

SAS Job Searching and interviewing tips – Strategies in the Post-Pandemic Era

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The pre-pandemic work environment

100% In Office \ On-site

- Most common
- traditional work environment

In Office / Telecommute

- work from home 1 day/week
- Employees may not initially be eligible

100% Remote positions

- Uncommon.
- Clinical Programming positions



Post-pandemic work environments

100% Remote positions

- Employees didn't want to return to office.
- Commuting convenience
- Common

Hybrid

- Work from home 2 or 3 days week
- Prevalence increasing with time

100% In Office \ On-site

- Least common
- Dependent on field and industry



Job applicants and competition

Remote positions have a substantially higher level of competition in comparison to in-office onsite positions.

Measuring competition by number of candidates for a job opening.

Katalyst HealthCare & Life Sciences

Clinical SAS Programmer

North Chicago, IL · 2 weeks ago · **4 applicants**

🏠 On-site · Contract · Associate

💻 Data Engineering · SQL · [Show more](#)

🏢 51-200 employees · Pharmaceutical Manufacturing

🔗 7 of 10 skills match your profile · you may be a good fit

🔍 See how you compare to 4 applicants. [Beta: Premium for \\$0](#)

[Apply](#) [Save](#)

About the job

Responsibilities

- Generate analysis datasets, tables, figures, and listings to support the statistical analysis of clinical trials in support of regulatory submissions and publications.
- Generate SDTM datasets, Adcom datasets, and Define.xml or Define.pdf files.
- Perform quality control for SAS programs and other study documents (e.g., presentations and reports).

[See more](#)

Yale University

Senior Research Data Analyst (88385BR)

New Haven, CT · **Reposted 8 hours ago** · Over 100 applicants

🏠 Remote · Full-time · Mid-Senior level

🏢 10,001+ employees · Higher Education

👥 1 connection works here · 39 school alumni work here

🔗 Skills: Data Manipulation, Business Rules, +8 more

🔍 See how you compare to over 100 other applicants. [Beta: Premium for \\$0](#)

[Apply](#) [Saved](#)

About the job

University Job Title

Business Analyst, Research Administration

Bargaining Unit

None · Not included in the union (Yale Union Group)

Time Type



Job applicants and competition

100% Remote positions have potentially a much larger base of applicants, in contrast to Onsite positions.

100% Remote positions - Applicants can reside anywhere in the country or world.



Onsite positions - Applicants need to reside in Metro area.

- relocation
- long and expensive commutes



Types of Positions

Full-time Traditional

W2 basis

Salary + Benefits

Length of Time – Indefinite

Long Interview process

Company is employer

Contract Employer-based

W2 or 1099 (uncommon) basis

Hourly Rate

6 or 12 months (Temporary)

Shorter Interview process

Recruiting firm is employer



Internet Job Searches

Glassdoor

The screenshot shows a web browser window with the Glassdoor website. The search bar contains 'SAS' and the location filter is set to 'Remote'. The search results are filtered to show '308 Sas jobs in Remote'. The top result is a job listing for 'Senior Technical Data Consultant - Remote Eligible' at 'Presbyterian Healthcare Services' in 'Albuquerque, NM', posted '15d' ago. The second result is 'Principal Biostatistician, Critical Care, Remote, United States' at 'Edwards Lifesciences' in 'San Diego, CA', posted '30d+' ago.

Job Search Keywords

SAS

- Most Inclusive and Comprehensive

SAS Programmer

- More Exclusive

SAS Developer

- More Exclusive

Searches restricted to positions with terms in title or job description.



