

Vets in Tech

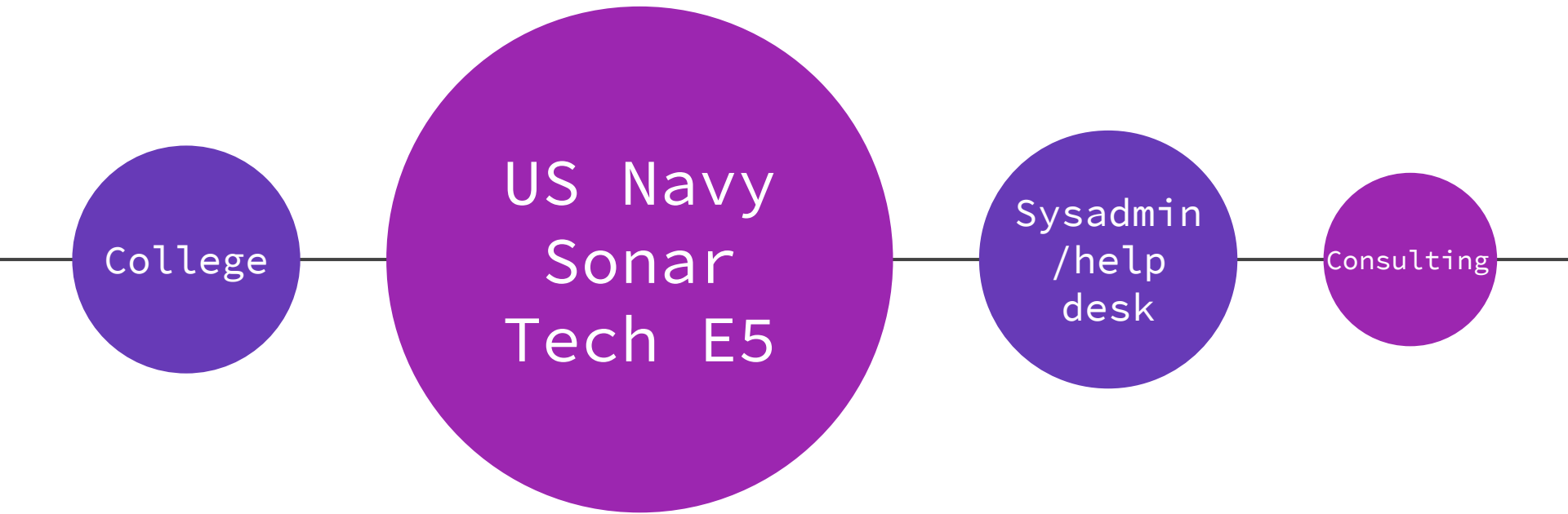
Leveraging your service in the tech industry

About Malia

- US Navy Veteran - STG2 - 2011-2015
- Cybersecurity Engineer
- Small business owner
- Co-founder & President of CyberDEI org
- Chair of AnitaB Technology Committee
- Vulnerability Manager at Hulu
- Advisor to Coastline CC cyber program
- Volunteer for CyberTech Girls & Gen Cyber Girls
- Advocate for equal representation

