

**Ship Alumni Career E-Newsletter**  
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**Employer Perspective:**

**Angela Besch '95, Rena Lange USA, Finance Manager**

Thinking about leaving your current job? Make sure you evaluate everything before making the big move.

Since 2006, I have had 6 different addresses which has led to 5 different jobs and only 3 ½ months of being unemployed. I do not suggest anyone switch jobs this many times in such a short period of time unless it is under extreme circumstances. My husband's position had great opportunities that moved us from state to state so that was my choice. With that said, I can offer some advice for someone looking to make a change to a new job.

First word of advice - DO NOT leave your current position just because you found a new job that pays "more." Maybe you can make an extra \$10k right now, but where will you be at your current company in 5 years if you stay compared to where you will be in the new position? Also, make sure you understand the responsibilities that will be assigned to you in the new position. In this economy, sometimes positions are cut and they offer someone slightly more pay to do the job of more than one person.

Second, pay is not the only factor that should be considered when leaving a job. All the following points need to be evaluated to see if you are really leaving your current job for something better.

*Benefits Package* – Make sure you compare health benefits, vacation, holidays, 401k (including match), education, and pension benefits. These benefits can equal thousands of dollars and should not be overlooked when evaluating a job. For health insurance, look not only at the employee contribution, but also look at the type of insurance. Does the insurance have a \$25 co-pay or does it have \$3,000 deductible. Many plans may make you contribute less for the premium but if you actually need to use the benefit it will cost you. Also make sure you understand when all benefit costs will increase every year. I have had situations where I have started a job with one rate for health insurance and within a few months the company goes through open enrollment and there are increases to the employee contribution. Holidays are another item that is sometimes overlooked. My current company is closed between Christmas and New Years. This is an extra week of vacation time and should be factored into the total value of compensation.

*Work Environment* – Another factor that you cannot put a price on is whether you like the people you work with directly day in and day out. No matter how much you make, working in a poor work environment is not fun. If you have a 2<sup>nd</sup> interview or a job offer in place, ask to see your work space. This can give you some insight into what the company environment is like. Everyone at my current employer sits in one big room so we all need to get along really well. You would not want to accept a new job only to find out later that the environment is not conducive to your personality and desires.

*Advancement Opportunities* – Another consideration when taking a job is the opportunity for advancement. If it is a larger company, do they promote from within? With a smaller company, advancement may not come until the company grows. At many of my jobs I was the head finance person when I walked in the door. The way I was challenged was growing with the company. For a small company it may mean opening a new location, starting an e-commerce site, launching a new product, or going through an IPO that raises the company to the next level. You need to decide what type of company is right for you and match your interests with the direction the company is moving.

While you are on an interview, do not be afraid to interview the company. Make sure you do your homework, look at the Company's website, and "Google" the company before your interview. I like to ask why is the position I am interviewing for open? What is the environment like? What is my boss's management style like? With my many interviews, I found out very interesting information about potential employers. For example, one company just filed for bankruptcy and the position I was interviewing for was Controller. Did I really want to be responsible for a company that was in bankruptcy? Another told me I would not be able to change any procedures due to union restrictions. This position was in operations and my bonus was based on productivity. If I am unable to change procedures, how would I have a prayer to make my bonus? For both of these positions, I called after the interview and pulled my name from consideration. I did not feel the jobs were a fit and I did not want to waste any of the potential employers' or my time moving forward.

If you do decide to leave your current company, make sure to give the required notice. Do not burn any bridges. I always gave 110% at every position I have held. Because of this, I had 2 job offers from former companies when I moved. At the time, the positions that I was offered did not interest me, but it was nice to have that option.

If you decide to stick with your current company make sure you take advantage of opportunities. My husband has done this and we have lived in some great cities, enjoyed new experiences, made many great new friends, and he has furthered his career.

In closing, perhaps the most important thing to consider when looking for a new job is to find what you like to do – everything else will fall into place. Some of my favorite jobs have not been the ones with the highest pay. I have learned over the past 5 years that finding a job may be easy, but liking what I do every day is the most important consideration when switching positions.

### **Get Connected:**

Looking to connect with other Shippensburg alumni for career information? LinkedIn is one way to do it!

**LinkedIn ([www.linkedin.com](http://www.linkedin.com)):** Register and participate in this online career related media site. It is a productive way to identify employers, look for job postings and connect with industry groups. Start by connecting with a group you already have something in common with. Connect with the Shippensburg University LinkedIn groups for assistance. List in your profile you are searching for a job and what career interests you have. Be sure to complete the profile completely so that when others are searching you have an excellent advertisement for yourself.

Another way is to use the [Alumni Mentoring Network](#). Through this networking tool you can contact alumni that are willing to be contacted for career purposes. Ask them questions about what they do, see what their employer is like, have them critique your resume from their industry perspective. It is an excellent tool.

### **Get Involved!**

Join us for [Alumni Weekend](#) at Ship on June 3,4,5! Enjoy catching up with friends during the Pubs & Grubs crawl, feast out during the SU Night dinner or grab a few friends and participate in the 23<sup>rd</sup> annual golf tournament to raise money for the Outstanding Student Scholarship fund. Attending these types of activities will allow you to broaden your network of Shippensburg Alumni and we all know that networking is the best way to get a job! Hope you can join us!

### **Recent Job Posting**

From mid- March until April 20, there are 229 full-time BA/BS required jobs listed on College Central for alumni. A sampling of the jobs include:

Vice President of Advancement, **Achieva**, Pittsburgh, PA

Manager in Training, **Abercrombie & Fitch**, Harrisburg, PA

Internal Sales, **Acoustictrade**, Chambersburg, PA

Asst. Program Manager, **Adams Hanover Counseling Services, Inc.**, Franklin & Fulton county

To find out more about these jobs and other positions, log onto [College Central](#) and search for postings. If you don't have a college central alumni account, please refer to the [Guide Sheet](#) for hints and tips for alumni on searching the database. New jobs are added daily!

### **Need Career Assistance?**

Have you recently graduated and still looking for a job? Are you currently in an unfulfilling job and are thinking about switching? Considering graduate school? We can help! This is a FREE service to Ship Alumni! Email [alumni@ship.edu](mailto:alumni@ship.edu) or 717-477-1218.