How to find a tech job abroad

What you can learn from the first 400+ Fellows in Europe

Imagine Foundation e.V.
Talent is Universal. Opportunity is Not.
joinimagine.org

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About

Hey.

We have now worked with 10K+ students and graduated 1.5K+ from our Imagine Bootcamp.

From this work with all our Fellows, we have learned what it takes to get a tech job in Europe.

In this document, we share with you advice backed up with data from all Fellows that came before you.

The bottom line: Communication skills, motivation, a willingness to learn & a good CV matter even more than you might think. The good news: All of that is stuff you can learn, with us at Imagine.

Ready? Dive in...

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Who we are

A global movement without borders.

A digital boot camp to identify & inspire talents.

A mission-driven NGO that cares about impact.

400

Fellows in Europe

Most of our Fellows in Europe are from 16 countries

It doesn't matter where you come from - you can make it

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Top 5 countries:
1. Egypt
2. Syria
3. Afghanistan
4. Pakistan
5. India

Origin countries reflect our focus on Middle East & country size
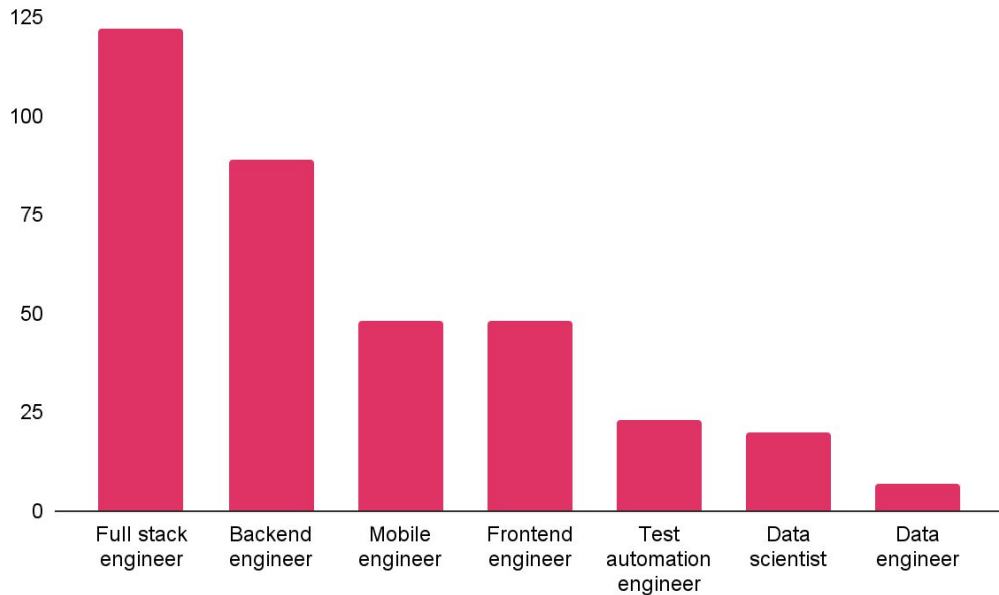
We also have lots of happy fellows from smaller countries: Lebanon, Jordan, Tunisia, Algeria, Palestine & more

Next up: More African countries!

Most Fellows in Europe are in Backend/Fullstack

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What roles do Fellows in Europe get hired into?
Fellows with Job in Europe

