

## Global Recruiting

Whether you are a U.S. company looking to expand abroad or an international company seeking talent for your worldwide offices, we invite you to connect with UCLA Anderson students and discover the global perspective they can bring to your organization.

UCLA Anderson is known for its global focus on management education, taking advantage of its strategic location in Los Angeles. In addition to their core coursework, our full-time MBA students must complete an international course requirement prior to graduation, and opportunities to fulfill this requirement include taking an international elective course, such as Global Marketing Management or International Business Strategy. Another option for students is to complete our unique Applied Management Research (AMR) field study through an international project, enabling them to partner with an international organization to solve a key strategic problem. Rounding out the global focus, UCLA Anderson's faculty are involved in a broad range of international research and consulting activities.

Companies that have hired Anderson students for global opportunities include Amazon, The Boston Consulting Group, Falabella, Goldman Sachs, Google, JD.com, McKinsey & Company and Samsung.

The Parker Career Management Center (CMC) offers many opportunities for employers on every continent to connect with Anderson students, and we look forward to working with you to find the best match.

For more information on hiring international students for U.S. offices, please refer to the other side of this document.

## Recruiting at UCLA Anderson

### WAYS TO CONNECT WITH STUDENTS

#### Company Presentations

Company presentations are effective ways for meeting students and educating them about career opportunities within your organization. These are usually held during lunchtime or in the evenings beginning in the fall.

#### Virtual Presentations

If you are unable to visit campus to host a company presentation, you can host a virtual presentation using our state-of-the-art classrooms, which give you the ability to make a presentation remotely while speaking to students in real time.

#### Resume Collection Service

If you are not able to visit campus to interview, we recommend the resume collection option using the Online Recruiting System. We will post an announcement for the appropriate student audience containing details on the position and the deadline by which to respond. After the resume bundles are forwarded to you, we will be happy to assist you further should you wish to follow up with on-campus interviews or arrange virtual interviews via phone or other videoconference options.

#### Online Job Postings

Post on our online job board viewed by students and alumni.

#### International Student Identity Clubs

The Parker CMC will assist you in connecting with the appropriate student identity clubs to meet your targeted recruiting needs.

#### Days-On-The-Job (DOJs)/Industry Treks

UCLA Anderson has several student identity clubs that organize company visits to international locations. In prior years, the Parker CMC has supported student-organized DOJ/Treks in Hong Kong, Shanghai and Miami (for Latin American companies).

If you would like us to contact you or your international recruiting representative to establish a relationship with your company, please email Phil Han at [phil.han@anderson.ucla.edu](mailto:phil.han@anderson.ucla.edu).





## Hiring International Students

International MBA students make up about one-third of the full-time MBA student population and represent some of the best and brightest management talent from more than 40 different countries.

They excel academically and contribute significantly to the UCLA Anderson community through their wide range of knowledge and professional experiences. Their language skills and cultural knowledge are invaluable resources in the expanding global marketplace.

If you have not done so, we urge you to get to know our talented pool of international students and consider them for employment within your organization for both U.S. and overseas opportunities. You can connect with them through internationally focused student clubs, on-campus events and other activities. If you are coming on campus to recruit, we strongly encourage you to include international students among your interview candidates.

### WHAT ABOUT WORK ELIGIBILITY IN THE UNITED STATES?

Hiring international students for employment in the U.S. is easier than most people realize. The majority of international students hold F-1 visas and according to U.S. Citizenship and Immigration Services (USCIS), these students are allowed to work in the U.S. in positions that relate to their fields of study. USCIS also makes provisions for the hiring of international students each year through a number of visa programs.

### INTERNSHIPS: CURRICULAR PRACTICAL TRAINING (CPT)

Students with F-1 visas can use this provision to work full time during the summer months between the first and second year of studies and part time during the school year. The employer needs to provide information only regarding the terms of the employment for the student to obtain work authorization from the UCLA Dashew Center for International Students and Scholars.

### SHORT-TERM FULL-TIME POSITIONS: OPTIONAL PRACTICAL TRAINING (OPT)

Students holding F-1 visas may be employed full time for 12 months after graduation under OPT. The Parker CMC works with students to secure an Employment Authorization Document (EAD) by graduation so that they can begin work soon after the completion of their studies. This process does not have an annual quota or other restrictions, and students do not need an offer to obtain an EAD. The employer is required only to complete the I-9 form and provide a standard offer letter for any international hire with an EAD.

### LONG-TERM FULL-TIME POSITIONS

When employers decide to continue employing an international graduate beyond the OPT period of 12 months, they must petition for a Change of Nonimmigrant Status on behalf of the employee, most commonly an H-1B visa. H-1B visas are issued in three-year increments and may be extended for another three years, up to a maximum of six years. The employer's petition to USCIS is straightforward and can be accomplished with relative ease.

Most employers use the services of in-house counsel or immigration attorneys in the visa application process, including the petitioning procedures. The Parker CMC can refer interested employers to Loke Walsh Immigration Law, a top immigration firm that has worked successfully with our students, alumni and employers in the past.