of my former Co Op friends from SAP actually was a club at Jostle. I think that's initially how I found out about jostle and I'm like, Oh, cool. Congrats, dude, you got the job. And then I peaked on like the jostle page I'm like hey they're hiring a product designer.

Speaker 2   07:38
You're like Oh me too!

Speaker 1   07:39
Yeah, but the job search is definitely the job search was how I found jostle because I was applying for jobs since about January 2020. And then I landed my first interview around late May, early June.

Speaker 2   07:50
Oh, yeah. That's a hassle. So I guess, I mean, because you did graduate, like right at the beginning of lockdown, and all of that for the pandemic? Like, how was that do you wanna kind of like your, because I feel like the students now that are graduating are still feeling the impacts of that initial like, drop. So how was that for you?

Speaker 1   08:11
Yeah, it was tough. I was actually looking to still look for internships at the time, but a lot of internships ended up getting cancelled. So that's when I said I might as well just graduate. But it's it's a very tough market out there. Because a lot of designers did get laid off like right at the beginning of the pandemic. So of course, the companies that were hiring, they ended up scooping up those designers. And even to this day, there really is a lack of junior jobs out there. And I initially like this job for jostle, I think, was more so advertised at the intermediate level, because they were looking for someone with three years experience, and I only technically have almost just Jegeusdjulaa I   v

Speaker 2 09:15
The worst thing ever, especially like, once you've right out of graduation, like, this is why I'm here. I'm here to gather experience.

Speaker 1 09:24
Exactly right. It's tough.

...leaders build
...ate and grow together. So we've
...rt, we've helped over 1000 organizations, and we
...yee participation rates, it's a really interesting place to be because
...employee intranet that is different than your typical intranet, which is page
...e want to focus more so on what matters most to people in organizations. And it's
...ly cool to kind of really build out that vision as, as a product designer.

Speaker 2 10:38
Yeah, especially like, especially with startups, you have so much, say, and so much control of the future of how it's going to progress. So that's quite, that's it. Like, it's kind of scary almost to think about as it's like, like, I am making decisions like,

Speaker 1 10:55
yeah, that's the thing that really shocked me, like when I first got into the field, like as a UX and product designer, it's this idea that you are in essence responsible for the design at the end of the day, like you, in a sense have to make the final call. Sometimes you can like balancing product management, balancing engineering, and thinking about what really is the best practices for UX? And what is going to be the future of this feature? Because of course, you don't want to mess something up because you need the feature to scale up. At the end of the day.

Speaker 2 11:26

Yeah, yes. Like, yeah, working on a scale. That doesn't mean like working to design for scale that doesn't exist yet. Is not a lot of future thinking. That's a little wrinkly brain work.

Speaker 1   11:39
It is.

Speaker 2   11:43
I guess I will, I'm really curious about is, so you're working at jostle. And you have so my startup, it's very like hands on, you're kind of have your foot in different. I don't know what the euphemism is, but you you kind of doing everything. But then you also came off a year and a half at SAP, which is super, like company based. And there's a strict order to everything, you're kind of confined to the role that you're playing. So I guess, if you have really unique experiences, like do you have, like, can you kind of speak to what it's like to work for two different types of like, company setups.

Speaker 1   12:20
So my analogy is always this idea of a pie. So in a big company, you're a small piece of a big pie, and then nope sorry in a large company, you're a small piece of a big pie, but a small company, you're a big piece of a small pie. So for me, it's this idea of like, you get to create more impact at the end of the day, usually at a smaller company, because you get to really work on robust features, and kind of areas of the product that are beginning to grow at scale. So to me, that's definitely why I gravitated towards I wanted to try working my feel free startup right after graduation, because I had that kind of big, I got to work for the big company. But I never worked for a small company. Difference. The biggest difference I found between like big companies like SAP and small companies like jostle is that the pacing of product design, if so, at a big company, like SAP, sometimes design moves a bit slower at the end of the day. So like when I was designing features at SAP, I would have the designs ready. But sometimes there wasn't the development team ready to take it on yet. Or in the case, like when I worked in on like different teams, sometimes you have to wait for the techni2t

Speaker 2 14:54

Yeah, well, I think that's something I mean, oh, well first off you like According to the CEO, or like I heard about that, I was like, oh my god, I can feel your stress. Just imagine like a small little like was like hi. And that's I think that's the main thing I've heard the most is, it's you, I feel with like bigger companies. Yeah, they're super cool to work at. But you don't get to really see or feel like where that all that work that you're doing, where it's kind of going. But with the startup, you have so much impact, as you mentioned, that like any small little like idea that you make gets immediately like, oh, let's talk about this more of, oh, how can we expand on this? So you get to really feel that like, oh, I actually have a lot of impact and growth here.

