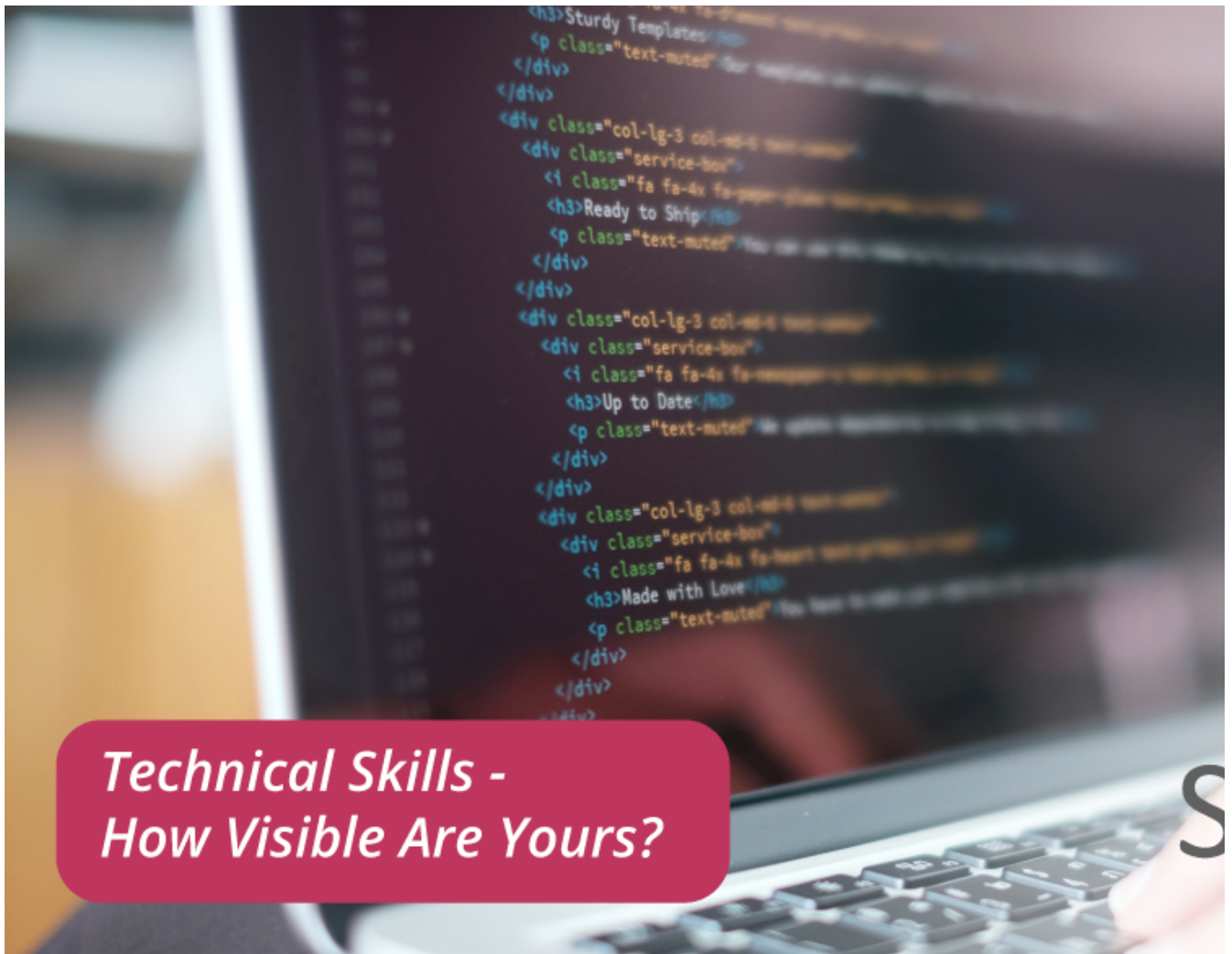


Technical Skills – Are Yours Visible?



Technical Skills - How Visible Are Yours?

