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PLOYMENT SSIFICATIONS

This Classification Continued from Page G8.

500 Help Wanted General

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Use Leverage To Make Best Choice

By Sheryl Silver Carcer Source

Carcer Source Information technology professionals with expertise in one or more of today's in-demand technologies are foeling pretty con-fident these days. Multiple job offers are common. Demand has boosted salaries sig-nificantik, Even sign-on bonuses are back. As enviable as this situation is, some qualified individuals are still managing to sabotage their search efforts. Phil Meltzer, nexueliting manager in the Parific

sabciago their search efforts. Phil Meitzer, recruiting manager in the Pacific Southwest for KPMG Peat Marwick Strategic Services, says, The one thing that turns mo off is if the candidate is preten-tious, if they say, I wont do that' or I don't do that'. We need people are willing to make it hancen.

tious, if they say, I wont do that' or 'I don't do that.' We need people are willing to mkoi thappen." Debrah Coughlin, senior v.p. of human resources for Computer Associates islandia, New York, also puts a premium on a fiesible attitude. 'If someone has the right skill set but not the right mind act, they won't get an offer,' says Coughlin. Arrogance and big eges are commoly a turn off for employers, says Paul Siker, a vernicipal with The Guid Corporation, a recruiting firm in McLean, Virginia. Prima donnas simply aren't a fit for today's flatter, more motivated. Angela Ewell, in recruit-part and for Angela Ewell, in recruit-nate and chadidate during brief telphone onlide the for Angela Ewell, in recruit-nate auch candidates during brief telphone outs. "Whon someone's questions are focused on mongy rather than the work they'd be doing with us, or when they say. Tim just shopping around. What way with an interview. We're looking for people who are really excited about the work we're doing."

doing." doing." Joanna Wallis, director of staffing in Santa Monica, California for Virginia hoad-quartered BDM. Technologies Inc., says many employers will back off when they sense a candidate is prinarily money mol-vated, "Companies sometimes can't get

around their formal compensation struc-ture," any Wallia. Recognize that if money is your top priority, you may need to consid-er contracting" where hourly rates for IT professionals are very inflated at the moment. Wallia adds, however, that con-tracting isn't for everyone. "You need to be a chanceloon able to adqut to various work environments, to different to-workers and supervisor", she asya. Rather than using their leverage to alienate employers, technology profession-

Rather than using their leverage to alienate employers, technology profession-als are urged to use it wisely, to pick from the various offers they receive the position that offers the best professional potential. And best, by the way, doean't always mean he highest dollar offer. "Look beyond the immediate menetary value," advises Coughlin. "Look at the entire package a company is offering. Look a few years down the road and ask, "Dees

By Deborah L. Jacobs Chrocicle Features

Chronolde Features Job-hoppin has some bosses words about worken leak-ing trade secrets to competitors. More and more, they're requiring staft to sign "non-competies gerements", promises not to jon rhal compatives to a set line. Thet may be pool to baciness, but its often a deaster for worken. Signing one of these contracts can serviculy into your ability to find other

According to the second structure
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Working Life **Contracts That Limit Your Career Options**