~60% of all Fellows in Europe work in Backend or Fullstack roles. More jobs = also more competition
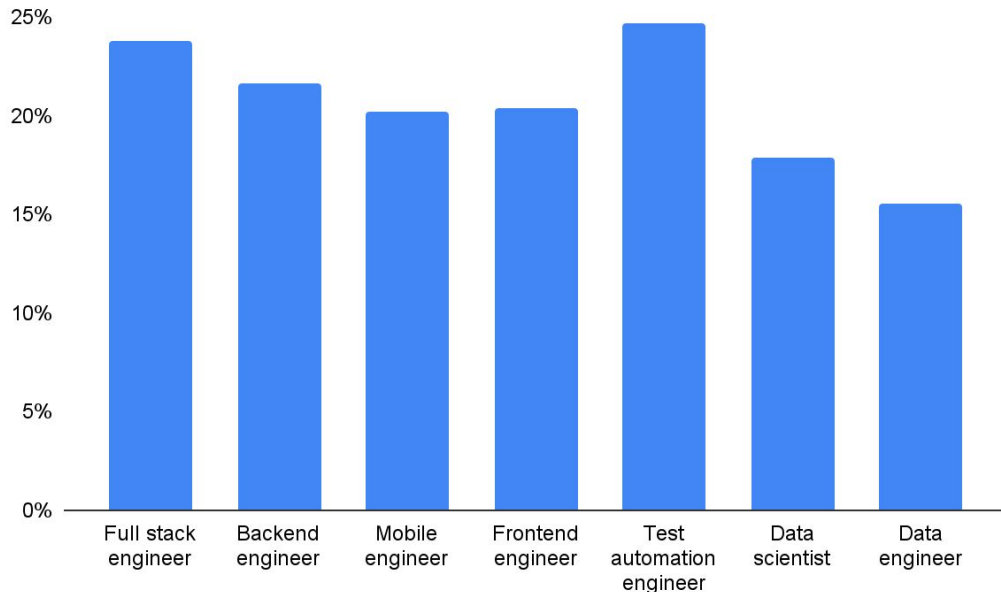
Mobile and Frontend also in High Demand

Data engineering & science - despite the hype - are more niche roles - harder to move abroad in this role.

Good news: You can get jobs in all roles, see next page ->

22% of all Fellows (so far) have moved to Europe

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What roles are "easiest" for finding a job abroad?
% of all Fellows now in Europe

Good news: Chance to make it is around ~20% for all roles

Test automation particularly attractive role if you seek a life abroad

Data engineering & science somewhat harder - but still possible

Sweet Spot: Moving with 2-5 years of experience

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How many years of experience do I need, at least?
# of Fellows in Europe by years of full time work experience <u>at</u> relocation

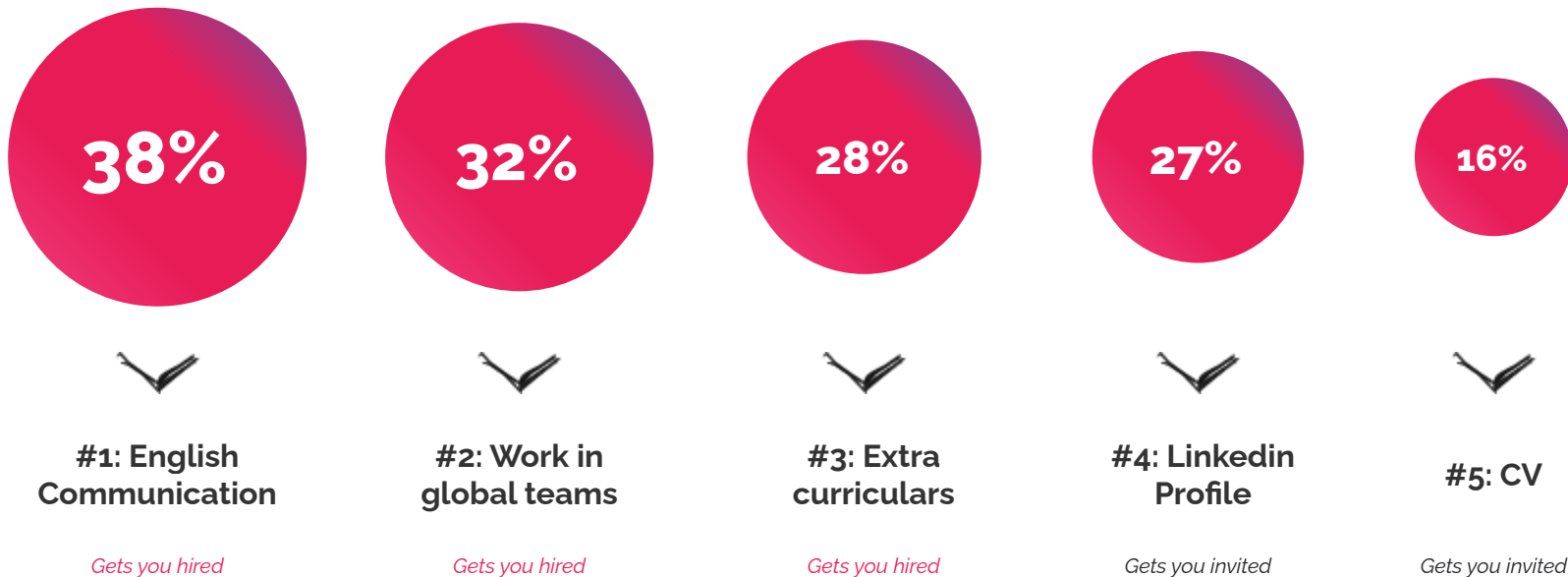|	1-2 years	2-3 years	3-4 years	4-5 years	5-6 years	6-7 years	7-8 years
Full stack	8	17	21	15	18	7	5
Backend	4	12	19	14	9	5	5
Mobile	3	8	12	12	9	0	3
Frontend	3	10	13	5	7	2	4
Test automation	2	4	4	2	0	2	1
Data science	5	5	4	2	1	1	0
Data engineering	0	2	3	0	1	0	0
All	**25**	**58**	**76**	**50**	**45**	**17**	**18**