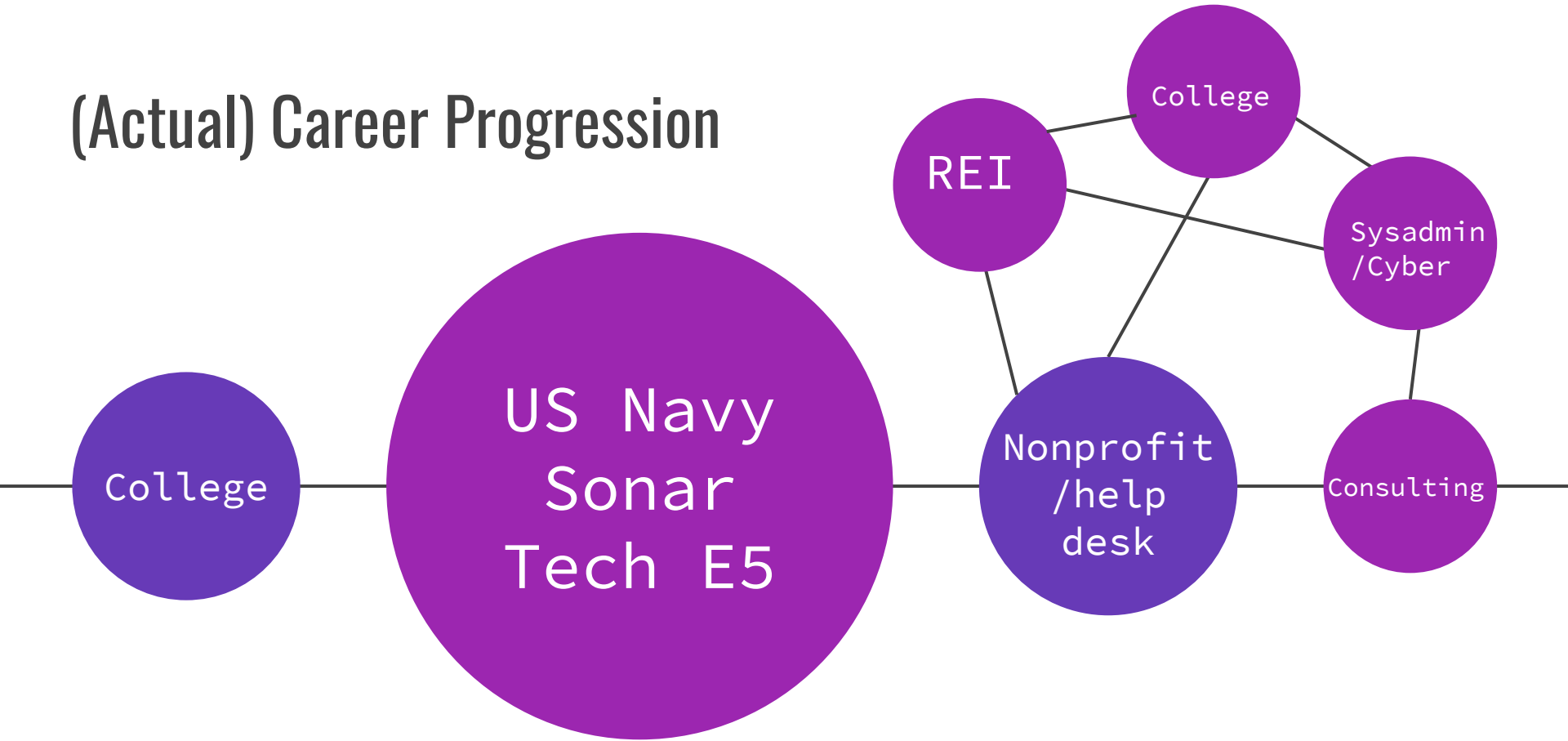


Career Progression



*This is the story I tell employers...

(Actual) Career Progression



*This is the **actual** story

Translating your skills

*arguably the most difficult task for veterans

STG2 - Sonar Technician 2nd Class

— — —

- Identify sounds produced by surface ships, torpedoes, submarines, evasion devices, sonar transmissions, marine life and natural phenomena;
- Operate sonar sensors for detection and classification of contacts;
- Identify the characteristics, functions and effects of controlled jamming and evasive devices on sonar operations;
- Prepare and interpret sonar messages;
- Operate underwater fire control systems for firing of torpedoes;
- Recognize major equipment malfunctions during sensor operations;
- Operate bathythermographs, fathometers, and torpedo countermeasures;
- Use and maintain hand tools and portable power tools;
- Operate underwater communications equipment.



You did what.....?

*let's unpack that and translate it for civilians...