A Technical Recruitment title is one of those vague titles that, unless you have worked in this industry, generates a large number of unknowns. What is a Technical Recruiter? Like all recruitment roles, we aim to find the most qualified person available on the market for our client. However, as technical recruiters, also called IT recruiters, we act as the intermediary between the client and you. We handle all the screening, sourcing, possible interviews, and most importantly, the client offers for each position. It's our job to ensure that you are placed in the best possible position to fit your unique and complex skill set; while at the same time ensuring that your experience and skills are appropriate for the prospective position.

Relevant qualifications that should be included on the first page of your CV:

- ☆ Academic history
- ☆ Professional experience
- ☆ Applicable skill sets
- ☆ Applicable certifications
- ☆ Awards and honours
- ☆ Work-study programs
- ☆ And any other relevant qualifying information

What Does an IT Recruiter Do?

A technical recruiter deals with the most complicated product line imaginable – you. Our strengths lie in pitching you into this fast-paced, competitive environment, where the specifics of the project you will be working on are confidential, and the technologies with which you work we understand only from a high-level perspective – along with a high-level perspective of every other role within our chosen area of expertise.

As a candidate, it's your job to provide us with all the information we need to find the best position for you; this is done through an effective, concise, and accurate CV (curriculum vitae) and cover letter.

How Do You Make Your Technical Skill Shine for IT Recruitment?

We initially screen all candidates for a checklist of skills required to qualify for a closer examination of your experience. This checklist will be detailed in the advertising material which brought you to this recruiter. Advertisements will stipulate such elements as: Seniority level, leadership experience, industry qualifications, your right to work in NZ, and specific background experience, to indicate that our client has made this a requirement of the role. As the recruitment team, we do not have the power to override the client on these points no matter how strong the rest of your experience is. To ensure your best chances for your desired position, you must accurately present all relevant qualifications on the first page of your CV. This should include your:

- Academic history
- Professional experience
- Applicable skill sets
- Applicable certifications
- Awards and honours
- Work-study programs
- And any other relevant qualifying information

Once your application has cleared the first round of screening, we will give it a second, more detailed review. This follow-up review will specifically gauge your in-depth knowledge and experience with the required technologies for the position. My advice is to dedicate a section on the front page of your CV to highlight your specialist knowledge. The easiest CVs to work with are those that provide sections detailing the relevant tools you have worked with; hardware, firmware, software, testing tools, position specific programs, etc. In doing so, be sure to gauge your skills by providing a general level of expertise in each (novice, proficient, expert, etc.) and detail your years of experience with each. It can be challenging to appraise your skills, but it is essential that we best understand your level of skill and ability when we pitch you to a prospective client. We also highly recommend providing a separate section of the front page that lists all appropriate certifications that reinforce your applicable skills.

A final look at your CV focuses on the project work you have done over your career. Be specific in detailing your position, what tasks and responsibilities you oversaw, and how well you worked with your fellow team members. In this, we want to see how you specifically contributed to the project team, what impact you personally had on the project, and where you exceeded the expectations of your team lead. This section is best served with examples of your achievements as proof of your abilities; be specific, provide details on the problems you faced, how you came to a solution, how that solution was implemented, and how it furthered the project.

The CVs with the most significant impact in modern recruiting are evidence-based, so the more specific and detailed, the better. Also, keep in mind that while CVs are similar to resumes, they are expected to be much longer; an appropriate page length for a detailed CV is 3-4 pages, compared to a resume's single page. This checklist and CV overview process takes place before we pick up the phone and give you a call.

Conclusion

In the world of technical recruitment, a proactive candidate will stand head and shoulders above their peers and fellow candidates. So naturally, you want to appear interested and eager for the position, because of this, it's best to sign up for regular updates of roles available through the local job boards and send specifically tailored applications to your recruiter. It also helps to ring the consultant 24 hours later to "see they have received your application;" if they are not available to speak to you at that time, make a time to call back or leave a message— it will bring your application to their attention and invariably gives your CV a second look.

On a final note, make sure your LinkedIn profile is up to date, check your inbox daily, and always go through your spam folder. Occasionally, recruitment agency's emails are automatically forwarded to spam, and you don't want to miss a follow-up. Also, if your contract is coming to a close, or you are actively looking for a role – state this in your Professional Headline on your profile. Any IT recruiter of value is constantly scouting LinkedIn for the best talent for their client, so it pays off to make it easy for them to find you.