



## **“Drømmer du om en karriere i USA?”**



**Pernille Wichmann Christensen,  
Formand, DJØF New York**

**DJØF København, torsdag den 5. maj, 2011**



- Pernilles vej til USA - Den personlige historie...
- Adgang til USA? (lidt om visumregler)
- DJØF New York... netværk, netværk, netværk
- Jobsøgning i en amerikansk kontekst – Hvad virker og hvad virker ikke i USA?
- Opbyg et godt CV
- Opnå synlighed: Brugen af Job Boards, LinkedIn, og andre online værktøjer
- Brugen af Fermi spørgsmål og tests
- DJØF's Karriererådgivning

- Feb. '05: Flyttede til New York
- Feb. '05 - ...: Etablerede DJØF New York netværket
- Mar. '05 – Mar. '06: Ansat af konsulentfirmaet, Dalberg Global Development
- Sep. '05 – Feb. '06: Læste et semester på New School University, Manhattan
- Feb. '07: Ansat af Udenrigsministeriets afdeling, Invest in Denmark, på Generalkonsulatet i New York



Der er forskellige indgange til USA, undersøg hvilken vej der passer dig...

Visum regler:

- Studieophold i USA ( J visum)
- Ansættelse ved FN, Verdensbanken, mv. (typisk G visum)
- Ansættelse ved en af de danske repræsentationer i USA (Diplomatisk A1 eller A2 visum)
- Ansættelse hos en dansk/international virksomhed med base i USA ( Eksempelvis H, L1 eller L2 visum)
- Green Card lotteriet...
- Turistvisum – Giver ret til 3 måneders ophold (giver ikke ret til at arbejde men...)

Netværk, netværk, netværk...

DJØF New York:

- Hvem, Hvad, Hvor...
- Lokale samarbejdspartnere (GKL, DACCNY, DAS, Danes in NY, etc.)



DJØF New York's hjemmeside: [www.djoef.dk/newyork](http://www.djoef.dk/newyork)



## Ansættelsesvilkår

Kontrakter

Love og overenskomster

Sygdom og fravær

Ferie

Børn og barsel

Opsigelse

## Udland og Grønland

Udlandsansættelse og udstationering

## Netværk for djøfere i udlandet

Djøf Belgien

## Djøf New York

Djøf New York arrangementer

Links til gode informationer

International karriere - undersøgelse

Bestyrelsen i Djøf New York

Efteruddannelsestilbud for djøfere i NY

Djøf London

Djøf Paris

Jobsøgning - udland

Job i Grønland

Ansættelse i DANIDA

Ansættelse i De Forenede Nationer

Nordisk samarbejde og fritmedlemskab

Arbejde i EU

Ansættelse på særlige vilkår

Studende

Djøf > Rådgivning > Ansættelsesvilkår > Udland og Grønland >  
Netværk for djøfere i udlandet > Djøf New York

## Djøf New York

14.05.2009

Er du djøfer og bor i New York - eller blot på vej til "The Big Apple"? Så er Djøf New York måske noget for dig!

Formålet med netværket Djøf New York er at få et fagligt netværk på tværs af brancher, organisationer og virksomheder samt skabe grobund for sociale relationer.

Vi holder løbende spændende arrangementer, der fokuserer på medlemmernes faglige interesser og aktuelle temaer. Eksempler kan være faglige oplæg, debataftaler, CV-kursus og hjælp til jobsøgning m.m. (se nedenfor under arrangementer).

Du er altid velkommen til at kontakte bestyrelsen. Du finder os via linket "Bestyrelsen i Djøf New York" nederst på siden.

Husk at oplyse Djøf om dine nye, personlige oplysninger (ændring af adresse, e-mail o.s.v.) - så du altid modtager relevant information. Det kan du gøre elektronisk via linket i højre hjørne.

### Djøf New York arrangementer >

Om aktiviteterne i Djøf New York

### Links til gode informationer >

Her finder du links til en række praktiske sider om f.eks. boligforhold, ambassader og kultur i New York.