> **Juniors:** It's never too early to apply. Ideally you have at least 1 year of full time experience
> **There's a sweet spot:** Most roles have their peak for mid level engineers, 3-4 years of experience

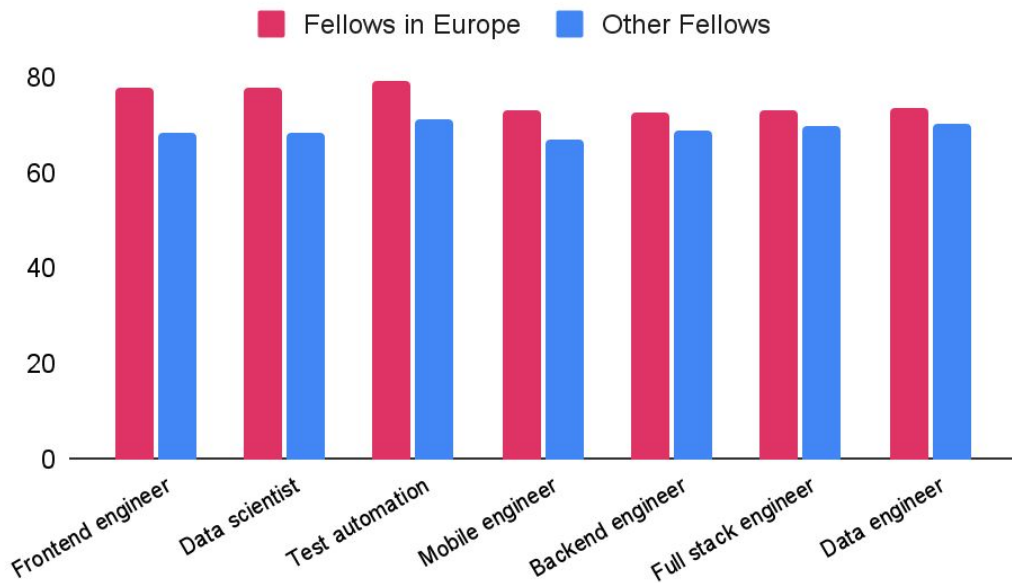# Here are the top 5 factors that *really* matter

What are the 5 things that really matter for me to get a job in Europe?
Top 3 get you hired, other 2 get you invited to the first chat. % Δ Fellows with job vs without job in EU

38%

32%

28%

27%

16%

#1: English Communication

#2: Work in global teams

#3: Extra curriculars

#4: Linkedin Profile

#5: CV

Gets you hired

Gets you hired

Gets you hired

Gets you invited

Gets you invited

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Top 1 of 5: How clearly do you speak English?

