Career Advice   Aug 31 2011

Age-Proofing Your Job Application

By Kelly Eggers

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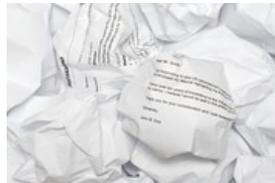
It's not about your age; it's about how you present yourself.

Many job seekers believe they're not considered for open positions because they are too young or too old. The real reason their resumes wind up at the bottom of the pile has more to do with how they present themselves and their industry savvy, say recruiters and hiring managers.

Those who present themselves as up-to-date on industry trends and fluent with new technologies will have a leg up, regardless of their age.

If you are worried that your many years of industry experience -- or your complete lack of it -- will submarine your chances of getting a job, there are things you can do to present yourself as a strong candidate, regardless of your age.

Provide the Right Kind of Contact Information

Welcome to 2011: It's time to stop advertising the fact that you're still using a fax machine. Providing obsolete or outdated means of getting in touch is a dead giveaway that you're job-seeking in the past.

"Many more experienced job seekers won't list their cell phone number, instead including home and work lines," says Jay Meschke, president of Kansas City, Mo.-based EFL Associates, the executive search arm of CBIZ, a professional services company. Simply list your cell phone number.

The once-ubiquitous need to differentiate between "daytime" and "evening" phone numbers is no longer a concern and makes a job seeker seem harder to reach and out of touch with today's pace of job seeking.

It's also a good idea to ditch the @earthlink.com email address you created back in the 20th century, or the "sweetie_pie"-esque screenname you've used since high school.

"Make sure that you include your e-mail address, and that it's professional," says Penny Locey, a senior consultant with Keystone Associates, a Boston-area management consultancy. A Gmail account gives off a markedly different impression than an AOL or Hotmail account, for example, as does a user name that includes your name or initials and includes only a couple of numbers at the end, if any at all.

On the opposite end of the spectrum, being too "now" with your contact information can indicate that you're new to the workforce. If you're looking for a job that requires you to be fully versed in new media, including your Twitter handle or a unique QR code, a kind of barcode that can be read by a smartphone, can set you apart in a positive way. For more traditional jobs, however, being too high-tech with your contact information can get clunky and confusing, so include it with caution.

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When age-proofing your resume, disguising the true dates of your employment may seem like a tempting solution, but experts say that's likely to draw more negative attention than positive.

"If the dates you graduated or worked at a company aren't there, it makes your material appear incomplete," says Bruce Tulgan, CEO of Rainmaker Thinking, a New Haven, Conn.-based management consultancy that focuses on integrating generations in the workplace.

Instead, consider omitting experience older than 15 years, but be careful how you go about doing this. The tactic can make your work history seem shorter, but be sure to avoid including only senior-level positions.

"No one begins their career as 'director' or 'senior researcher,'" says Greg Faherty, a New York-area resume writer. "Anyone reading the resume will know you had positions before that, and they'll wonder how far back your career goes."

Regardless of which dates or experience you choose to include, experts say that if you want to sell yourself to a recruiter, don't include a line about your wealth of experience in your summary.

"An age giveaway is placing your years of experience in your opening summary or cover letter," says Faherty. "Telling someone you have 30 years of experience...is the worst way to begin your resume."

Likewise, younger grads should keep their education section out of the top half of the resume, relegating it to a space after relevant work experience.

Be Clear, Simple and Achievement Oriented

When writing out your experience in your resume, choose your words wisely.

"A dead giveaway that you're less experienced is when your resume's content is written in sound-bites," says Meschke. While it's not necessarily a bad thing to be short and to the point in a resume, writing that's too short and punchy is likely to point to your age, especially if what you're saying doesn't detail a specific achievement.

On the other hand, Meschke says that older job seekers are notorious for using verbose phrases in their resumes, detailing the different tasks they've been responsible for throughout each position they've held.

For both more- and less-experienced job seekers, what's written on a resume about experience should be clearly and simply written and should point to true accomplishments, says Meschke.

Keep It Current

Avoid being too formal with your language.

"Steer clear of old-fashioned terminology that sounds like something you'd read on a wedding invitation," Locey says.

Don't end your cover letter with "I look forward to the pleasure of your reply." Be polite and tactful, but avoid cliched, formal phrasing. "It sounds like you copied it out of a book," says Locey -- older and younger job seekers alike need to be more colloquial in their application materials.

Job seekers should also make sure they're using the most current industry terms.

