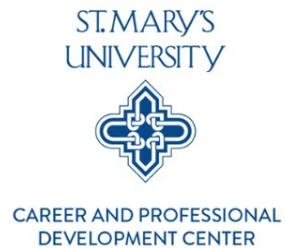




# Microsoft University Recruiting

August 30, 2022



# Agenda

- Who is Microsoft?
- Microsoft Opportunities
- Application and Interview Process
- Resume Tips
- Internship Program
- Aspire Experience
- Apply Today
- Resources

# Who is Microsoft?

Our Mission, Worldview, and Culture



## Mission

Empower every person and every organization on the planet to achieve more



## Worldview

Intelligent cloud • Intelligent edge } Tech intensity



## Culture

### Growth mindset

Culture attributes

Company values

Manager expectations

Leadership principles

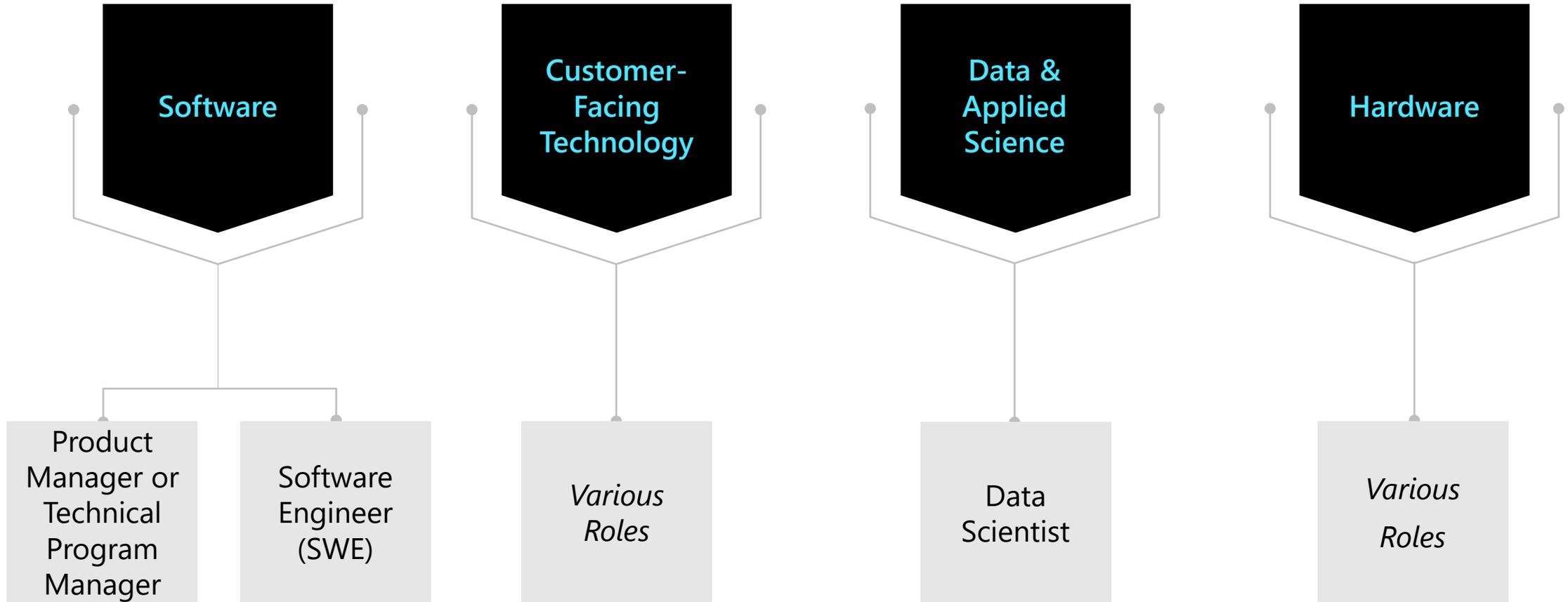


Microsoft supports you in developing yourself as an individual

# Microsoft University Recruiting

Opportunities and Recruitment Process

# Opportunities in Engineering



# How to apply

## Apply online



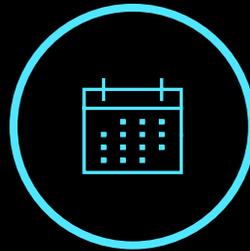
[microsoft.com/  
university](https://microsoft.com/university)

## Resume Review



Recruiter reviews  
your resume

## 1<sup>st</sup> Round Interviews



First interview  
scheduled

30 min first round  
interview

## Final Round Interviews



Final round  
interview scheduled

2-4 virtual interviews  
with the team that  
you are being  
considered for

## Offers!



Offer Decision

Candidates  
typically have 2  
weeks to decide  
on their offer!

