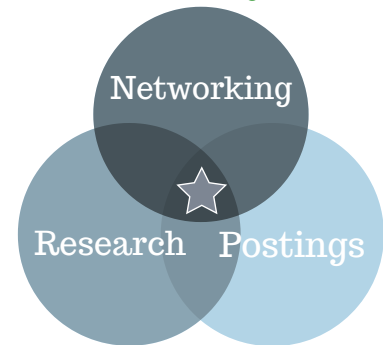


# JOB SEARCHING IN A CHANGING MARKET

We all know that job searching can be stressful! Updating resumes, reaching out to networking connections, and waiting to hear back from employers takes time and can typically induce some feelings of anxiety. These feelings might now be multiplied as we are in the midst of major federal changes and market changes in the public health sector. Many of us are having current personal impacts while also wondering how this will affect our career goals. This guide should be a go to resource for students that are currently on the job search during this changing time.

## How does the changing market affect the traditional job search?

Much of the job search process remains the same, with slight tweaks. You should continue to practice the three components of the well rounded job search: Research, Networking, and Postings. You **SHOULD NOT** postpone your search, but instead plan on spending more time in these areas to maximize your opportunities and be open to nontraditional public health organizations and roles.



## Organization Research and Transferrable Skills

Continue to research organizations of interest based on public health concentration, location, etc. Know that some organizations may be more heavily impacted than others, especially federal organizations, like CDC, USAID, etc. and organizations that rely heavily on federal funding, like some research universities. Pay attention to mentions of changes to operations and/or hiring on websites and LinkedIn pages. Keep track of organizations of interest in an Excel sheet and add the career websites to your browser bookmarks.

It is not uncommon that public health organizations are pausing hiring right now. Be open to nontraditional organizations and roles. Remember that the skills and competencies you gained during your public health degree are transferrable, but may be named something different in another sector (ex: program monitoring and evaluation = program management). Depending on the role, you should tailor your resume and cover letters to include industry buzzwords. Be mindful that hiring decisions are made case by case. See [CEPH MPH foundational competencies](#) for a table of competencies and interpretations.

## Networking (More Important than Ever)

While networking through platforms like [LinkedIn](#) is always encouraged, it will be more important than ever in a competitive job market. If you find a role you plan to apply to, try to reach out first for an informational interview with a current employee of the organization, ideally a Tulane alumni. You can ask about their background and role, let them know you plan to apply, and see if they are open to putting in a formal or informal referral for you.

## Job Postings

Keep applying to posted positions! Continually check your saved organizations searches for new additions. Again, not all organizations are slowing down or pausing hiring, For positions you have already applied to, follow up if the application deadline has passed. Use an Excel sheet or [Notion](#) to track your applications.



# FAQ

Q: Should I postpone my job search?

A: Absolutely not! If anything, you should be spending more time on research, applying to posted positions, and networking than you would have in a traditional job search. Know that your search will likely take longer but continue to be flexible and adaptable throughout this process!

Q: I want to continue networking, but I don't want to bother people during this difficult time. Thoughts?

A: Valid concern! These changes are affecting everyone differently. While some folks may not be open to networking, others who have been impacted may be looking for community and have more time to provide mentoring or industry advice. Be mindful about people's roles and be sincere in your communications. Acknowledge that this is a stressful time and you will understand if it is not the best time.

Q: How do I know which organizations and roles are actively hiring and/or stable?

A: Some positions may be posted but hiring needs can fluctuate. When in doubt, reach out to HR to inquire before applying. In your informational interviews and job interviews, it is appropriate to ask how certain initiatives and roles are funded before making decisions. Throughout the course of your job search, you may need to apply to more positions than usual, 100+.

Q: How can I identify my skills and assess for transferrability?

A: Review your CEPH competencies on the [CEPH website](#) or the [Tulane website](#). Competencies vary by degree. When applying to positions, pay close attention to the Required and Preferred experience sections of the job description. Focus on the skills that you have from your past experiences and note any language changes (perhaps what you call "relationship building with community", the job description calls "stakeholder engagement"). Don't forget about interpersonal skills that are typically highly transferrable like communication, teamwork, conflict resolution, etc. Adapt your resume and cover letter accordingly for specific roles.