"Nothing shows you're more informed than knowing what the industry is calling something these days," says Locey.

A few examples: Use "talent acquisition" instead of "recruiting," or "creating executive financial dashboards" as opposed to "financial reporting to executives."

The older terms aren't necessarily incorrect, says Locey, but if you're looking to appear current, you may consider including up-to-date terminology.

"Buzzwords are what help a resume get pulled," Locey explains. "They make younger workers sound informed and older workers seem more connected to what's going on in the industry right now."

Don't Try to Overcompensate

While it's not a bad idea to make your application materials as ageless as possible, it can

backfire if you take it too far.

The last thing you want to do is catch a potential employer totally off-guard. If the way you've written your resume makes you seem like you're 27 when you're actually 57, that's not going to earn you brownie points.

"Older, more experienced people who don't want to seem too old for a young, hip company often make the mistake of trying too hard," Tulgan says. "If you send in a holographic resume and then you show up with grey hair, you still have grey hair."

Be forthright in your cover letter, for example, by saying that while you might seem like an older candidate, you still have a solid understanding of the company and what it takes to improve its bottom line. "Come right out with it," says Randy Merrell, vice president of operations at Elite Network, a San Francisco-based search firm. "Show your potential employer that you're proud of your experience and your 'seasoning.'"

For less-experienced candidates, a little acknowledgment can go a long way.

"It frustrates employers when younger, inexperienced people don't appreciate the concept that people have been in the workforce for 20 years, when the applicant was in Kindergarten," says Tulgan. "A younger person is going to be more savvy and mature if they show they understand that context and can admit that while experience certainly matters, they still have skills, insights, wisdom, and can bring a tremendous amount to the table."

Write to Kelly Eggers

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Article Comments

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Plev 2 hours ago

This article is a fine example of age discrimination.

rickdoc and 8 more liked this | Like | Reply |

Annw6544 1 hour ago

Doesn't matter how wonderful your resume is if you have to fill out an online application. They ALWAYS want your high school graduation year. Kelly - there really is major age discrimmination. Next time write about an interesting experiment. Take the same person and make a similar resume and then shave off 20 years - see who gets through to a live interview.

rickdoc and 1 more liked this | Like | Reply |

Mohagan002 1 hour ago

I'd be interested to know how many of these comments are from people who actually are hiring managers, and how many are from people who do very little recruiting or interviewing. I am not a hiring manager, but I review a lot of resumes and interview a lot of candidates. I'm in my mid-40s and I've been with my company for 10 years, and I've seen many people come and go.

The advice in this article (as a side note: it's not the 24-year-old author's advice, it's advice from the hiring managers quoted in the article) is spot-on. This is the kind of stuff that makes me want to either call you in for an interview or write "maybe" on the resume. The tactics highlighted in this article may

seem irrelevant to someone who is struggling at work or is insecure about their own age or abilities, but you have to remember: I'm looking for someone who has skill and who ALSO can market themselves and their skills and my company. I'm looking for someone who inspires confidence among co-workers and clients. And that can most definitely be the case with someone who is older but who is super-confident and knowledgeable about the industry as a whole, not just their own job or position.

Each bit of advice in this article is not, on it's own, a deal-maker or deal-breaker. But if you're looking to get hired, you must first get in the door. And most of the suggestions in this article come from the sources quoted (not the young author), and those sources are the people who get you in the door.

rickdoc and 1 more liked this   [Like] [Reply]

John Luma 58 minutes ago

Useless advice all because of the rampant age discrimination across the business spectrum. And let's stop saying Ageism is "illegal." Clearly it is not when 99% of the HR departments and top exec search companies practice it and few lawsuits win awards. If you're 50 or 55-plus your proven experience and expertise is not worth the the resume it's printed on. You are DOA.

rickdoc liked this   [Like] [Reply]

Autoverse 4 hours ago

I like how 99% of the comments on this article criticize the author's age. This is exactly what she means when she writes this article. There are people who can't get over minor details when they become hiring managers (they're, well...kind of like all of you).

People seem to forget that hiring managers include the manager who has a giant stack of resumes in addition to a ton of other projects. This is why resumes get about 10 seconds of attention EACH when they're first looked at.

READ: THEY WANT TO SHORTEN THAT HUGE STACK OF RESUMES AND WILL FOR ANY REASON POSSIBLE.

If you confuse them, provide irrelevant stuff, show you're out of touch - you will be tossed.