# Overview of the Interview Process

# Interview Process

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## First Round Screen



Can be in the form of a 30-minute phone call or a whiteboarding tech screen

Depends on your role

Find out result within 2-4 weeks

## Final Round Interviews



Microsoft Teams meeting

A round of 45-min interviews (Anywhere from 2-5)

Mix of behavioral and technical

Find out result within 1-2 weeks

# Interview Format

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## Phone Screen



A form of first round screen

Behavioral questions

Can be with a Recruiter

## Whiteboarding



Used in first and final interviews

Technical questions

Shared virtual coding environment

Codility app

## Virtual Interview Loop



Final round

Microsoft Teams meeting

A round of 45-min interviews (Anywhere from 2-5)

Mix of behavioral and technical

# It's all About the Resume

Resume Tips and Advice

# Resume Building Blocks



## Contact Info



Name (Preferred)

Email

Phone Number

LinkedIn

Portfolio

Github

## School Info



Major

GPA

Relevant Classes

Graduation Date  
(Month & Year)

Class Projects  
(individual &  
group)

## Experience



Internships

Research

Work Study/Work

Personal Projects

Competitions

Awards and  
Certifications

## Skills & More



Skills/Tools

Leadership

Clubs

Volunteering

Interests

Any Other Info

# Make your Resume Stand Out



Prioritize your **education section** at the top. Include your coursework, honors, Dean's List, GPA, etc. to show your academic excellence.



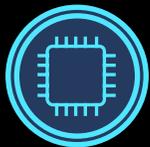
Your **GPA** is not a huge differentiator. If you don't want to include it, that's fine! We consider many other aspects of your background.



Format your **experience section** in chronological order, include dates of tenure, and use correct grammatical tense.



**Update** your resume if things change!



Craft your resume so that it conveys the skills and experiences **relevant to the job you are applying for**. Recruiters should have a clear understanding of how your skills match the open role.



Focus your **indirectly related experiences** on achievements that show leadership, collaboration and drive.



Consider using Canva, Resume Genius or Microsoft PowerPoint to create your resume and give it a **nice, sleek design**.



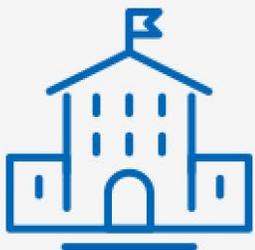
Aim to **have your resume reviewed** by a career advisor at your school, a friend who works in the industry, or a school alumni as you fine tune the details for your application.

# Explore an internship

*Microsoft interns work on meaningful projects spanning all solutions and services throughout the company.*

## Discovery Program

- Created for rising college freshmen, Microsoft Discovery program is a 4-week project based learning program. Find inspiration, begin learning how to program, and have a hands-on learning experience as you explore technology opportunities at Microsoft.



## Explore Microsoft

- Created for the first and second year college students, Explore Microsoft is a 12-week summer internship that lets you try out different software engineering roles.



## University Internship

- Build a strong foundation for your career by working on real-world projects using our cutting-edge technologies. Make valuable connections and have lots of fun along the way!



## PhD Internship

- PhD interns can take advantage of Microsoft's wealth of resources while driving important tech innovations.



# We've designed an iconic two-year experience built on three pillars that position early career hires for success.

Backed by industry and extensive internal research, they represent three things that matter most to our early career hires.

## **Build network**

We help Aspirers foster productive connections and build their community across the organization.

## **Accelerate growth**

We help Aspirers channel their passion, curiosity, and raw talent to their work and make meaningful contributions.

## **Discover opportunity**

We help Aspirers explore opportunities both inside and outside the organization and build a career they want.

# Microsoft Aspire Experience: Our Shared Vision

## Our narrative

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Every year, thousands of new hires join Microsoft in their early career stage. They come from every corner of the world, bringing their aspirations and anxieties, their talent and potential, hopeful and excited for the journey ahead.

In this critical moment of growth and transformation, our ambition is to help them find their way. Encouraging them to explore new terrain, develop new skills, build community, and embrace being innovative leaders—in their role, on their team, and beyond.

We want them to make their mark—at Microsoft and in the world—guided by a sense of purpose and curiosity and grounded in a sense of belonging. We want them to be the purposeful leaders of the future who embody and push our culture and mission forward.

