

***Virtual* - NJAA CAREER DEVELOPMENT CONTEST**

The career development contest is to help NJAA members build a résumé 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 (1st, 2nd, and 3rd place).

Participating Virtually

1. Participants must have a valid email, Zoom account and strong internet connection in order to participate.
2. Contestants will be required to submit a detailed description and résumé **by May 25th** through AAA Login Online Contest Portal. Late entries will not be accepted.
3. A meeting time will be sent to the participant prior to the contest via email. Participant or parent/guardian must respond with a written confirmation to Events and Junior Activities staff **by June 10th**. The contest will take place any time after June 10th – June 30th, the dates will be considerate of both the contestants and judges schedule.
 - a. **If Events and Junior Activities staff has not received a written confirmation from the participant or parent/guardian by the deadline (June 10th) staff has the right to disqualify the participant from the competition.**
4. An Events and Junior Activities staff member and NJAA Board of Directors member will accompany the zoom call in order to track time, be available to moderate, and answer any questions.
5. Points will not be deducted for technical difficulties.
 - a. However, in the event of a technical difficulty, staff will stop the timer and start again once a connection is regained.
 - i. Staff will operate on a 3-strike rule. Should the contestant lose connectivity on 3 separate occasions, the participant will be disqualified from competition.
 - ii. Losing connectivity is defined as 15 seconds of no sound, no video or both.
6. Points will not be deducted for any outside noises or distractions that may occur. However, participants and judges are expected to be in a quiet area with little to no outside distractions.
7. Events and Junior Activities staff have the right to record the speeches of the participants, if necessary.
8. Participants must follow all rules outlined below.

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 a virtual interview prior to the National Junior Angus Show.

Résumé and Description's for Interview

1. Each division will compete using the below descriptions:
 - a. **Senior division** contestants will compete as if they are interviewing for a job. The job will be of the contestant's choice. The contestant 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 will compete as if they are interviewing with the Angus Foundation Scholarship Selection Committee for an Angus Foundation Undergraduate Student Scholarship.
2. **For seniors, résumé and Job Descriptions must be submitted by May 25 through AAA Login Online Contest Portal. Late entries will not be accepted.**
 - a. *Senior contestants must also submit a detailed cover letter, limited to one page, describing additional job qualifications and background to accompany the résumé and job description.*

For intermediates, résumé's must be submitted by May 25 through AAA Login Online Contest Portal. Late entries will not be accepted.
3. Résumé's must be a maximum of two pages in length.
4. Judges will receive a copy of the résumé and job description or scholarship for the senior division in advance, so they are better prepared with the contestants' education and experience. Judges will receive a copy of the résumé and scholarship content for the intermediate division in advance, so they are better prepared with the contestants' education and experience.

The Interview

1. Only the judges, contestant, junior board member, and American Angus Association staff member(s), will be allowed in the virtual contest room.
2. Interviews will last approximately 10 minutes for the intermediate division. Interviews will last approximately 15 minutes for the senior division.
3. Interview order will be set in 15-minute intervals by contest officials communicated with the participants 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 encouraged to dress appropriately for the interview. Business attire is recommended.

Judging

1. After the interview is completed, judges will critique both the applicant's résumé and interview.
2. 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.