Her advice is good, and needs adjustments that Dave (above) and I touched on.

rickdoc liked this   [Like] [Reply]

Alex M. 1 hour ago   in reply to Autoverse

I agree with you. Many of these comments make it seem like the article only said "Aren't old people foolish?" and fail to acknowledge the actual advice. Heck, I have younger cousins who could not figure out why they weren't getting hired with email addresses like lol4everz90@hotmal.com. Come now. There is some good advice and the additions you and Dave made are incredibly useful.

Autoverse liked this   [Like] [Reply]

Dave 2 weeks ago

"It's time to stop advertising the fact that you're still using a fax machine. Providing obsolete or outdated means of getting in touch is a dead giveaway that you're job-seeking in the past."

No, it's time for recruiters to starting using their brains more. I provide a fax number whenever it's asked

for, but the fax I use is internet-based, which sends all faxes to my e-mail. I have a fax because sometimes people (and companies!) want documents sent to them that way, and/or they want to fax something to you. E.g., just last week I applied for a job, and the company required that the resume be faxed or mailed. A few benefits of faxes: simpler for most people (including people in big companies) to do than scanning and e-mailing (read, fewer chances for something to malfunction); you get positive confirmation of delivery; and it's much more secure (e-mails can be intercepted, and if they're stored on computers and servers they can be hacked).

"A Gmail account gives off a markedly different impression than an AOL or Hotmail account, for example"

I agree, and I use Gmail, but it's foolish to for recruiters to dismiss someone because of it. There could be good reasons someone has retained an Earthlink or AOL address, and there are many people who are highly active in business today who still use them. One person I know of doesn't want to ditch his AOL account simply because so many people he knows have that address.

"If the dates you graduated or worked at a company aren't there, it makes your material appear incomplete,"

Or, it can mean you simply don't know the exact dates. But the computer-based forms are so rigid in their format, you can't enter only year, or a month and a year.

"Instead, consider omitting experience older than 15 years, but be careful how you go about doing this."

You've got to be kidding. Do you really think that things you did 20 years ago are irrelevant to your knowledge? Things we did when we were younger actually tend to have a deep impression on us.

""An age giveaway is placing your years of experience in your opening summary or cover letter," says Faherty. "Telling someone you have 30 years of experience...is the worst way to begin your resume.""

Bull. You may well have worked your way up from rookie to top level, but all of that was experience in the business. If you say 10 years of experience in ___ position, it doesn't give a complete picture. What you should write is that you started at position "x" 30 years ago, and worked your way up, with 10 years at the top position.

"Likewise, younger grads should keep their education section out of the top half of the resume, relegating it to a space after relevant work experience."

Oh, brother. Every computer-based form on the planet puts the education section near the top, and the experience section after that.

"Buzzwords are what help a resume get pulled,"

Fools. Buzzwords can be learned in minutes.

If these recruiters (or, sorry, I meant to use the less-meaningful/understandable, and longer "talent acquisition") are typical, then god help us. They are mindless fools.

rickdoc and 44 more liked this   Like   Reply

Autoverse   4 hours ago   in reply to Dave

I agree with everything you just said, with minor criticism:
1.) Don't ADVERTISE your fax, but by all means include it if they ask for it.
2.) I think email's mainly irrelevant unless you have a juvenile nickname, but "gmail" doesn't let the mind wander when you're reading the resume. If I read "jim@earthlink" or " jack@compuserve.net" then I'm going to think for a second "oh wow - what is going on with this guy?"
3.) I think everything you said about extended experience holds, unless of course you're going for a recession-era entry level job after you got let go as a director. If I'm a hiring manager looking for an entry-level job, I'm going to be reluctant to hire someone with more than 5-10 years of experience because they will almost be certain to flee the job once another opportunity comes along at another company.
4.) Dates. It does look incomplete if you can't provide a month. I always make up the actual day - I remember my month and year.
5.) Buzzwords have to be carefully used. Buzzwords that are used in the job listing are a NECESSITY. It's how you get past the computer's filters. Buzzwords like "Increased productivity" or "Promoted Synergy" should never, ever be used.

Like   Reply

Nicole Hamilton   2 weeks ago

What a surprise to discover upon Googling that the author is only 24 or 25. No wonder she imagines the problem is just that old people are so incompetent they don't even know how to write a resume and need to have email and cellphones explained to them.

Okay, sure, there are dimwits being born all the time and some do live to become old dimwits, so maybe that's why some older workers have trouble finding work. But that's not the main reason.

pigbitinmad and 30 more liked this   Like   Reply

Autoverse   4 hours ago   in reply to Nicole Hamilton

24 and 25 year olds are hiring people of all ages. This is classic job-hunting-coach advice. This should be taken with much more than just a grain of salt.