### International karriere - undersøgelse >

Med undersøgelsen om internationale kompetencer stiller Djøf skært på, hvilke muligheder og barrierer der eksisterer, når danske akademikere bevæger sig på det internationale jobmarked.

### Bestyrelsen i Djøf New York >

Navne og e-mailadresser på formand, næstformand og ordinære medlemmer af bestyrelsen i Djøf New York.

### Efteruddannelsestilbud for djøfere i NY >

Djøf Efteruddannelse afholder kurser af høj kvalitet indenfor Ledelse, Coaching, Projektledelse, Organisation, Kommunikation og Personlig udvikling, Jura og Økonomi.

## Kontakt Djøf

**33 95 97 00**[Send en mail](#)[Ring mig op](#)[Chat med os](#)

## Download dokumenter

[Vedtægter for Djøf New York](#)

## Læs mere...

[Giv os besked om ændringer her](#)

## HVAD VIRKER OG HVAD VIRKER IKKE...



- Jobsøgning i en amerikansk kontekst – Hvad virker og hvad virker ikke?
- Brug dit netværk rigtigt:
  - Alle arbejder meget – vær specifik i din henvendelse
  - Henvend dig først til dit netværk/potentielle arbejdsgiver når du har lavet benarbejdet selv (defineret dine kompetencer samt karrieremål)
  - Mød op til sociale og faglige arrangementer hvor du kan møde potentielle arbejdsgivere, headhuntere mv. (anskaf visitkort)

- Gennemgå din arbejdshistorik
- Identifier dine nøgle fokusområder samt interesser
- Overvej i hvilken retning du ønsker at bevæge dig karrieremæssigt
- Strømlin CV'et med udvalgte fokusområder samt ønsket karriereretning
- Fokuser på resultater – ikke erfaring!
- Tilføj opsummering, udvalgte kompetencer, samt mål i toppen af CV'et
- Form: CV'et må fylde maksimalt to sider
- Lav flere versioner af dit CV
- Inkluder altid et separat følgebrev

	Project Mgmt	Branding	Customer Relations
Junior Product Mgr	Primary	To some extend	-
Product Mgr	To some extend	Primary	-
Account Mgr	To some extend	To some extend	Primary
Regional account Mgr	-	To some extend	Primary

# CV – ET GODT EKSEMPEL

Resume - ]

## SUMMARY:

- 12+ years' experience driving visionary business transformation and operations strategies for global HR programs, processes, organizational, and system solution design
- Relationship-focused executive advisor who thrives building consensus around challenges, strategy, and desired outcomes
- Strong communicator/facilitator with high level of credibility due to extensive cross-functional experience

## EXPERIENCE:

**AIG**, New York, NY

Director HR Operations, Recruitment (PeopleSoft)

2011 - Present

- Create, plan, and implement global operations strategy for talent acquisition including process, solutions, global contracts, and operations/shared services for corporate AIG as well as all global businesses
- Managing relations with corporate and business talent acquisition and HR operations leads, corporate solutions, as well as external consulting and solution partners

**PFIZER, Inc.**, New York, NY

Global Director HRBT/HRIS (PeopleSoft)

2005 - 2011

2008 - 2011

- HRBT Lead for HR Transformation Implementation Kick-Off, (See Dave Ulrich "HR Transformation", chapter 10 for Pfizer case), including project scope, budget planning, regional workshop facilitation, and global stakeholder liaisoning:
- HRBT Work Stream Lead/Program Mgmt for HR Transformation Implementation:
  - Liaise with global business, HR, and finance stakeholders, coordinate with Pfizer Vendor Management, and provide change management to regional and country leads
  - Team Lead for cross-functional team of consultants, technical vendors, and internal resources, managing a \$5M budget

Global Divisional Lead HRBT/HRIS (PeopleSoft)

