

GET THE JOB

Same Company, Different Jobs

There seems to be an ongoing debate about whether it is OK to apply for multiple roles at the same company. One side says going for multiple open roles at once makes you look desperate. Others feel it increases your odds of landing a dream job.

This back-and-forth can straight-up confuse job seekers, making it harder to feel confident about their search.

The good news is that you're ultimately in charge of the choice.

Deciding when to apply for multiple roles within the same company can take some strategy. Read on for some general pointers to help you successfully navigate your job search.

SENDING THE WRONG MESSAGE

Before applying for multiple roles, consider the message you could be sending to a prospective company. Put yourself in the shoes of the



© ADOBE STOCK

hiring manager.

He or she is likely looking for someone with experience in a specific area. By applying for jobs that are wildly different in required skill sets and background, you could be spreading yourself too thin and decreased your chances of getting hired.

Instead of looking like a versatile professional with many different skills to offer, you may come off as unfocused and unsure of your capabilities.

THINGS TO CONSIDER

Not sure how to determine

when to apply for multiple jobs at the same company? The process can be confusing.

Here's a quick cheat sheet from the job experts at Indeed:

- Determine what you want to do.
- Identify your qualifications.
- Establish how many jobs fit.
- Employ the 80% rule – do you meet 80% of the job qualifications?
- Tailor your applications.
- Contact the recruiter.
- Follow up.

Use this list as a general guide, but remember to use

common sense and your own strategic approach to make solid decisions along the way.

CONSIDER THE COMPANY

In situations where applications are sent to multiple hiring managers, you can get away with applying for multiple positions.

The issue is, you may not be able to decipher how many hiring managers are actually making recruitment decisions at a company. The larger the organization, the better your chances. Keep this in mind before peppering a deci-

sion-maker with multiple applications.

PICK UP THE PHONE

Many candidates feel defeated after receiving a rejection email from a company. If you feel strongly about the organization being a good fit for your skills, values and goals, don't be afraid to pick up the phone and call the company's hiring manager.

Explain to them why you were so passionate about the role and ask for candid feedback on your application materials. You may not end up getting the gig, but you can leave a positive impression of your character and persistence.

In the end, only you can decide when it makes sense to apply for multiple roles within the same company. Depending on your desired timeframe for landing a new job, you may feel the need to put out as many applications as possible.

Keep in mind that when making any decision, it's important to balance emotion with strategy.

Consider the best opportunity to catch the attention of the decision-makers within your target company. Don't be afraid to submit your résumé for positions that are most aligned with your experience, and reach out strategically rather than more frequently.

GET THE JOB



Same Company, Different Jobs

There seems to be an ongoing debate about whether it is OK to apply for multiple roles at the same company. One side says going for multiple open roles at once makes you look desperate. Others feel it increases your odds of landing a dream job.

This back-and-forth can straight-up confuse job seekers, making it harder to feel confident about their search.

The good news is that you're ultimately in charge of the choice.

Deciding when to apply for multiple roles within the same company can take some strategy. Read on for some general pointers to help you successfully navigate your job search.

SENDING THE WRONG MESSAGE

Before applying for multiple roles, consider the mes-

sage you could be sending to a prospective company. Put yourself in the shoes of the hiring manager.

He or she is likely looking for someone with experience in a specific area. By applying for jobs that are wildly different in required skill sets and background, you could be spreading yourself too thin and decreased your chances of getting hired.

Instead of looking like a versatile professional with many different skills to offer, you may come off as unfocused and unsure of your capabilities.

THINGS TO CONSIDER

Not sure how to determine when to apply for multiple jobs at the same company? The process can be confusing.

Here's a quick cheat sheet from the job experts at Indeed:

- Determine what you want to do.
- Identify your qualifications.
- Establish how many jobs fit.
- Employ the 80% rule – do you meet 80% of the job qualifications?
- Tailor your applications.
- Contact the recruiter.
- Follow up.

Use this list as a general guide, but remember to use common sense and your own strategic approach to make solid decisions along the way.

CONSIDER THE COMPANY

In situations where applica-

tions are sent to multiple hiring managers, you can get away with applying for multiple positions.

The issue is, you may not be able to decipher how many hiring managers are actually making recruitment decisions at a company. The larger the organization, the better your chances. Keep this in mind before peppering a decision-maker with multiple applications.

PICK UP THE PHONE

Many candidates feel defeated after receiving a rejection email from a company. If you feel strongly about the organization being a good fit for your skills, values and goals, don't be afraid to pick up the phone and call the company's hiring manager.

Explain to them why you were so passionate about the role and ask for candid feed-

back on your application materials. You may not end up getting the gig, but you can leave a positive impression of your character and persistence.

In the end, only you can decide when it makes sense to apply for multiple roles within the same company. Depending on your desired timeframe for landing a new job, you may feel the need to put out as many applications as possible.

Keep in mind that when making any decision, it's important to balance emotion with strategy.

Consider the best opportunity to catch the attention of the decision-makers within your target company. Don't be afraid to submit your résumé for positions that are most aligned with your experience, and reach out strategically rather than more frequently.

HOT JOB PROFILE

FINANCIAL EXAMINERS

Number of jobs in 2019: 66,900

Job outlook, 2019-29: 7% (faster than average)

Employment change, 2019-29: 4,900

The role: Financial examiners ensure compliance with laws that govern institutions handling monetary transactions.

Source: U.S. Bureau of Labor Statistics

Education required: Financial examiners typically need a bachelor's degree that includes some coursework in accounting. Entry-level examiners are trained on the job by senior examiners.

Job outlook: Financial examiners will be in demand as financial institutions seek help with federal regulatory compliance.

AD SPACE