And old people aren't incompetent - everyone struggles with their resume and what to include and what not to include. Seriously, this is a ridiculously helpful article even for an entry-level 20-something.

Alex M. and 1 more liked this   Like   Reply

TCDiveNFly1   2 hours ago   in reply to Autoverse

With 34 years in the broadcast industry I finally turned my back on all this corporate insanity and started my own business. As my ole grandpappy used to say...if all your bosses were so darn smart, they would already be rich.

3 people liked this.   Like   Reply

Steve   2 weeks ago

About the only part of this article that is right on is, " It's not about your age; it's about how you present yourself. Many job seekers believe they're not considered for open positions because they are too young or too old. The real reason their resumes wind up at the bottom of the pile has more to do with how they present themselves and their industry savvy, say recruiters and hiring managers."

Many of the other statements are correct, though for the wrong reasons presented here.If job seekers were better able to present their skills to employers in the fashion that employers wanted, they would be more apt to finding work. Resumes are marketing pieces, not bibliographies. They need to be built so that they stir emotions of hiring managers, so that hiring managers call applicants for interviews. Simplest way to build a resume that works? Find 10 job descriptions of jobs that you want, AND are qualified for, and re-write the requirements and skills wanted by employers to reflect your own skills. Then take that document and re-work it continuously until the document is 1 to 1.5 pages long.Be sure to include metrics so hiring managers can decipher if the skills you present might prompt them to offer an interview. Just remember no to be overly verbose, because resumes are not read for more than 3 to 5 seconds. Hiring managers hire people that they like who possess the majority of the skills that they are searching. Want to beat out the competition? You have to have the right skills and be more likable than the next person.

rickdoc and 12 more liked this   Like   Reply

Sylvia K Thompson 2 weeks ago   in reply to Steve

outstanding advice. thanks!

Like   Reply

Bob Lind 2 weeks ago   in reply to Steve

As a government vendor and someone that recruits IT Professionals, I wish more candidates took Steve's advice. I would prefer longer resumes than what Steve suggests, but targeted resumes, to my requirements, that show me that the candidate is a great fit for the job is what I am looking for. All too often, I hear the "I have 30 years of experience and I cannot write down everything" response when I ask for something specific like "describe your role in a recent Data Center move". The candidate that points out an equivalent but not exact match (i.e. I have used Maximo ITSM a competing and functionally similar product to Remedy ITSM) shows that they are not just blasting out junk mail but have actually read and understand the job requirements that I have posted.

Like   Reply

Anewdaykr 2 weeks ago   in reply to Steve

Steve,
Thanks for the tips. Each person has a different take on resumes. One important issue is experience whether old or young. How in the world does a person gain experience unless someone is willing to give them a chance to try and learn. Often it is knowing someone that is willing to help a person get "in". So, no matter how talented a person is at a skill, a piece of paper doesn'talways reflect the truth of the issue.

Like   Reply

Econfox 2 weeks ago

I have been asked when I gradutated high school several times over the last 6 months. My response was, "did you mean, when did i graduate college?". The response was I need to know your high school graduation date before I can bring you in for an interview. Each time I told them I was given a quick thank you and "we will be in contact".

spud8meister and 10 more liked this   Like   Reply

Rmmiller 7 hours ago   in reply to Econfox

You do not graduate high school or college. You graduate FROM them.

Like   Reply

Adrian 2 weeks ago

"Buzzwords are what help a resume get pulled"

...and put in the trash. So this 24-year-old author who's just discovered fancy and confusing words for simple things, like "talent acquision" for "recruiting", thinks that I, who have screened thousands of resumes and conducted hundreds of interviews, will be impressed by buzzwords? Grow up, Kelly. Buzzwords kill a resume. Even moreso in fluffy areas like the Personnel department. Use simple plain English and talk like a real human.

spud8meister and 9 more liked this   Like   Reply

Borahl8 1 hour ago   in reply to Adrian

That's good to know, Adrian.

Like   Reply

Steely1 2 hours ago   in reply to Adrian

Everyone has to start somewhere, All journalist do research regardless of age, so although she may not have the experience we "oldsters" do, she can write her article from interviews and studies. It is so hard to start out in the workforce and be criticized. Everyone starts somewhere and we all make mistakes.