STG2

- Recognize major equipment malfunctions during sensor operations;
- Use and maintain hand tools and portable power tools;
- Operate underwater communications equipment.
- Operate bathythermographs, fathometers, and torpedo countermeasures;

Sonar Technician

- Conducted over 1,000 hours of preventative and corrective maintenance; conducted systems analysis for over 65 hours to fix critical system casualty and returned system to full operational level

STG2

- Perform and oversee SECNAV cybersecurity awareness training for division
- Held a Secret security clearance, handling secret level information, vital to national security

Sonar Technician

- Oversaw cybersecurity training and compliance for division as well as safeguarded all secret information

STG2

- Participated in Joint Anti-Submarine Task Force Exercise 2014
- Positively located foreign targets, acquired firing solutions, and successfully launched and recovered NIXIE
- Awarded Naval commendations

Sonar Technician

- Managed international military cooperation events and participated in 6 multinational tactical exercises, helping the ship to achieve top honors in locating and eliminating threats

STG2 - Sonar Technician 2nd Class

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UNITED STATES NAVY – Various Locations 2011 – 2015

Sonar Technician

Directed the work activities, training and professional development of teams of 12-15 technicians conducting sonar operations and electronic maintenance and repair services throughout the US Navy. Managed the supply accountability, inventory control and utilization of classified and highly specialized equipment valued over \$5M.

- Conducted over 1,000 hours of preventative and corrective maintenance; conducted systems analysis for over 65 hours to fix critical system casualty and returned system to full operational level
- Oversaw cybersecurity training and compliance for division as well as safeguarded all secret information
- Managed international military cooperation events and participated in 6 multinational tactical exercises, helping the ship to achieve top honors in locating and eliminating threats
- Co-managed training program of 160 Officers and Mid-level leaders in naval combat tactics

Resume resources

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- Google your military job - “Sonar technician US Navy”
- Review your evals for key bullet points
- Veterans Nonprofits are clutch!
 - [Hire Heroes USA](#)
 - [Hiring our Heroes](#)
 - [Wounded Warrior Project](#)
 - [USO Pathfinder](#)
- [LinkedIn](#) - free premium for one year!
 - Join veterans groups on LinkedIn
- [O*NET](#) and [My Next Move](#) - for job descriptions

My Next Move (website)

— — —

* If you're not sure what you want to do, or how your skills can translate, My Next Move can be a great start!

* This is a great resource for those odd, military specific jobs... like Sonar Tech!

STG Sonar Technician (Surface) (Enlisted)

Learn more about this military classification from [Careers in the Military](#) .

Showing top 14 civilian careers similar to this code. These careers may require additional training, .

 Where in the Navy?

  [Administrative Services Managers](#)

  [Computer Systems Analysts](#)

 [Computer, Automated Teller, & Office Machine Repairers](#)

 [Electric Motor, Power Tool, & Related Repairers](#)

 [Electrical & Electronics Installers & Repairers, Transportation Equipment](#)

 [Explosives Workers, Ordnance Handling Experts, & Blasters](#)

 [First-Line Supervisors of Mechanics, Installers, & Repairers](#)

  [Hazardous Materials Removal Workers](#)

 [Occupational Health & Safety Specialists](#)

  [Occupational Health & Safety Technicians](#)

 [Radio Operators](#)

 [Radio, Cellular, & Tower Equipment Installers & Repairers](#)

  [Software Developers, Systems Software](#)

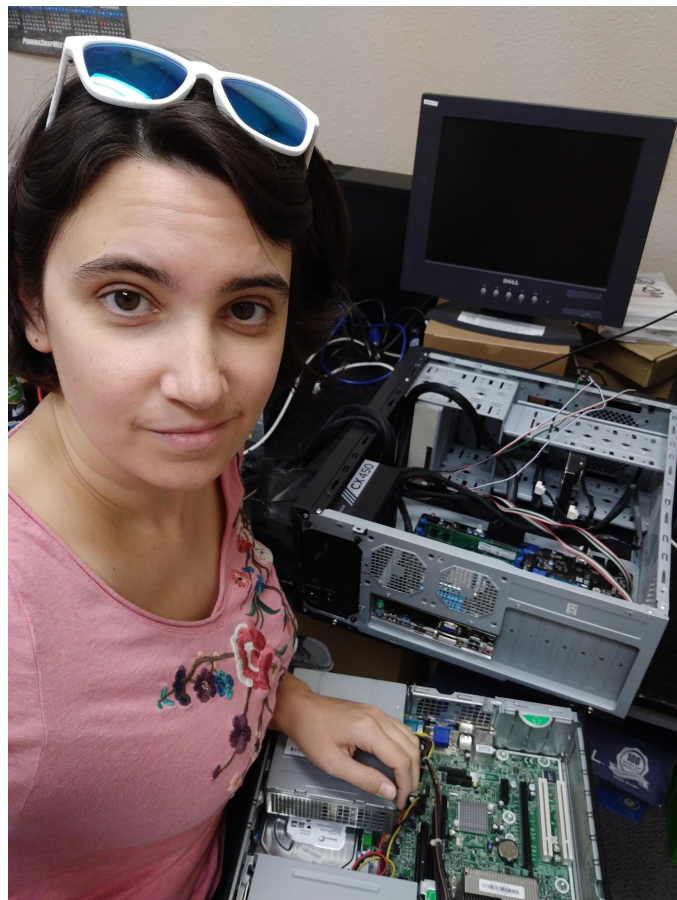
  [Training & Development Managers](#)