2005 - 2008

- Responsible for HRBT vision and strategy leadership for Pfizer Global Manufacturing, supporting divisional HR leadership on HR redesign goals, business transformation objectives, analytics, enterprise metrics, and business operating planning process
- Global divisional program management for Global Performance Mgmt, Global Talent Planning, and eRecruitment, eliminating local programs and consolidating overall solution landscape
- As Global HR Business Partner for manufacturing technology development unit, liaised with colleagues in the US, UK, and Ireland, including unit reorganization, leadership coaching, and compensation planning

## EDUCATION:

1995 – 1998: **Aarhus School of Business**, Denmark  
MSc in Business Administration (Strategy & Management)

**HEC Montréal** and the **McGill University**, Montréal, Canada  
MSc studies

1994 – 1995: **Université de la Sorbonne**, Paris, France  
Political and Social Sciences studies

1991 – 1994: **Aarhus School of Business**, Denmark  
BA in Business Administration  
BA assignment at **Universität Innsbruck**, Innsbruck, Austria

## LANGUAGE SKILLS:

- English, French, and German (Fluent in speaking, reading and writing)
- Scandinavian (Speaks and reads Swedish and Norwegian)
- Danish (Mother tongue)

## MEMBERSHIPS/NETWORK/NGO:

- Board Member of the Danish Association of Lawyers and Economists (DJOEF New York), associated with Danish American Chamber of Commerce
- Sponsor of children in Kenya and Burkina Faso via Børnefonden (Danish), working through ChildFund Alliance
- Member of DAB GO (Danes Abroad Business Group Online)

## VISA/WORK AUTHORIZATION:

- Citizen of Denmark, holds A-2 visa, and have EAD

## OPNÅ SYNLIGHED OMKRING DIN PROFIL

- Synlighed ift. din profil: Sørg for at skabe synlighed de steder, hvor rekrutteringspersonale søger din profil
- Eksempel: Hvis kandidater typisk ikke regnes for at have IT/internet kendskab, så anvendes 'headhunters', professionelt netværk, annoncer samt konferencer
- Dog, tag altid disse kanaler i betragtning:
  - Netværk med professionelle rekrutteringsfolk/headhunters
  - LinkedIn
  - Jobsider: Monster, CareerBuilder, Hotjobs
  - Indeed (joborienteret søgemaskine)
  - Sociale websider: Facebook og Twitter
  - Søgning via professionelle organisationer



# EKSEMPEL: CV (LinkedIn)

[Edit Profile](#)
[View Profile](#)


Director HR Operations at AIG

Greater New York City Area | Pharmaceuticals

Current

- Director HR Operations at AIG

Past

- Global HRBT Director at Pfizer Inc.
  - Global HRBT Lead at Pfizer Inc.
  - Nordic & Regional HR Technology Manager at Pfizer Inc.
- [see all...](#)

Education

- Handelshøjskolen i Århus
- Handelshøjskolen i Århus
- Handelskolen i Hjørring

Recommendations 3 people have recommended John W.

Connections 271 connections

Public Profile <http://www.linkedin.com/pub/john-w-christensen/0/65b/792>

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PDF

Print

## Summary

- 10+ years' experience linking business transformation and operations strategies with HR and IT processes, organizational, and system solution design
- Excellence in managing global programs with teams based in Asia, Europe, and the US, with strong interpersonal skills and focus on results

Goal: Improve operational excellence and value by developing and implementing business transformation programs in support of overall business strategy and medium/long term objectives

## Specialties

HR transformation, process redesign/alignment, project management, change management, operations management, HRIS

## Experience

### Director HR Operations

**AIG**

Public Company; AIG; Insurance industry  
March 2011 – Present (2 months)

### Global HRBT Director

**Pfizer Inc.**

Public Company; PFE; Pharmaceuticals industry  
July 2008 – March 2011 (2 years 9 months)

- HRBT Lead for HR Transformation Implementation Kick-Off (See Dave Ulrich "HR Transformation", chapter 10 for Pfizer case); including project scope, budget planning, regional workshop facilitation, and global stakeholder liaisoning
- Presented global work-redesign scope to HR Redesign Steering Committee in support of new service delivery model
  - Conducted individual review sessions with HRLT members, e.g. HR Redesign Lead and Global HR Operations Lead

