**Developing a Target Company List**

A critical step in your job search process is identifying and researching companies that interest you in order to create a list of targeted companies. Your goal is to have at least 25 companies on your Target Company List.

Following are tools and resources to help you develop your lists:

* Use the [Walker Management Library Alumni Services](https://library.vanderbilt.edu/management/) for a variety of resources including databases such as Hoovers and OneSource (searchable by geography and industry).
* Think about the companies where you have personal connections through family, friends or personal and professional networks.
* Take advantage of Owen alumni. Explore connections through [VUConnect](http://vuconnect.com/) and utilize the University Career Insights feature on [LinkedIn](https://www.linkedin.com/school/vanderbilt-university-owen-graduate-school-of-management/people/).
* Reconnect with to your Owen classmates and professors.
* Explore job boards such as [www.indeed.com](http://www.indeed.com) to search employers within the industries, functions or cities of your focus.
* If you are targeting a specific geography, visit the local Chamber of Commerce website; search the online version of local newspapers, business journals and metropolitan “Book of Lists” in Walker Library.
* Review “The Best of….” lists frequently published by magazines and newspapers such as: Top MBA Companies, Top Global Employers, Best Large Companies to Work For, Largest Private US Companies, Most Admired, Best for Women, etc.
* Once you’ve developed your target list of companies, you will want to evaluate companies along several parameters such as cultural fit, geographic location, job opportunities, networking connections, recruiting history with Owen or other characteristics that are important to you. Make sure to look closely at each company’s market positioning, corporate structure, products, services and performance to assess how well the company aligns with your desired career path.
* As you go through this process, it’s important to recognize that your company list will likely evolve. Ask your networking contacts to look at your Target Company list for contacts, additions, and advice.