Perfect your 30 second sales pitch

*always be networking and ready to sell yourself

Allow me to introduce myself...

“Hi! My name is Malia. I’m a Navy veteran. I maintained computer and electrical equipment utilized in the search and classification of foreign submarines. I ensured all of our equipment was networked properly throughout the ship and safeguarded our secret materials. I also oversaw security awareness training for our 12-person division.”



*clearly this would be from when I separated in 2015

Practice,
Practice,
Practice!

Sanity Check

Practice with non-military friends. “Does this make sense?”

Update your pitch

Constantly adjust and update as you add more relevant experiences

Be confident!

Don't rush, calmly and boldly give your introduction! (try not to be too moto)

— — —

Allow me to (re)introduce myself...

“Hi! My name is Malia. I’m an experienced cybersecurity engineer. Currently, I am the the vulnerability manager for Hulu. I am also a small business owner and Navy Veteran. I recently co-founded the nonprofit, CyberDEI, and am Chair of the Technology Committee for AnitaBorg. I frequently volunteer my time by mentoring other veterans, women and girls in tech, as well as serve as an advisor for my local community college cyber programs.”



*current boss lady status (and frequently adjusted)

Interview tips

*find a mentor, and practice often!

Practice Mock Interviews

Each bullet point on your resume should be a hook into a conversation - be prepared to explain or defend ***everything*** listed on your resume.

What to wear?

(for video interviews)

Women & female identifying

- Blouse, not too form fitting
- Avoid cleavage
- Button down is fine - watch the gaps
- Hair up or down, make sure it's neat
- Be aware of hair or earrings hitting your mic
- Wear make up, or not, go easy on it - be subtle, not flashy
- Clean nails - polish on or off
- Wear a bottom just in case!

Men & male identifying

- Button down shirt or polo
- Neat hair, neat facial hair
- Wear pants!
- Trim and clean your nails

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How to sit?

(for video interviews)

Don't slouch

- Be comfortable, but don't lean
- Shoulders straight, but not tight
- Place your elbows on the table at 90 degree angle from your body

Look at the interviewer

- Line up your webcam with your eyes
- Look into the camera, not your video

Be still

- Don't kick your legs or swivel in your chair
- Place your feet flat on the ground - you'll force a better posture

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How to act?

(for video interviews)

It's not an inspection

- Drop the sirs and ma'ams
- Relax and stay calm

Remember to be human

- Unclench your jaw and smile
- Nod your head at times
- Stay focused, but no 10,000 yard stares

Relax

- Tell a joke, lighten the mood
- It's ok to gesture with your hands - but no knife hands!
- It's ok to be nervous and to say so!
- It's ok to say "I don't know"

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Merely Suggestions

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Everyone is different.

