

NJAA CAREER DEVELOPMENT CONTEST

The career development contest is to help NJAA members build a resume and improve their interviewing skills. Job preparation and interviewing skills are only improved through practice and gaining experience. Through participation in the career development contest, junior members learn organization, communication, preparation, impromptu thinking, and social skills.

Prizes will only be awarded to the top three overall contestants in each age division. Cash awards will be presented to the top contestants in the resume and interview division. Prize money will be paid as follows: 1st-\$100; 2nd-\$75; 3rd-\$50.

Eligibility of Contestants

1. Contestants must be Junior, Regular, or Life Members of the American Angus Association.
2. This contest is only available to the following age divisions, as of Jan. 1 of the current year: Intermediate A (14-15), Intermediate B (16-17) and Senior (18-20).
3. Contestants will compete in three divisions: resume, interview, and overall.
4. Contestants must compete in the interview, to enter the resume division.

Resume and Job Description

1. A detailed job description must be submitted with the resume.
 - a. *Senior division* contestants must submit a detailed **job description** in 50 words or less describing the full-time position, either existing or fictitious for which they intend to interview. (*No internships or scholarships allowed.*)
 - b. *Intermediate division* contestants must submit a detailed **scholarship description** in 50 words or less describing the scholarship, either existing or fictitious for which they intend to interview. (*No internships or full-time positions allowed.*)
2. **Resumes and Job Descriptions must be submitted by May 25 through AAA Login Online Contest Portal. Late entries will not be accepted.**
3. Senior contestants must also submit a detailed cover letter, limited to one page, describing additional job qualifications and background to accompany the resume and job description.
4. Resumes must be a maximum of two pages in length.
5. Judges will receive a copy of the resume and job description or scholarship in advance so they are better prepared with the contestants' education and experience.

The Interview

1. Only the judges, contestant, junior board member, American Angus Association staff member, and host state volunteers will be allowed in the contest room.
2. Interviews will last approximately 10 minutes.
3. Interview order will be set in 15-minute intervals by contest officials and posted near the show office prior to the contest. Penalties at judges' discretion may take place due to lateness.
4. A list of possible questions that will be asked will be posted on the NJAA website.

5. Questions that are asked will not be limited to the Interview Questions Study Guide document, but judges will ask questions at their discretion.
6. Contestants are allowed to bring three copies of their resume and job description and a padfolio or folder. No other outside materials or business cards will be allowed in the contest room.
7. Contestants are encouraged to dress appropriately for the interview.

Judging

1. After the interview is completed, judges will critique both the applicant's resume and interview.
2. The overall winner will be based off of the ranking between the resume and interview division.
3. The rankings (not the score) of the three judges shall be added for each interviewer, and the final placings determined by the lowest composite rankings. Actual scores will be used only to break ties. In the event the participants are still tied, they shall be named co-winners and two awards will be given for that placing and none given for the following placing.