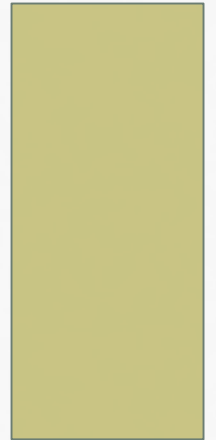


MAKING THE SCA WORK FOR YOU

RESUME CONSTRUCTION USING SCA EXPERIENCE



WHAT CAN I USE?

- **What Employers Seek that the SCA provides :**
- Leadership and mentoring, project management, proven individual excellence, teamwork (collaboration), commitment and personal drive.
- In addition, officers at all levels also have experience with: reporting, metrics, documentation, managing (people, projects, assets, budgets). Familiarity with office tools such as Excel, Word, email/online communities, the internet.
- Research skills: everyone in the Society at some point has conducted research. It is inimical to our culture. Finding information, being able to integrate it into our “daily” routine is a valuable skill set.

RESUME BASICS

- Employers want details and statistics
 - Numbers sell. Budgets, size/scope, positive impact (\$, %)

Use the size and history of the SCA to advantage

51 years old, global (19 countries, 30-100K people)

*Include relevant SCA experience in a summary statement.

YOUR PROFESSION & THE SCA

- Is there a correlation between what you do for a living mundanely and your profession?

Know how Society roles translate to mundane “jobs” in terms of industry jargon

Example: Exchequer = Accounting AP/AR, balance budget, reconciliation, annual reporting
(bet you were thinking “treasurer”, right? :)

PEERS

- *Anyone that is a Peer has been recognized as a Subject Matter Expert in some aspect of the Society.*

For example, Pelicans are experts at the operational activities related to running the Society.

-Consider them to be the local (Kingdom) **Advisory Council**.

-There is also a heavy coaching and mentoring aspect to all forms of the Peerage.

AUTOCRATS

- **Autocrat/Event Steward:** quite simply, this is an event planner. This also equates to project management. The larger the event, the more impact it has on your resume. You want to emphasize numbers and responsibilities such as contracts, working with vendors (i.e. water, honey bucket), site evaluation, insurance certificates, setting up a working schedule, delegating to other people.

OFFICERS

- All officers have equivalent mundane “jobs”.
- Officers are part of the management team
- When creating a “job entry” for your SCA officer position, two things are important. Size (Kingdom vs. local) and how long ago it was.

AWARDS

- Like Peerages, other awards confer recognition of excellence in specific areas.
- Awards are difficult to quantify on resumes
- Focus on the activities that *earned* you the award. (Research, volunteerism, martial arts contests).

RETINUE

- Head of Retinue is an administrative assistant helping to manage a staff of volunteers
- Members of retinue are personal assistants
- In the context of this role, you are part of an entertainer's "entourage" – think road crew (roadie), dresser/wardrobe manager, gopher, body guard

UNEMPLOYED?

- If you have been unemployed for a long stretch you can take advantage of the SCA Inc. and treat it as an “experiential” entry.
- Instead of “Employment/Professional History”, use a header such as “Relevant Experience”
- Target things that would be of relevance to the sort of job you are pursuing.

EXAMPLE 1 (GENERAL)

SCA, Inc. 1998-Present

Various positions

The SCA is an international non-profit educational organization consisting of 19 organized territories with over 30,000 members residing in countries around the world.

- Responsibilities have included: managing large events (300-2000 including site rental, programming and scheduling, budget oversight, contract negotiation, vendor management, managing a team of eight); training, coaching and mentoring; consulting SME on research projects; accounting manager responsible for annual \$20K budget.

EXAMPLE 2 (CHATELAINE)

SCA, Inc. 2010-Present

Recruiter and Onboarding Coordinator –Seattle, WA (Part of the WA, OR, and Canadian BC, AB and SK operations territory)

The SCA is an international non-profit educational organization with over 30,000 members residing in countries around the world.

- Advertising/marketing, community outreach and education
- Event planning and workshop programming
- Responsible for creating retention initiatives such as a mentoring system, liaison with special interest groups for new members, creating and managing an online community portal
- Inventory management such as marketing collateral
- Monthly, quarterly and annual metrics reporting
- Manage annual budget

EXAMPLE 3 (MARSHAL)

- SCA, Inc
- June 2012 – Present (4 years 8 months) Greater Seattle Area
- Martial Arts Competitions (Fencing, Heavy Weapons, Archery, Equestrian Games)
The SCA practices historical western martial arts.
 - Witness and execute appropriate certification paperwork for combatants.
 - Inspect and approve all equipment for use in competitions, assuring adherence to safety requirements.
 - o December 2014 – In charge of all safety requirements and implementation of fencing competition including equipment inspections, monitoring safety certifications, reporting and follow up.

WHERE DOES IT GO?

- You want your resume to create a targeted picture of you as a professional. If your SCA activities are an extension of your livelihood, integrate it in chronologic order based on most recent “professional” relevance.
- Using it to demonstrate overall skills, it should be in your community outreach/professional activities section after your education.

AVOIDING AGEISM

- Age Discrimination in today's market
- Many of us have been in the SCA a very long time.
- Don't age yourself too much – keep your SCA experience relevant to the last 7-10 years unless there is something extremely relevant in the past.
- Targeted information including dates

CONCLUSION

- The SCA as a job hunting network
 - LinkedIn
 - Facebook
 - Your local groups – the SCA has a diverse professional skill set. Get to know what professions are represented in your local branch so perhaps you will have someone able to help you, and give you a recommendation based on your volunteerism.

Q & A

- Kristen Fife, Senior Recruiter, Resume Consultant, regular contributor to the Seattle Times career section (NWJobs)
- THL Landinn de Marest, Kingdom Chatelaine - An Tir 2013-Present
- SCA member since 1987

[kmfife at hotmail.com](mailto:kmfife@hotmail.com)

<http://kristen.fife.conquent.com/blog>