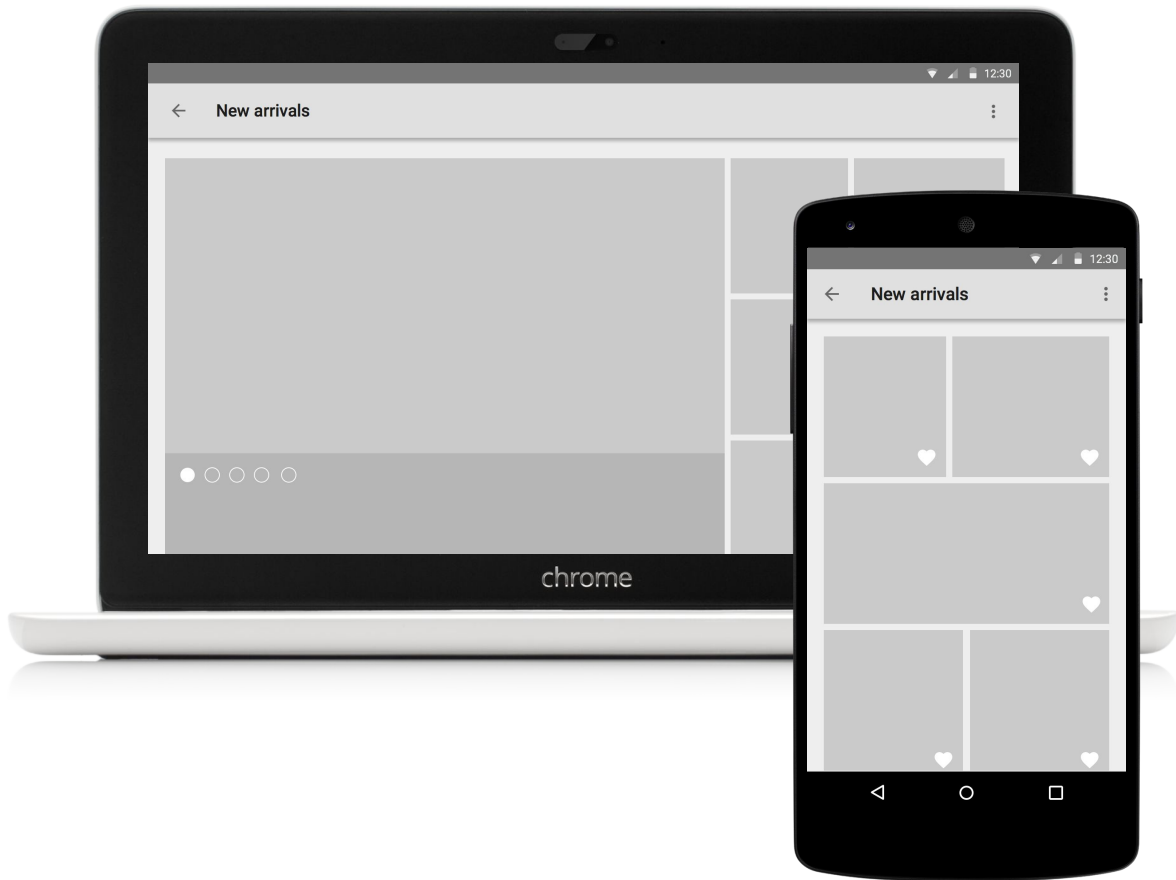
These are merely
suggestions.

Practice mock interviews!

Deep breaths.

Drink water.

Have a clean and quiet room.



Common military experiences

*every veteran has something to offer the tech world

Morning Musters

**You are familiar with
schedules and timelines and
you stick to them.**

“If you’re not early, you’re
late!”

— — —

Sweepers, sweepers, man your brooms

**You recognize the value in
a clean and tidy workplace,
especially when it comes to
electrical equipment.**

Maintaining a clean work
environment is also related to
organization skills, which can
relate to project management.

— — —

Standing Watch

You stuck to a schedule and showed up for duty on time. You did a proper pass down and relieved your watch stander.

Documentation and training. You know what is needed to properly do a job, so you ensure that people are properly briefed and have the tools needed to do the job.

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So. Much. Training.

You crammed for your job in a limited amount of time and were placed in charge at your next duty station.

You can learn a lot and can learn it fast. You can absorb material faster than civilians and are used to constant training. You are eager to learn.

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Chain of command

You know and respect the chain of command and understand there are proper reporting procedures.

You know first to go to your team lead, then supervisor, then director, etc. You know not to email the CTO with every little issue.

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Division / command leader

You know how to get stuff done thoroughly and efficiently.

You are a project manager. You were assigned to complete a task in a given time and are expected to complete it. You know how to direct your people to get it done and how to organize them.