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% Communication Score (English, Clarity)

Your English & the clarity of what you say matter, a lot.

Your English does not have to be perfect, and an accent is fine. "good enough" is good enough (dah!)
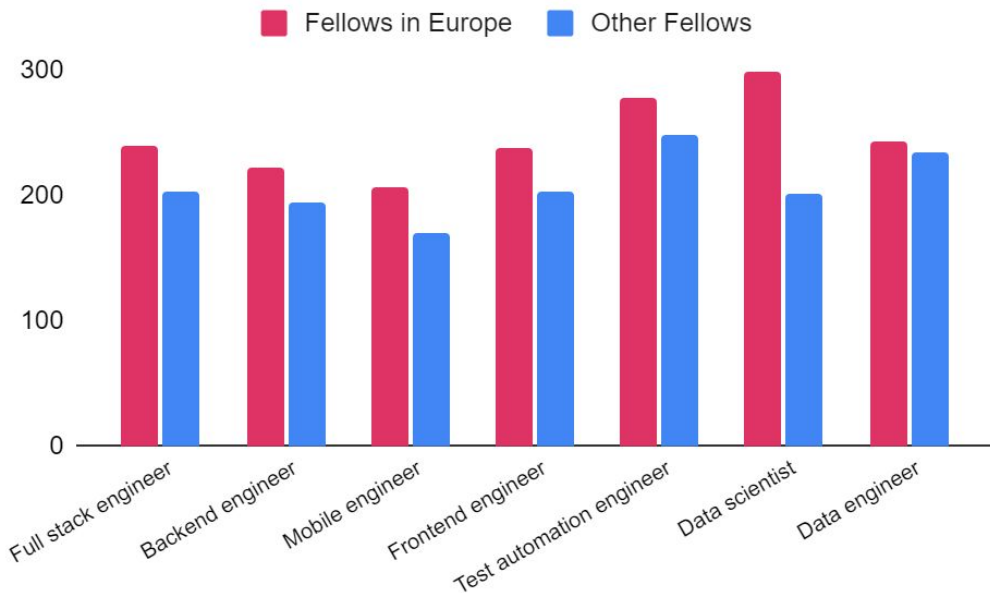
Learn to communicate clearly, using the Pyramid principle (video)

Frontend, data science/analysts and test automation are most communication intensive

Bottom line: being a better communicator = much higher chance to get a job in Europe

Top 2 of 5: Do you work in a global team?

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% Europe/Global Teams Score

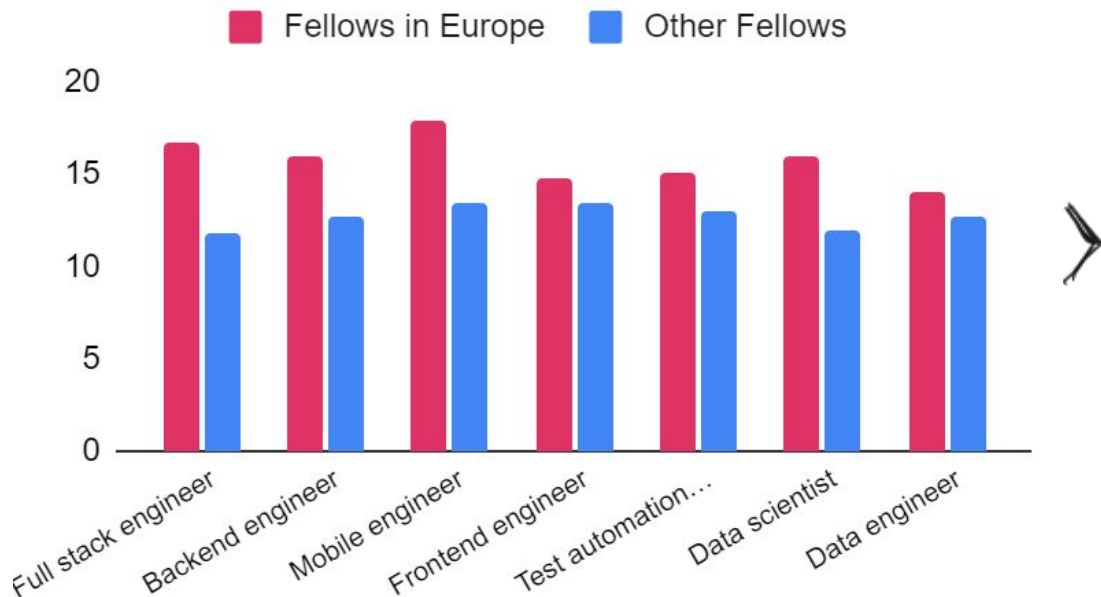**Try to gather experience with global teams. This means:**