HRBT Work Stream Lead (Data Management) for HR Transformation Implementation

- Liaise with global HR stakeholders, coordinate with Pfizer Vendor Management, and provide change management to regional and country leads
- Full project life cycle and program management: Project architecture and scope, functional/technical design, progress tracking, and risk management
- Team lead for cross-functional team of consultants, technical vendors, and internal resources
- Member of Global Issue Resolution and Change Control leadership teams

HRBT Engagement Lead for US Sales, Pfizer Global Manufacturing, Acquisition, Collaboration & Divestiture activities, and Global HR Operations

John W has 2 recommendations (2 co-workers) including:

**1st** Kimberly LaBold, Sr. Manager of HR Data Standards and Governance, Pfizer

**1st** Kathleen M Tourjee, Sr. Director, Global Compensation, Benefits and Wellness, Pfizer, Inc

### Global HRBT Lead

**Pfizer Inc.**

Public Company; PFE; Pharmaceuticals industry  
March 2005 – June 2008 (3 years 4 months)

- HRBT vision and strategy leadership for Pfizer Global Manufacturing, supporting divisional HR leadership on HR redesign goals, business transformation objectives, analytics, enterprise metrics, and operating planning process
- Perform program management for key global HR process roll-out, including planning, communications and training for Global Performance Management, Global Talent Planning, and eRecruitment
- Assignment: Global HR Business Partner for unit with colleagues in the US, UK, and Ireland, including unit reorganization, leadership coaching, and compensation planning

## FERMI SPØRGSMÅL

Purpose: To determine your ability to establish meaningful criteria by logic and reasoning.  
Used by: Consulting companies and companies looking for candidates with strong analytical capabilities

Website: <http://www.mathforum.org/workshops/sum96/interdisc/sheila3.html>

Example: HOW MANY PIANO TUNERS ARE IN NEW YORK CITY?

Surely the number of piano tuners in some way depends on the number of pianos. The number of pianos must connect in some way to the number of people in the area. Approximately how many people are in New York City?

10,000,000

Does every individual own a piano?

No

Would it be reasonable to assert that "individuals don't tend to own pianos; families do?"

Yes.

About how many families are there in a city of 10 million people?

Perhaps there are 2,000,000 families in NYC.

Does every family own a piano?

No. Perhaps one out of every five does. That would mean there are about 400,000 pianos in NYC.

How many piano tuners are needed for 400,000 pianos?

Some people never get around to tuning their piano; some people tune their piano every month. If we assume that "on the average" every piano gets tuned once a year, then there are 400,000 "piano tunings" every year.

How many piano tunings can one piano tuner do?

Let's assume that the average piano tuner can tune four pianos a day. Also assume that there are 200 working days per year. That means that every tuner can tune about 800 pianos per year.

How many piano tuners are needed in NYC?

The number of tuners is approximately  $400,000/800$  or 500 piano tuners.

## FERMI SPØRGSMÅL – FLERE EKSEMPLER

- How many jelly beans fill a one-liter jar?
- How many golf balls will fill in a suitcase?  
You might want to first assume that the diameter of the golf ball is 1".
- How many gallons of gasoline are used by cars each year in the United States?
- How high would the stack reach if you piled on trillion dollar bills in a single stack?
- How many hairs are on your head?
- What is the weight of solid garbage thrown away by American families every year?
- If your life earnings were doled out to you at a certain rate per hour for every hour of your life, how much is your time worth?
- How many cells are there in the human body?

- DJØF's Karriererådgivning
- Nyttige hjemmesider:
  - U.S. Department of State. Diversity Immigrant Visa Program :  
<http://www.dvlottery.state.gov/>
  - U.S Department of State. Visa rules and overview:  
[http://travel.state.gov/visa/immigrants/immigrants\\_1340.html](http://travel.state.gov/visa/immigrants/immigrants_1340.html)
  - Danish American Chamber of Commerce in NY:  
[www.daccny.com](http://www.daccny.com)
  - AmCham Denmark: [www.amcham.dk](http://www.amcham.dk)