LinkedIn Profile

Main Sections

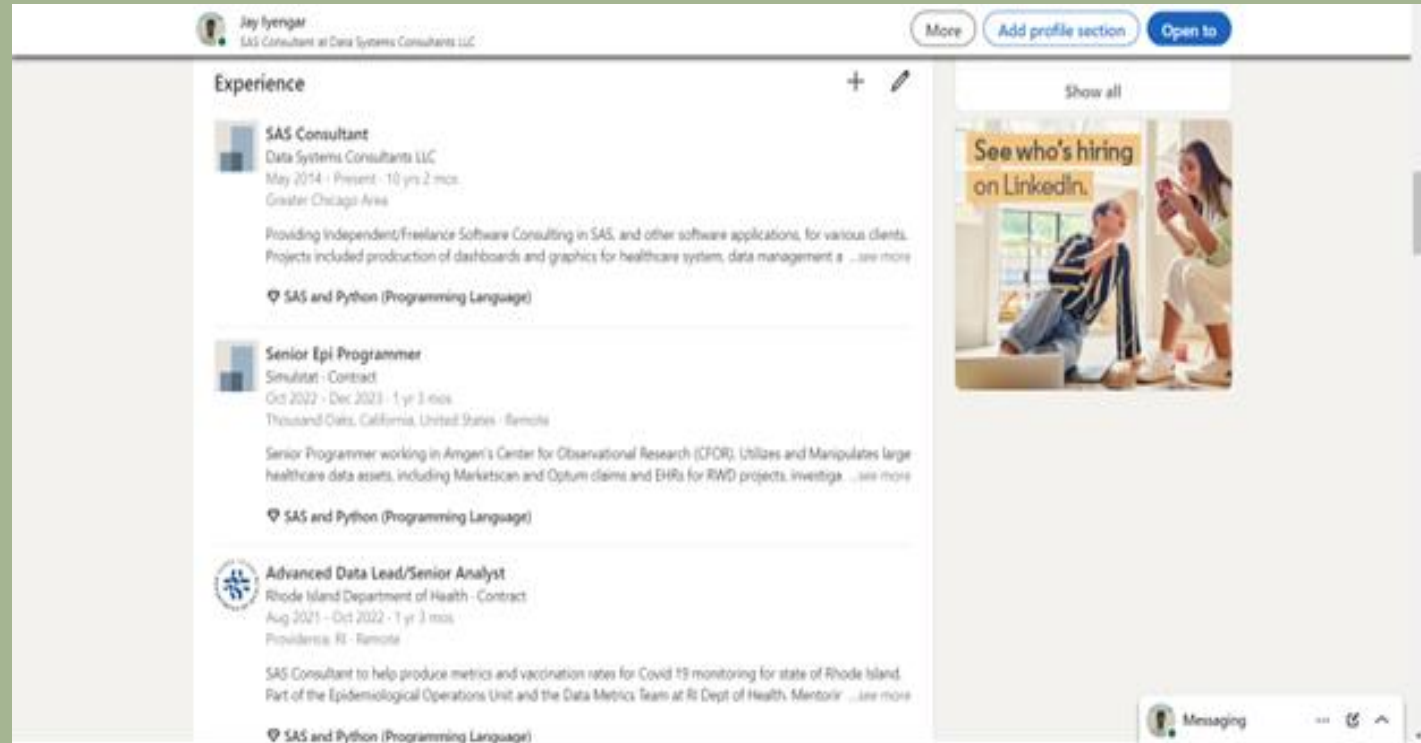
Work Experience

Education

Status

Open to Work

- Pros or Cons



LinkedIn Profile (con't)

Additional Sections

Courses – SAS, Python, R, SQL

Certifications – include a link to your SAS certification

Volunteer experience – Conference session coordinator, registration volunteer

Published papers – include a link to papers conference proceedings or
lexjansen.com

Work Samples



Cover Letters

Contract positions

- Optional
- Probably unnecessary

Full-time positions

- Effectiveness dependent on size and type of company/employer
- may not be useful

Small vs. Large

- Large firms receive hundreds of resumes

Professional vs. Corporate

- Consulting firms (LLC)



Resumes

Goal

Resume should be reviewed by Hiring manager.

Computerized systems may disqualify candidates (ATS).

Resume may not even reach or be seen by HR.

Tips

Concise is better than long and windy

Experienced professionals

- include most recent experience

Clear and well-organized



The Interview Process

HR Phone Screen

- With Human Resources person

Technical Interview

- May be 1st or 2nd Interview

First Interview



- May be with Hiring Manager

Final Interview

- May be 2nd or 3rd Interview

Second Interview

- May be a panel interview

Offer  or not 



HR phone screens

Tips

Initial Interview to screen candidates

Be prepared to discuss generally your job search

Interview is company HR rep or recruiter.

Ask questions about the company / organization and the position

Usually lasts 15-20 minutes maximum

Sample Question: What are the opportunities for growth in the company?

Be mindful of the types of questions

- General vs. Technical



The Technical Interview

It may be 2nd interview or final interview

Preparation

Read SAS papers on LexJansen.com

Read SAS Books

Typical SAS Questions

How would you convert a variable
From numeric to character?

What are the 3 ways of defining a
macro variable?

What are the different ways of
performing a table lookup?



Virtual Job Interviews

Used for Remote and Onsite Jobs

Video Conferencing Platforms

Zoom

Microsoft Teams

Interviewers send email link

- no need to download software

Issues to consider

Camera Testing

Lighting

Background (Blurry vs. panoramic)

Attire – Business casual

Internal vs. External Webcams



The Coding Exercise

Increasingly common

Case Study

Provides Data in XLSX Format

Asks you to perform an analysis

Gives you a few days to perform the exercise

Submit Code and Output

Follow-up Interview

SAS platforms

SAS on-demand for Academics

SAS Studio

Non-SAS platforms may be allowed.



