

The Mines Career Center's mission is to assist students in developing, evaluating, and/or implementing career, education, and employment decisions and plans. Career development is integral to the success of CSM graduates and to the mission of CSM. All Colorado School of Mines graduates will be able to acquire the necessary job search and professional development skills to enable them to successfully take personal responsibility for the management of their own careers. Services are provided to all students and recent graduates, up to 24 months after graduation. Students and employers must adhere to the ethical and professional business and job searching practices as stated in the Career Center Student and recruiting Policies, which can be found in its entirety on DiggerNet.

What constitutes On-Campus Recruiting (OCR) or Career Services and can ONLY go through the Career Center:

- Open job announcements for students and recent grads, posted on campus. These are tracked and reported on with various departments, corporations, accrediting agencies, etc. Although these positions can be listed on web pages of other departments, the application verbiage should always refer the students back to DiggerNet. *For fair and unbiased recruiting practices, all jobs must be open and posted/viewable to all students. The system does allow for application screening by major, degree, grad date and work authorization.*
- On-Campus Interviews
- Recruiting Events, Networking (possible...if the primary intent is job searching) or Career Fairs – even if it is a few companies with tables discussing jobs.
- Information Sessions – Where companies or grad schools talk about their culture, positions, locations, job types, continuing education opportunities, etc. This is also any event that could be construed as general recruiting in nature.
- Job Searching Workshops by Employers / Outside Orgs - These special events given by pre-screened employers, are workshops on topics related to careers and job searching, and enhancing the professional development life skills of the students.

What is not On-Campus Recruiting (OCR) or Career Services and can be scheduled through the Department or Organization:

- Attending an outside association event with students and graduates and encouraging those participants to visit the organization's booth or presentations. Introducing the students, or later speaking about the corporation to students. The main theme is that this is off-campus.
- See a company that could be of interest and referring the student to the website or LinkedIn profile.
- Introducing students through social media to a professional in the field for networking purposes.
- Technical Trade Shows or Non-Recruiting Related Networking Events. Examples are the SWE Dinner with Industry, SPE golf tournament, or the CARDI Research Fairs.
- Employer Presentations (Lunch and Learns) - Working directly with faculty or student organizations to host a meeting and provide a technical presentation of the industry to the organization is a very effective way to build a campus presence with the student body. This is a technical talk related to the subjects learned in the major, rather than a recruiting / information session which is designed to sell the student on working for the company. *Examples: 1) "Tunneling in the Nation's Capitol," by Jacobs Associates, 2) "Random Fiber Networks: A Material System With Exceptional Mechanical Behavior", 3) "Leading Passionate Doers", and 4) "Ceramic Capacitors for Applications Requiring High Reliability Under Challenging Operating Conditions".*