

I'll search for current best practices and popular CV formats for tech positions, looking at what HR systems and recruiters are actually using today. Based on my research into current CV best practices for software engineering positions in high-tech companies, here's my analysis from both HR/ATS and technical recruiter perspectives:

The Modern CV Landscape: Two Critical Filters

1. The ATS (Applicant Tracking System) Filter - The Robot Gatekeeper

Around 98.4% of Fortune 500 companies use ATS scanners, and 75% of software resumes are rejected during the ATS screening process. This is your first hurdle.

What ATS Systems Look For:

- **Clean, parseable format:** Single-column layouts in reverse chronological order
- **Standard section headings:** "Work Experience," "Education," "Skills" (not creative alternatives)
- **Keywords matching the job description:** Technologies, programming languages, frameworks
- **Simple formatting:** No tables, text boxes, headers/footers, or graphics
- **Standard fonts:** Arial, Calibri, Helvetica (10-12pt)
- **File format:** PDF from Word/Google Docs (text must be highlightable)

Why These Choices Matter: ATS software literally cannot "see" fancy designs. Decorative fonts won't impress anyone; they'll just make your resume harder to read (or worse, unreadable to the ATS). A beautifully designed CV with columns, graphics, or unusual fonts will be parsed as gibberish, automatically rejecting you before a human ever sees it.

2. The Human Filter - The 6-Second Scan

FAANG recruiters spend only about 6 seconds (or less) scanning resumes. They'll do a short scan gathering all key information: location, years of experience, languages and technologies, position names, company names, and anything else that stands out.

What Technical Recruiters Prioritize:

1. **Quantifiable Impact** (Most Important)
 - Numbers, metrics, percentages showing your impact
 - Use numbers and quantify whatever you can: number of users, service load numbers, number of customer support tickets you proactively resolved
 - Example: "Reduced load time by 50%" beats "Improved performance"
2. **Technical Skills Match**

- Immediate visibility of relevant technologies
 - Skills section should be at the top, after contact info
 - Both acronyms and full terms (e.g., "SEO (Search Engine Optimization)")
3. **Career Progression**
- Clear growth trajectory from internships or junior roles moving up
 - Staying at positions for at least one year
4. **Relevant Experience**
- Most recent and relevant roles first
 - Company names matter (well-known tech companies boost credibility)

The Winning Formula: Popular CV Formats for 2025

Format #1: The "FAANG-Ready" Single-Column Resume

Structure (in this exact order):

1. **Header**: Name, contact (phone, email, location, GitHub, LinkedIn)
2. **Professional Summary** (2-3 sentences highlighting years of experience, key technologies, notable achievements)
3. **Skills** (organized by category: Languages, Frameworks, Cloud, Tools, etc.)
4. **Work Experience** (reverse chronological, with quantified bullet points)
5. **Projects** (with GitHub links and metrics)
6. **Education** (degree, school, graduation year)
7. **Certifications** (if relevant)

Why This Works:

- The chronological format is widely considered the most ATS-friendly resume layout with clear, standard headings
- Puts skills front and center where both ATS and humans look first
- Your CV should be just one page long for those with less than 10 years of experience
- Single column allows easy top-to-bottom scanning

Format #2: The "Impact-First" Resume

Similar structure but emphasizes:

- **Achievement-focused bullet points** using the formula: Action + Technology + Result
- Example: "Designed event-driven message handling using RabbitMQ, scaling to process 100TB per transaction with predictable throughput"

Why This Works:

- Highlighting a few of your best achievements is better than including many "average" achievements
- Directly addresses the recruiter's question: "What value will this person bring?"
- Recruiters want to see what will add value to the company, especially knowledge of common programming languages, frameworks, tools, and technologies

Critical Content Guidelines

Professional Summary (2-3 sentences max):

- State role, years of experience, core technologies, and one notable achievement
- Use action words and active voice with the noun that describes your role
- Example: "Senior Software Engineer with 5+ years designing distributed systems using C#, Azure, and RabbitMQ. Led migration to microservices architecture, reducing costs by 40%."

Work Experience Bullets:

Use the **What-Why-Outcome** formula:

- **What:** "Designed and implemented event-driven message handling"
- **Technology:** "using RabbitMQ consumers and Azure Blob Storage"
- **Outcome:** "scaling to process up to 100TB per transaction with constant memory usage"

Write what and how you did things, not what a software engineer generally does.

Skills Section:

- Organize by category (Languages, Frameworks, Cloud, DevOps, etc.)
- Include both the full term and its acronym to ensure the ATS picks up on it
- List skills relevant to the job description you're applying for

Projects:

- Always link to GitHub or live demos
- Include metrics or impact (users, stars, performance improvements)
- Include at least 2 projects outlining key contributions, always linking the project name to GitHub

What NOT to Include:

No fillers, personal details like birthdate, age, gender, marital status, religion, nationality, full native address, or salary expectations. Also avoid:

- Generic objective statements ("seeking a challenging position")
- Hobbies unless directly relevant and impressive
- Full employment history if not relevant
- GPA unless above 3.6/4.0 or 7.0/10.0

The Technical Details:

File Format:

- PDF format only, not Word or Google Docs
- Created from Word/Google Docs/LaTeX (never from Canva or graphic design tools)
- Text must be easily highlightable

Layout Specifics:

- 0.5-inch margins on all sides
- No headers/footers (ATS can't read them)
- No columns, tables, or text boxes
- Consistent formatting (all bullets with or without periods, not mixed)

Length:

- One page for <10 years experience
- Maximum two pages for >10 years experience

The Customization Secret:

Tailor each resume to the specific job you're applying to. Do NOT use the same resume for every application.

How to Customize:

1. Copy job description into a word frequency analyzer
2. Identify key technologies and skills mentioned most
3. Incorporate those exact keywords naturally into your resume
4. Mirror the language used in the job description

Why These Choices Work:

From the HR/ATS Perspective:

- Standardized formatting = reliable parsing = your data gets into their system correctly

- Keywords matching job description = high match score = you appear in their search results
- Clean structure = no errors = you pass automated screening

From the Technical Recruiter Perspective:

- Immediate visibility of technical skills = quick assessment of fit
- Quantified achievements = evidence of impact, not just responsibilities
- One-page format = respects their time (they're reviewing hundreds of CVs)
- GitHub links = ability to verify claims and see code quality
- Clear progression = demonstrates growth and stability

The Bottom Line: Modern tech hiring is a two-stage game. Stage 1 is beating the robot (ATS) with clean formatting and keywords. Stage 2 is impressing the human with quantifiable impact and relevant experience in the 6 seconds they'll spend scanning your CV. The "best" format is the one that successfully passes both filters.

The CVs that work aren't the prettiest—they're the most strategically optimized for both automated systems and human psychology.