

questions for domain expert (=expert of job interviews/curriculums, like HR)

Introduction questions:

-What's your name?

Michelangelo

-How old are you?

30

- what is your occupation?

HR manager

- in a scale from 1 to 10, where 1 is no experience and 10 is expert level, from your experience, what is your level of knowledge on how to write a curriculum?

8 because he took a training course on writing a CV and even if it is not the area he currently deals with, he still considers himself quite qualified

- in a scale from 1 to 10, where 1 is no knowledge and 10 is expert level, what is your level of knowledge on how to perform a job interview?

8 because he participated in several interviews both personally and as an interviewer. now he is mainly responsible for managing oral interviews and aligning them with the company's offer

- in a scale from 1 to 10, where 1 is no knowledge and 10 is expert level, what is your level of knowledge on how to find the right job for you?

7 because it is not what he currently deals with, he completed his studies many years ago and he thinks there is always room to learn and improve

-what people do right and wrong when they write their curriculum?

being too verbose, putting a lot of information which however has no relevance to the job application, the lack of quantifiable results and not being able to understand the candidate's soft skills

-what people do right and wrong when they attend a job interview?

the interview is the first approach to the corporate and you should prepare for it, just showing your CV is not enough. You need to know how to communicate and convey confidence in your abilities. Not being able to transmit one's soft skills is a serious shortcoming. If you don't understand the company's values and transmit them, that could be a big problem.

- what people that attend a job interview don't know about the working world?

New graduates and students are often unaware of current trends or how the company might move in the market. there is often a lack of skills in logistics or finance

-from your experience, what is the biggest problem that job applicants have? what does lead them to be rejected or not considered?

The main problem is having carried out an oral interview that was not in line with the company's job requirements. Not appearing prepared or competent, even if the CV is well

written, as often happens during interviews, in which the candidate is unable to express himself well

-how do most of the job applicants find about an open position?

currently the main method is online services (apps, networking between colleagues). LinkedIn is among the most used services but the channels of the universities are also often very effective for undergraduates.

-what would you suggest to young people for learning more about working world?

Exploring and gaining new work experiences is essential. New graduates are educationally prepared but have 0 experience in the field, being limited by this. You shouldn't limit yourself to the surface of your studies. You should try lots of oral interviews to gain confidence

- what is the impact of writing a good curriculum for a candidate in order to be interviewed?

the job application starts from the CV, having a good CV increases the chances of being contacted by the company.

- what is the impact of doing a good job interview in order to be enrolled in the corporate?

during the oral interviews the points in common between the company and the candidate are assessed. it is essential to prepare yourself from this perspective, finding proposals from companies you are really interested in