SAS Code Samples

Provides validation of your SAS programming and technical skills.

Companies will request you submit a code sample with your application.

Some companies will accept code samples in other languages; Python, R, SQL, etc.

Some employers may request more than one sample.



Code Samples

Issues to consider in selecting code sample

1- Company ownership policies

2- Date code was written

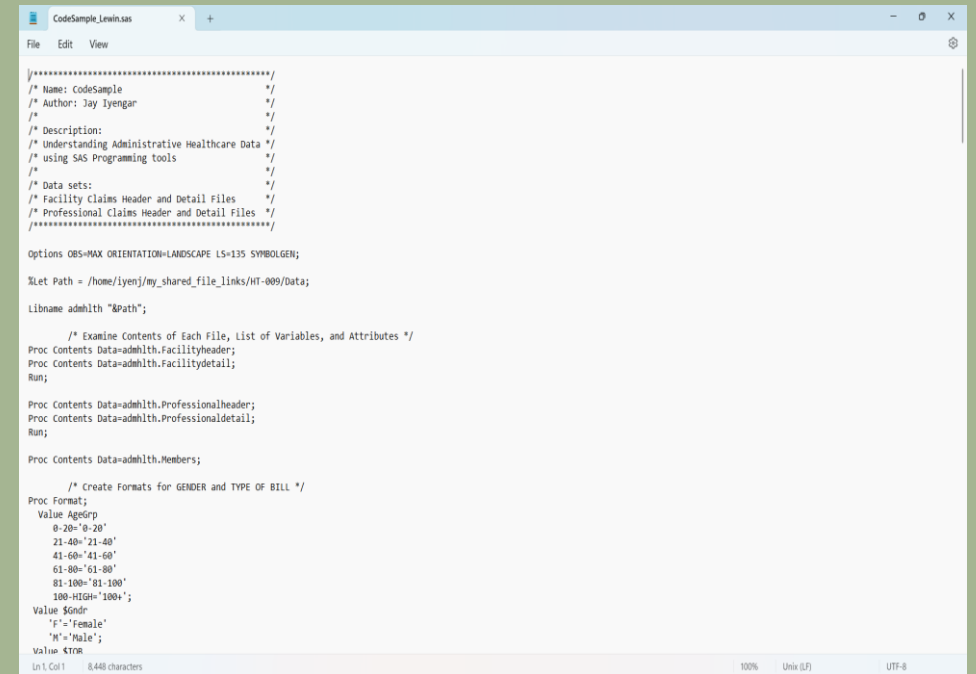
a. New code vs. Legacy code

3 - Level of technical skill

a. Data Step program vs. Macro program

4 - Storing code on Github

5 – Provide code sample if not requested?



```
CodeSample_Lewis.sas
File Edit View

/******
/* Name: CodeSample
/* Author: Jay Iyengar
/*
/* Description:
/* Understanding Administrative Healthcare Data
/* using SAS Programming tools
/*
/* Data sets:
/* Facility Claims Header and Detail Files
/* Professional Claims Header and Detail Files
/******

Options OBS=MAX ORIENTATION=LANDSCAPE LS=135 SYMBOLGEN;

%let Path = /home/iyen/my_shared_file_links/HT-009/Data;

Libname admhth "&Path";

/* Examine Contents of Each File, List of Variables, and Attributes */
Proc Contents Data=admhth.Facilityheader;
Proc Contents Data=admhth.Facilitydetail;
Run;

Proc Contents Data=admhth.Professionalheader;
Proc Contents Data=admhth.Professionaldetail;
Run;

Proc Contents Data=admhth.Members;

/* Create Formats for GENDER and TYPE OF BILL */
Proc Format;
Value AgeGrp
0-20="0-20"
21-40="21-40"
41-60="41-60"
61-80="61-80"
81-100="81-100"
100-HIGH="100+";
Value $Gndr
"F"="Female"
"M"="Male";
Value $TRC
ln 1, Col 1 8,448 characters 100% Univ (E) UTF-8
```



Code Samples

Code Sample Tips

Remove or mask confidential parts of code.

Test-run your code (OBS=0)

Choose recent code

Choose code sample which displays coding abilities

Use requirements to select code.



Conclusion

There are many parts and aspects of a SAS job search process. I've tried to cover the following topics which are important to the job applicant in this talk.

Internet job searches

Linkedin Profiles

Cover Letters

Resumes

Interviews

Coding Exercises

Code Samples



Contact Information

Thanks for Attending!

Enjoy the Conference!

Jay Iyengar

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