

JOB SEARCH STRATEGIES FOR INTERNATIONAL CANDIDATES

University of Arizona Graduate Center

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As an international candidate you have additional challenges to overcome in your job search process. From understanding the hiring process and identifying employers willing to sponsor, to deciding when to disclose your international status. While the process isn't an exact science, there are things you can do to increase your chances of success.

The following are strategies to help you maximize success with your job search as an international candidate:

- 1. Find and Speak to Other International Candidates** – One way to identify employers willing to hire international candidates is to talk to other international candidates and alumni about employers who have hired them. Employers that have hired international candidates in the past are likely to continue to do so. LinkedIn is a great platform for identifying other current and former international Wildcats and where they have worked or currently work. As a reminder, or as a preview, the Sprint covers how to use LinkedIn to find people on Wednesday of the second week.
- 2. Explore International Companies (in the U.S.)** – Large international companies are more likely to hire international candidates compared to small national or regional companies. This is not to say small national or regional companies don't hire international candidates, they are just less likely to. Larger international companies are more likely to have experience hiring international candidates and your specific background may be an asset to them if they do business in your home country.
- 3. Explore International Companies (in your home country)** – Another potential opportunity is to look and see if there are employers in your home country doing business in the United States. If there are, they may have opportunities that allow you to stay in the United States. Similarly, these employers may value your experience in the United States as it can inform their business model and processes.
- 4. Confirm Your Visa Status** – There are important nuances and laws regulating your Visa and your ability to work in the United States. Additionally, the laws and rules surrounding OPT and CPT are not static, meaning they do change over time. As such, it is in your best interest to verify your eligibility and requirements through resources such as the [University of Arizona Global's International Student Services](#) and [U.S. Citizen and Immigration Services](#).
- 5. Search in Numerous Countries** – While the goal may be to secure a job in the United States, there is no guarantee you'll be successful given the time restrictions you are operating under. As such, it is important you diversify your search and look for opportunities in your home country, and other countries you're willing to relocate to. You never know where you'll land your next opportunity and you may be pleasantly surprised with where you end up even if it isn't your first choice geographically.

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- 6. Strategize When and How to Reveal Your Visa Status** – This is often a sticking point for candidates as it can be difficult to know how or when to disclose one is an international candidate in need of sponsorship. Here are some recommendations:
- A. Don't Disclose on Your Resume** – Rarely will it be to your benefit to list your international candidate status on your resume. Further, this isn't something one would necessarily expect to find on a resume, unless the job description asks for citizenship status to be included.
 - B. Consider Disclosing in Your Cover Letter** – It may be easier to disclose in your cover letter as you have space to provide context and additional information regarding your unique circumstances. Keep in mind your resume and cover letter are really meant to get you an interview so including this information here may not help you get to the interview stage.
 - C. Disclose During the Interview** – If you haven't disclosed yet, and you are invited to an interview, you will want to disclose at this point. Hopefully, the employer will be impressed with you so your need for sponsorship won't disqualify you. At the very least, you'll be able to immediately answer questions they may have which would not have been possible had you disclosed in your written application materials.

These are just a few strategies you can employ to maximize your chances of success with your job search. Of course, if U.S. citizenship is a job requirement, perhaps because the role requires special security clearance, you should not apply as this is rarely a negotiable requirement. The resources listed below provide additional ideas, strategies, and resources you may find helpful.

ADDITIONAL RESOURCES

- Article: [International Students and the Job Search](#) – From Rice University, this document provides a wealth of information ranging from illegal employment practices to common cultural barriers international students may experience.
- Blog: [International Student Careers](#) – A great resource for international students that covers a wide range of topics, provides resources, and discusses strategies.
- Website: [H-1B Employer Data Hub](#) – The H-1B Employer Data Hub includes data from fiscal year 2009 through fiscal year 2020 (quarter 1) on employers who have submitted petitions to employ H-1B non-immigrant workers.
- Website: [Top Companies that Sponsor H-1B](#) – While similar to the above website, this site provides pre-created lists of employers to help you start exploring options.
- Wiki Page: [List of Multinational Corporations](#) – List of corporations that do business in multiple countries around the world - potential leads on companies that are more likely to sponsor international candidates.

