Weatherhead’s Career Management Office (CMO) works hard to establish a strong relationship with you so that we can provide your company with unparalleled attention and service. We will collaborate with you to understand your unique recruitment needs, sharing best recruiting practices to ensure successful outcomes.
At Cliffs Natural Resources, we recruit regularly at Weatherhead in order to find students that possess the analytical and technical skills we need, as well as those who match up to our organization’s core values of sustainability, personal accountability, and teamwork.

The Career Management Office does an excellent job facilitating our search by offering numerous networking fairs and events, convenient interview schedules, and comprehensive resume books that make recruiting much easier for our team.

MIKE PENNY
Global University Relations Lead
Cliffs Natural Resources
Programs

The CMO supports the following Weatherhead graduate business programs:

• MBA (full- and part-time)
• Global MBA
• EMBA
• Master of Accountancy (MAcc)
• Master of Science in Management – Finance (MS-Finance)
• Master of Science in Management – Operations Research and Supply Chain Management (MSM-OR/SC)
• Master of Positive Organization Development and Change (MPOD)
Benefits

No one knows better than us what our students have to offer. Weatherhead’s small class sizes enable faculty and staff to develop personal relationships with students.

Our personalized services for employers range from posting positions and developing internship programs to providing up-to-date information about hiring international students and hosting employer seminars around legal and human resources issues.
Snapshots: How You Can Partner with Weatherhead

Weatherhead offers many opportunities to increase your visibility on campus by establishing a presence and a long-term working relationship with the school.

1. attend a career fair
2. participate in a workshop
3. mentor a student
4. host an information session
5. conduct a mock interview
6. network with students
7. conduct a resume review
8. serve as a CMO contact for your industry
9. partner with student organizations
10. collaborate with faculty

For more information, visit weatherhead.case.edu/employers.
CareerLink Capabilities

CareerLink is Weatherhead’s internal job portal where employers can post jobs, search for resumes, and schedule information sessions or on-campus interviews.

- Post-career/internship opportunities to which students and alumni may apply
- Schedule on-campus interviews
- View and create student and alumni resume books
- Schedule company information sessions, either on campus or via webinar

REGISTER

go online at weatherhead.case.edu/career/employers
Our Recent Employers

Students from Weatherhead have recently accepted positions at companies like these:

<table>
<thead>
<tr>
<th>Company Name</th>
<th>Company Name</th>
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<tbody>
<tr>
<td>Alcoa</td>
<td>Hyland Software</td>
</tr>
<tr>
<td>American Greetings</td>
<td>Invacare Corporation</td>
</tr>
<tr>
<td>Cleveland Clinic</td>
<td>KeyCorp</td>
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<tr>
<td>Cleveland Research Company</td>
<td>McKinsey &amp; Company</td>
</tr>
<tr>
<td>Cliffs Natural Resources</td>
<td>Moen</td>
</tr>
<tr>
<td>Dealer Tire</td>
<td>New York Community Bank</td>
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<tr>
<td>Diebold</td>
<td>Parker Hannifin</td>
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<tr>
<td>Deloitte</td>
<td>Philips</td>
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<tr>
<td>Dixon Hughes Goodman</td>
<td>Progressive Insurance</td>
</tr>
<tr>
<td>Goodyear Tire &amp; Rubber</td>
<td>Sherwin-Williams</td>
</tr>
<tr>
<td>GE Lighting</td>
<td>University Hospitals Health System</td>
</tr>
</tbody>
</table>
Hiring International Students

WHILE IN SCHOOL
Upon completing one academic year (i.e., two full semesters) at Weatherhead, international students on an F-1 visa are legally allowed to seek full- or part-time internship opportunities as part of their Curricular Practical Training (CPT). A prospective employer is only required to provide an offer letter to the student specifying the detailed terms of employment. It is the student’s responsibility to have the CPT authorized by the university, a process that typically takes five business days.

AFTER GRADUATION
Upon graduation, international students are legally permitted to pursue up to 12 months of full-time employment in their field of education as part of their Optional Practical Training (OPT). Students typically contact U.S. Citizenship and Immigration Services (USCIS) to apply for their Employment Authorization Document (EAD) during the semester before graduation or shortly thereafter. Once again, a prospective employer bears no responsibility but to treat international students just as the employer would domestic students when hiring decisions are made.

QUESTIONS?
For more information, refer to our supplemental Guide to Competitive Recruiting of International Students, or contact the CMO at 216.368.3662.
At Cleveland Clinic, we are actively engaged with Weatherhead’s faculty, staff, and students. We participate in numerous ways, some of which include sponsoring students in Weatherhead’s summer internship program (Weatherhead Scholars), Cleveland Clinic employee involvement on the Weatherhead Alumni Council, and developing Weatherhead students with real-world analytical, technical, and business skills. We accomplish this by sponsoring Weatherhead team projects, conducting mock interviews, and participating in career coaching through the Coffee with a Weatherhead Student program.

Through this partnership and participation, we recruit and place Weatherhead students in roles where they have the opportunity to apply their analytical, technical, and management skills in challenging and rewarding positions to support Cleveland Clinic and to ensure our Patients First culture.

ROB KENNEY, MBA ’04  
Senior Process Improvement Specialist  
Cleveland Clinic Surgical Operations  
Alumni Advisory Council Member
MENTOR

(cause)
ADVANCE

(effect)
Recruiting Policies

Our recruiting policies promote a mutually beneficial and professional relationship between the CMO and your company.

**EXTENDING A JOB OFFER**
Job offers should be made directly to the student. If an electronic or verbal offer is extended, a signed letter of confirmation must be sent directly to the student.

**WITHDRAWING A JOB OFFER**
In the event that you must withdraw an offer, we encourage you to contact our director immediately. Our goal is to maintain an open and positive relationship with your company to better assist you in your recruiting efforts.

**NON-DISCRIMINATION**
Weatherhead does not discriminate on the basis of race, religion, age, sex, color, disability, sexual orientation, national or ethnic origin, political affiliation, or status as a disabled veteran or veteran of the Vietnam era. We make our services and facilities available to employers whose practices are consistent with this policy.
WEATHERHEAD CAREER MANAGEMENT OFFICE
To provide students, alumni, employers, and other stakeholders with strategic, high-quality, and timely career management solutions.
VISIT WEATHERHEAD

Case Western Reserve University is one of the country's leading research institutions. Located in Cleveland, we offer a unique combination of forward-thinking educational opportunities in an inspiring cultural setting. Our leading-edge faculty engage in teaching and research in a collaborative, hands-on environment. Our nationally recognized programs include arts and sciences, dental medicine, engineering, law, management, medicine, nursing and social work. About 4,200 undergraduate and 5,600 graduate students comprise our student body. Visit case.edu to see how Case Western Reserve thinks beyond the possible.

The Weatherhead School of Management is different from other business schools. We are bold in our ideas, creative in our approach, and adaptive in our interactions within a changing business environment. We’ve enhanced traditional management education by integrating the fundamentals of business with ideas and practices that change individuals, organizations, and societies. Our graduates are ready to add immediate value to their organizations, their communities, and the world.

Career Management Office
Weatherhead School of Management
Case Western Reserve University
11119 Bellflower Road, PBL 160
Cleveland, Ohio 44106-7235
wsom-cmo@case.edu
216.368.3662