Speaker 1 15:45

And I also think it's important to realize like also like that, yes, like startups do pay less than big companies. And I think compensation, like does attract, like, some people want bigger compensation at the end of the day, which is totally understandable. One of the greatest lessons I learned from moe uneda the.

with that mentality, where you take the time right now to really like, get that experience. And it's not just like one type of experience, like any job that you do, you'll learn so much, you'll gain so many outcomes from it, like an opportunities that that will really like, aid you in the future. I don't think there's any job that really will hinder you. As you go forward. If you're able to like walk me through your day to day

Speaker 1   18:23
tasks. Yeah, so pretty much my day to day is a bunch of stand ups. So I work on different areas of the product. So we have stand ups, which is a place where like the engineers and product management usually get together. Let's talk about what they're doing for the week. And then from there, I usually do kind of one on ones with my manager every two weeks. So kind of talking about how I want to grow at the company. And then I also do a lot of individual one on ones with developers as I'm designing features. Because as a product designer, you need to really think about feasibility at the end of the day, along with scalability. And this is technically possible. So making sure that I do those things with my developer with the developers I work with and product managers to really think about how can we scale up a product because when it comes to a design review, when you get all the stakeholders in a room to either give it the green light, the red light, you need to really have all your use cases, very robust, and everything pretty much well in place like even like before, this recording today just came out of a design review like a feature I was working on for about a month and a half.

Speaker 2   19:32
I'm so sorry. I didn't really want to get you stressed today.

Speaker 1   19:38
no no no no worries It was it was a design. It was a really fun design review so

Speaker 2   19:42
I'm glad, so you are very new, you're still kind of you know, fresh out and school and still are kind of like working your way out. So I guess for you just personally, um, where are you? Do you see yourself going? I mean, like, not just company wise, but more like personal development and kind of the roles you want to play in the future. Because, as I mentioned, you do also do podcasting. And so this is obviously like an interest of yours. So, yeah, where do you see yourself like, I guess, personally developing in the career field? That makes sense?

Speaker 1   20:20
Yeah. So I really still would like to be like, maybe a senior product designer, maybe five years from now, or design, lead, I really like this How, how challenging , product design is because you are solving a puzzle, in a sense. But a digital has online, it's super cool to really be in a sense on the forefront of pushing out software that 1000s of people could use at the end of the

day, or, in the case of SAP millions of people use even potentially. So to me, even like I'm thinking about product management in the future and taking product management courses, because what's what I found with product design is that you need to both kind of have this knowledge of in a sense how engineering works, think about how the scalability of your design is going to work, but also the product management side. So thinking about what is the business aspect of this? How are customers going to use this? How can this scale in like five years from now for customers, so it's important to not only understand the business side, the technical side, and also the design side, it's important that you understand all alternatives in the sense this idea of the design unicorn, except that's what you really need to do to succeed in product design.

S Speaker 2   21:40

Which is the design what is the design unicorn

S Speaker 1   21:43

design unicorn is this is like this is like mystical idea that the ideal product designer is someone who can code someone who can design and someone who has this knowledge in SIAT

S Speaker 2   22:01

as someone who's kind of fresh in their career, but you've also done a lot in during your time in SIAT and kind of your degree, what would be and you also came from a background of like, like economics and Comp Sci and like so you really have gone through a journey to kind of get to where you are. So what would be like, what advice would you give to kind of students right now? Who, I mean, I guess they're almost like their final year, like, what advice would you give to them, as they kind of step forward into the real, quote unquote, real world?

S Speaker 1   22:36

Yes. So I highly, highly recommend that students do Co Op. And I would also recommend that students be very open to trying small companies, medium companies, large companies, or even like different kind of areas like government, for example, I find that a lot of students when they start Co Op, they immediately they want to go like the Google Facebook like fangirl companies like SAP. Like, that's great, but it's very like for me, like when I work so when I applied to work at SAP, I actually, over the past since 2016, I applied like, multiple times, I got rejected already twice from two different teams that SAP beforehand over the past like three years. And then like my third time I applied to SAP like with the interview, I finally landed the job. And I think it's important that students do explore other areas because the government working government taught me so much. Working at a startup has taught me different lessons. And working in SAP has taught me different lessons. And I really like to have a diversified set of experiences before I decide, like where you want to land, my final final career by the end of the year.

Speaker 2 23:48

So they've applied to a bunch   ppl

Speaker 1 29:18

No problem . Senior s