it will help you more effectively represent these aspects of your background that will be of most interest.

Throughout the rest of the conversation, consistently emphasize the projects, skills and experiences that most directly fit the manager's needs and wrap up the conversation by expressing your interest, requesting feedback and identifying a post interview action item – “the next step”. I'll leave the remaining interview techniques for another commentary.

Style

Beyond raw chemistry, your influence on the interview outcome depends on the types of words you use, your tone of voice - sincere, enthusiastic, confident - and your ability to relay the significant contribution within your capabilities. Among other things, hiring managers look for particular levels of positive energy, collaboration, and technical detail-orientation. All these need to come through in your style.

It's all about how you do what you do with the personality type that you are. In many respects, there is not much you can do to change your style. You are who you are. However, you can be sure to make the best possible presentation you can. In order to do so, be prepared by getting plenty of sleep, eating right, and researching the role, company and hiring manager. Be ready to take the call on time or arrive on-site early. Ask engaging questions, answer negative questions briefly with a positive upside, and express interest.

Regardless of the outcome, you can know that you made the best possible impression that you are capable of making. If the hiring manager decides against proceeding, it wasn't meant to be from the start. Rest assured though, that your presentation was as polished as you possibly could make it, and if there was a chance of turning the tides, then the outcome will reflect it. Hold your head high and keep the search going for an even better match for you.

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