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Common skills

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Project management

Leadership

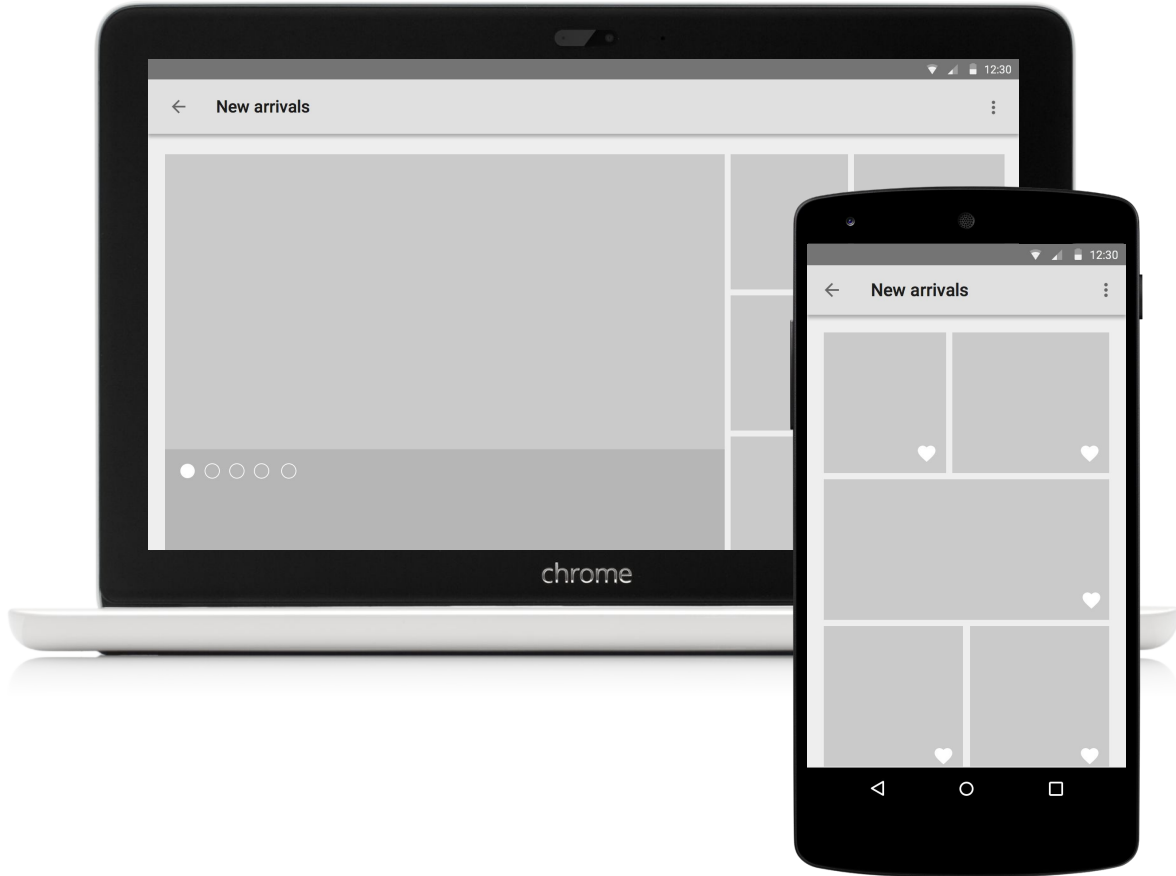
Resilience

Organization and
documentation

Constant training

Cybersecurity awareness

Deadlines and timeliness



What should I do?

*the world is your oyster! Tech companies love vets

(some) Free Veteran training

- [AWS](#)
- [FedVTE](#)
- [Fortinet FortiVets Program](#)
- [Google](#)
- [IVMF Program](#)
- [NICCS](#)
- [SANS](#)
- [Second Watch \(Palo Alto\)](#)
- [Splunk Training for Veterans](#)
- [Vets in Tech](#)
- [WithYouWithMe](#)
- [Npower](#)
- [JVS SoCal](#)



*seriously google [company/tech] + [veterans]

Questions?

(I might have answers)

Contact

— — —

Malia Mason

LinkedIn -
<https://www.linkedin.com/in/maliarmason/>

