* Olga is a recruiting team lead for Google Cloud and YouTube with 25 years of experience across multiple countries
* She enjoys working with hiring managers to understand business needs and advocating for candidates; making offers is her favorite part

Major red flags on resumes:

* + Not tailored to the job description, making it hard and time-consuming to see how experience aligns with the role
  + Typos, grammar errors, and overly lengthy resumes, which suggest lack of attention to detail
* Tips to avoid these mistakes:
  + Carefully read the job description and highlight transferable skills on your resume
  + Use AI tools like Gemini to spell-check, fix grammar, shorten text, sharpen language, and create a candidate summary

Hiring managers look for two key areas:

* + Problem-solving skills — how candidates tackle challenges, bring others along, and learn from experiences
  + Leadership — not necessarily managing people but showing up consistently with discipline and influence in any environment (sports, university, work)
* Olga recalls a candidate with limited traditional experience but strong athletic achievements demonstrating leadership and discipline, which impressed hiring managers
* Her biggest advice: Don’t give up, even if rejected early in the process — there’s a job out there that fits you