Like   Reply

pigbitinmad 1 hour ago   in reply to Steely1

But somebody who only knows Buzzwords should not really be called a "journalist." This article is truly insulting and really represents EVERYTHING that is wrong with the job market. This sort of twaddle is exactly what our corporate overlords are peddling so that we will feel stupid and work for less. The kids who are occupying Wall Street are the ones I respect. Not these true believers who don't think they will be kicked out of the club in a few years. Wake up.

Like   Reply

really? 2 weeks ago

Kelly Eggers has been out of school ..... two years.

9 people liked this.   Like   Reply

Kelli Theiler 1 hour ago   in reply to really?

She also has no other career experience besides her current position listed on her LinkedIn.

Like   Reply

spud8meister 1 hour ago   in reply to Kelli Theiler

So what?

If she has been out of school 2 years and worked in most larger companies, she might have gotten to assistant recruiting coordinator....sorry the youngsters like to say "Talent Acquition Associate".

.....where she and her peers could discriminate to their hearts' content. Unitl they get to their late 30s and start getting fired because they are too old and expensive.

1 person liked this.   Like   Reply

Stupid and Proud 2 weeks ago

I'm afraid that the author is generally correct: you are more likely to be hired if you are inexperienced, less skilled, less competent, superficial and a "hack". "Twitter" and "executive financial dashboards" count for much more than substantial communication and thorough financial reporting. In brief, be stupid and be proud.

spud8meister and 8 more liked this | Like | Reply

Tom 2 weeks ago

All good, however, when you finally arrive at that face-to-face interview ... you can't excape the gray hair. If the prospective employer is age adverse; all the word smithing in the world won't overcome that issue. And yes, there are many who simply will not hire anyone 50 plus (I'm 63 with a graduate degree).

spud8meister and 8 more liked this | Like | Reply

une 2 weeks ago

What makes Kelly Eggers such an "expert" on this subject? Perhaps some of the things she suggests are correct, but in the meantime, I won't hire her to empty the cat box.

7 people liked this. | Like | Reply

Ruebix 1 hour ago   in reply to une

Yet she has a job. The number of people bashing her age on here makes me think maybe you should go back and re-read the article and learn from some of the tips. The next time you go in for a job interview it may be a 23-year-old who reviews your resume or interviews you.

Like | Reply

NotLikely 2 weeks ago

OMG ALG FML hire me!

6 people liked this. | Like | Reply

Steve 2 weeks ago

If, as the author suggests, you can age proof your application by not going back more than 15 years, you automatically give yourself away as 'old'. All of these empty suggestions are the thoughts of a young person not understanding age discrimination. Does she have any suggestions on gray hair, baldness, wrinkles?

5 people liked this. | Like | Reply

Adrian 2 weeks ago

The author's personal email address includes the numbers 87, as in the year of her birth. This column can be boiled down to "do as I say, not as I do."

2 people liked this. | Like | Reply

Eva 1 week ago   in reply to Adrian

In this author's case, "87" may well indicate the year of her birth. However, for others using a number (for example back to the "87"), it can also mean August 7th, or it could be the number of one's jersey from playing sports on their college team.... Keep in mind that just because someone has a number included their e-mail address, it does not always reference their birth year.

rickdoc liked this | Like | Reply

Archangel 2 weeks ago

Nice that DJ is giving noobs a break, but not a lot of practical knowledge to convey about career advice (lots of theory, supposition, and hyperbole) from someone just two years out of a 114th ranked liberal arts college with merely a BA in Communications

1 person liked this.   Like   Reply

Artg 2 weeks ago

There always problems in getting hired. I had one person interview me hiring to fill a position on inventory system that did not understand the system. As the math behind the system was invented by a professor at case for IBM. The person doing the interview is looking to hire someone that he can work with.

In other words someone stupid like him that was too lazy to go to the library to learn about system he was trying to implement in a drug company. And whose boss give him the wrong information as he also did not know anything. Do you really think that stupid people like smart people and hire them. True this has nothing to do with age but it does cause conflict to the one already there. It look like I was not going to be liked. Than why did I need this job? Besides being stupid they had large ego's as i had to work under these great brains. I was a computer programmer but it was only when retired and doing medical research on AIDS that I was finally free from this nonsense. Than these companies were on there way to neverland.

1 person liked this.   Like   Reply

EWM 38 minutes ago

So, you 'age-proof' your resume. You get called for an interview. You put on your best business suit or dress, you've recently had your hair cut or styled. You show up for the interview. Oh, you're 50+ years old, the interviewer is around 30.

