

Tips From Hiring Leaders

What makes a great designer?



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Q What educational background/degrees are best suited for entry level Designer at IBM?

A We've found that those with the following backgrounds/degrees make the most successful Designers:

- Art/Design
- Communications
- Human Computer Interactions
- Research, UX

Jonvi (He/Him)
Quezon City, Philippines



Q What full-time entry level roles does IBM offer in Design?

A We offer four entry level roles:

- Design Researchers
- UX Designer
- Visual Designers
- Front End Developers

Q And IBM Design intern roles?

A We offer an intensive software design internship experience, where you'll gain experience in a combination of Design Researcher, UX Design, Visual Design, and Front End Development during an 8–10 week long stint in our Austin Design Studio.

Victor
Sao Paulo, Brazil



Q What skills or background do you look for in IBM Design candidates?

A We look for proven experience in one or more of the following areas:

- Design Thinking
- Prototyping
- UX & Visual Design
- Design Research

Hernán
Heredia, Costa Rica



Q What qualifications are essential to becoming a great Designer?

A There are two essential qualifications for all our Designers:

- A formal background or related experience in Design or Research
- A great portfolio of work that illustrates your skills

Bianca
Sao Paulo, Brazil



Q What attributes or personality traits make a great Designer at IBM?

A While being authentic is essential in any Designer, here are a key attributes we consistently see in our top Designers:

- Creative problem solver
- Can turn empathy into insight
- Actively uses imagination
- Transforms ideas into reality

ShuDon
Raleigh, US



Q What's the mindset of a successful Designer with IBM?

A While there's no right answer, we've found people with the following ethos or way of thinking often do well:

**A passion for creating
human centric design
to drive experiences!**

Emanuele (He/Him)
Bratislava, Slovakia



Q What recommendations do you have to improve my candidacy with IBM and to better prepare for my career?

A Here are some recommendations:

- Get acquainted with [IBM Design Thinking](#) principles.
- See all the [Design Thinking Digital Badges](#) you can earn as an IBM Designer.
- Check out examples of the [work we do](#).
- Take a spin with our [IBM Design Language](#) guide and other resources.

Chiharu
Tokyo, Japan



Q What recommendations do you have to improve my candidacy with IBM and to better prepare for my future career?

A Here are more recommendations:

- Find ways to demonstrate your coding skills and get on GitHub.
- Upskill through an accredited program or bootcamp.
- Have general understanding of [IBMs AI & Cloud Platform](#).
- Get to know our long term growth [Strategy](#).
- Know the competitive landscape in digital and design.

Analuisa (She/Her)
Austin, US



Q Where can I learn more about the entry level and Intern Design roles at IBM?

A You have several options:

1. Join our [Talent Network](#) and sign up to receive Job Alerts when Designer roles become available.
2. Learn more about Design program for interns and fulltime entry level roles in the U.S. at ibm.com/design/careers.
3. Come out and meet us. Check with your Career Services for current 2021-22 calendar of events.

Nick
New York, US



Thank you for your interest in
entry level Design roles at IBM.

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