Q: How will federal changes affect the job market overall?

A: This is an ever-changing, evolving situation. In many cases, it is still too early to tell the long term impacts that federal changes will have on the public health industry and on the economy. It is likely we will see more public health work emerge in nontraditional spaces and a possible rebuilding of federal public health infrastructure in future administrations. Most employers are trying their best to operate as normal as possible under these conditions, but in some cases this is not possible. Continue being positive and flexible. Know what you can and can't control in terms of your job search.

Remember, **public health is everything and everything is public health!** Nontraditional spaces could include any organizations that contribute to overall health, including housing, finance, family justice, and more.

## QUICK TIPS

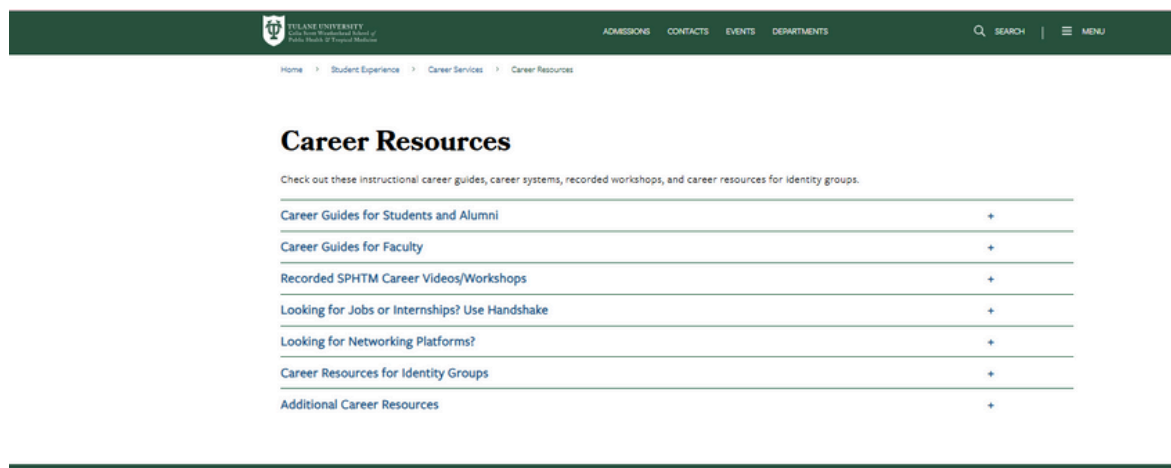
- Just because federal priorities have changed in the current administration, that does not mean that public health work is not important or not needed. Your education and training is still useful and valuable.
- Flexibility and adaptability are so important! Acknowledge that your job search will look slightly different and may take longer during these changes. This is okay. We're all going through this together.
- Separate in your mind the pieces of the job search that you can and can't control right now .
- Take care of your physical and mental health while job searching. Exercise, get plenty of rest, and lean on your communities for support.
- **Take advantage of career advising! You can schedule a meeting with your advisor on [Handshake](#).**



# RESOURCES

Q: Where can I find this guide and other helpful resources for my job search?

A: WSPH Career Guides are posted directly to Handshake but are also shared on the [WSPH Career Resources website](#).



Q: Where should I be looking for jobs?

A: Outside of Handshake and the career websites you have found through your organizational research, there are some search engines you can use that are specific to local work and/or the public health industry:

- [Work Nola](#)
- [publichealthjobs.org](#)
- [Emory Public Health Connection](#)
- [Public Health Professional Organization Job Boards](#)

Q: Are there any other resources I should be using?

A: Several organizations have collaborated to create new career resources in response to federal changes:

- [ASPPH - Leveraging Your Public Health Degree in Unique Ways](#)
- [Navigating a Challenging Public Health Job Market Mini Course](#)

## More Questions? Contact us!

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