## Our mission

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### Empowering our new early career hires to achieve more

*As specified by Microsoft's mission: "Empower every person and every organization on the planet to achieve more."*

## Our objectives

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### Build network

Encourage new early career hires to build their community and lasting relationships across the organization and around the world. Foster authentic connections and belonging that cultivates champions of the Microsoft culture.

### Accelerate growth

Help new early career hires thrive—in life and at work. Embrace their passion, encourage their curiosity and exploration, support their learning, and inspire them to innovate and share their gifts—with Microsoft and the world.

### Discover opportunity

Help new early career hires make the most of everything that Microsoft has to offer. Enable them to explore opportunities both inside and outside the organization and build a career that allows Aspirers to lead with the best version of themselves.

## Our design principles

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### Program

- Laser-focused on what makes Microsoft Aspire remarkable
- Designed for a global audience
- Data-driven and evidence-based
- Aligned with Microsoft Leadership Principles

### Experience

- Inviting and inclusive
- Interactive and participatory
- Consistent Microsoft Aspire brand

# Apply today!

[Microsoft.com/university](https://aka.ms/university)

## Software Engineering

- **Full-time SWE**  
[https://aka.ms/FT\\_SWE23](https://aka.ms/FT_SWE23)  
(Job Number: 1388674)
- **Intern SWE:**  
[https://aka.ms/IN\\_SWE23](https://aka.ms/IN_SWE23)  
(Job Number: 1388845)
- **Explore:** <https://aka.ms/EXPLORE23>  
(Job Number: 1388848)
- Learn about Software Careers at Microsoft:  
<https://aka.ms/MicrosoftSWECareers>  
<https://aka.ms/MicrosoftExploreProgram>

## Other roles

- Microsoft has many career opportunities for students and recent graduates, both technical and non-technical! Some opportunities include Software Engineering, Product Management, Technical Program Management, Product Design, UX Research, Data & Applied Science, Hardware, Microsoft Research, Sales, Marketing, HR, Customer Success, Supply Chain & Operation Management, and the list goes on! Be sure to check out [www.microsoft.com/university](https://www.microsoft.com/university) to learn about all our open roles.
- For more information on a few of our opportunities, please check out the links below.
  - [Microsoft Hardware Careers](#)
  - [Microsoft Atlanta](#)
  - [Microsoft Business Functions Careers](#)
  - [Microsoft MBA Recruiting](#)

# Microsoft is a proud sponsor of many diversity organizations and conferences

- [AfroTech](#)
- [Association of Latino Professionals For America \(ALPFA\)](#)
- [American Indian in Science and Engineering Society \(AISES\)](#)
- [CodePath](#)
- [The Consortium for Graduate Study \(CGSM\)](#)
- [Grace Hopper Celebration \(GHC\)](#)
- [HITEC](#)
- [Lesbians Who Tech](#)
- [Lime Connect](#)
- [NACME Scholars](#)
- [MBA Veterans Network](#)
- [National Black MBA Association \(NMBBAA\)](#)
- [National Society of Black Engineers \(NSBE\)](#)
- [Out for Undergrad \(O4U\)](#)
- [Rainier Scholars](#)
- [Reaching Out MBA \(ROMBA\)](#)
- [Advancing Chicanos/Hispanics and Native Americans in Science \(SACNAS\)](#)
- [Society of Hispanic Professional Engineers \(SHPE\)](#)
- [Society of Women Engineers \(SWE\)](#)
- [Thurgood Marshall Leadership Institute](#)
- [Tapia](#)
- [Women in Cybersecurity \(WiCyS\)](#)

## Full-time SWE:

<https://aka.ms/MSCConf23FTSWE>

(Job Number: 1422222)



## Intern SWE:

<https://aka.ms/MSCConf23INSWE>

(Job Number: 1422223)



# Resources

## Virtual Events

- Attend an upcoming [Microsoft Virtual Recruiting Event](#)

## #MicrosoftLife

- Learn more about [Life at Microsoft on YouTube](#)

## Resume + Interview Prep

- Leverage resume and interview preparation resources at our [Careers FAQ Page](#) and [Interview Prep for Students and Grads - YouTube](#)

## LinkedIn Group

- Connect with recruiters via our [Microsoft University Recruiting LinkedIn Group](#)

## Open Roles

- Explore open roles on the [Microsoft Careers Website](#)

## Microsoft Aspire Experience

- [Microsoft Aspire Experience | Microsoft Careers](#)