Women can color their hair, men, not so much. Wrinkles? Yeah, if you're over 50, you got 'em and their hard to hide. Maybe a little extra weight too.

Nothing intimidates young hiring managers more than interviewing someone old enough to be a parent. It happens all the time. It's happened to me - but no more. I launched my own media business, doing what I've wanted to do for years. It'll take a few years to make it pay like I want it to, but I couldn't be happier.

And, yes, I agree with those who pointed out the author of the article is in her mid-20s. Experience does matter, and she ain't got it.

Like   Reply

Hibiki_2010 44 minutes ago

We all know age discrimination is ramapant in the workforce and writers like this one are trying desperately to cover up for it. Perhaps a lawsuit is in order.

My favorite is when the TALENT ACQUISTION SPECIALIST at agencies demand to meet you in person prior to being hired. Dead giveaway that they wwnt to gauge your age/lookism. I always tell them forget it - my accomplishments speak for themselves - you don't need to meet me. Jerks.

Like   Reply

Bob 1 hour ago

If companies focused on hiring and maintaining good competent people then everything would change. But currently companies hire to complete the project. Once the project is over they discard the employees until the next project comes in. Then the process starts all over again. Instead of having competent people that can use their past experience to solve new problems, they discard the employees and then hire younger, CHEAPER employees. Ideally having recently graduated from college with the desired skill set. That way they don't have to spend anything training their current talent.

"HR is not the solution, HR is the problem." That's my new catch phrase. Spread it around. Post it on every website. Every forum.

Like | Reply

justeconomics 1 hour ago

HR people just don't know what they are looking for. They are filtering based on requests from different departments. A poorly crafted requests gets the wrong candidates. How can an HR person possibly know how to hire an IT person? There are skills and personality to review. At best they are filters, as are agencies.
Then there are the big comptuers that scan and sift the resume piles. If the right word or wrong word is in your resume it will determine if you get the interview.

Always research the company and the people at it. What does the job call for? Don't look up your potential employers address and tell them you know where they live. Thats really creepy. Find out if they have a project going, why are they hiring? do you fit that need? Don't be afraid to turn a job down, no matter how many bills you have. Better to be broke then dead from pressure.

As a contractor my next job relies on my ablity to sell my self, but not oversell. You're coming in to do a job not a hostile take over.

As for age, I'm a relic but young at heart and up on the trends. I'm not your buddy and won't be hanging with you at happy hour. I keep myself in fairly good physical condition so I don't look a couch veggie. Sit up straight, look the interviewer in the eye but don't stare. Be observant if the person has an award say something nice. "So you've been with the company for 10 years? that's pretty impressive these days"

And the number one rule is never say anthing bad about your previous employer no matter how much of bag he/she was.

One more thigy, people that just rolled out of school should not be writing anything on how to get a job.

Like | Reply

hardworkinggal 1 hour ago

What if you don't have a cell phone and don't want one? Ridiculous elitist junk article. Bottom line: as soon as the person looks at you they're going to know you're not all that young. Don't waste your time with agist companies, go for the ones who value age and experience, and don't tell me there aren't any out there. Just look harder.

Like | Reply

Julie 2 hours ago

The last two individuals I hired were over the age of 45. Both were dependable, honest, hardworking, and smart. These are rate qualities in the under "30" age group.

Like | Reply

nadinethomas 1 week ago

I don't think that age matter in a work that doesn't require strenuous activities, especially in the case of business related jobs! All that matter is your competence and how you deal with the current tasks and issues at hand.

Any business that considers age as a factor are letting the "great people" pass simply because of a number.

Age is just a number and being young is an attitude!

Nadine Thomas
internet dating

Like   Reply

Robyn Webb 2 weeks ago

Whatever age group, researching the target organisation, understanding the value you offer and ensuring your application highlights the benefits of your offering will draw attention to your application. Organisations and their hirers all have differing motivators depending on the needs of their businesses, therefore I suggest it is dangerous to make assumptions, but more helpful to recognise potential 'objections' and address them in the application. A clue to appropriate language style can usually be gleaned from advertisement/job description/website. Use of latest jargon can have an adverse affect if the organisation prides itself on 'plain speaking'.

Like   Reply

Knlgraff 2 hours ago   in reply to Robyn Webb

The best jobs my wife & I ever had came about by accidental contact with supervisors after receiving rejection letters from the HR people. In both cases we went on to become best performers in the department. HR people look for negatives unless there's a personal recommendation included.
--- It's all about who you know.

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