- Do freelance work with firms located in EU/North America
- Work remotely with such teams
- Work for a global company
- Take a study course in which you regularly work in a global team

This matters because:
- You might learn the latest technologies
- You will improve your communication skills

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% Extracurricular score

● Fellows in Europe ● Other Fellows

(chart x-axis labels: Full stack engineer, Backend engineer, Mobile engineer, Frontend engineer, Test automation..., Data scientist, Data engineer)
(chart y-axis: 0, 5, 10, 15, 20)

Recruiters look for signals that you are motivated & drive impact
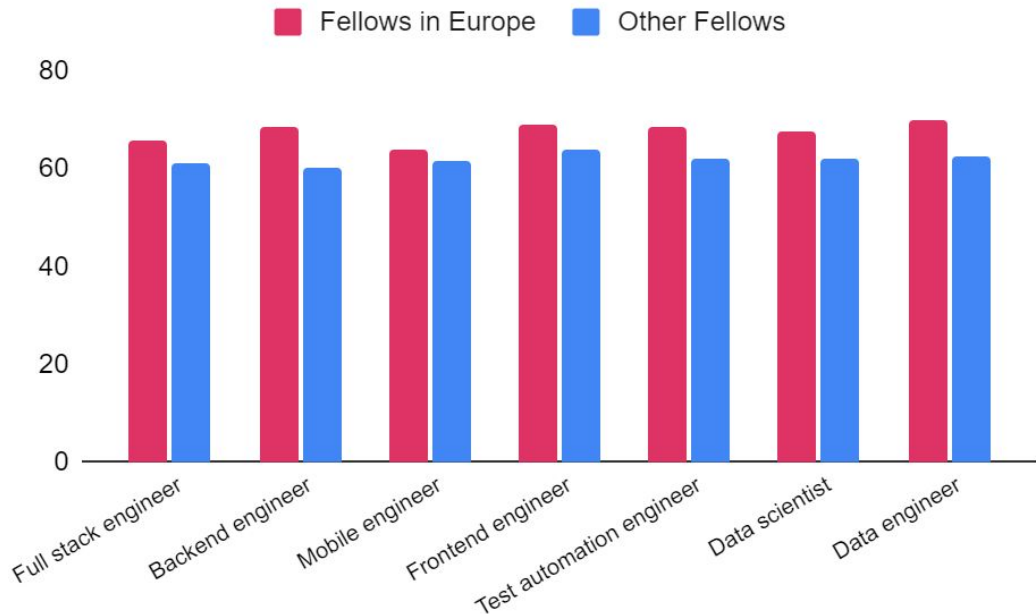
This can look like this:
- Community leadership activity (Tech Meetup, Volunteering)
- Certificates & extra online education (Coursera, etc)
- Freelancing besides studies
- Studying a foreign language besides English
- Finishing in top 10% of class
  (don't worry, most of our Fellows never did!)

Do this & put in clearly on your CV

Good news: No need to over-do it. <u>One</u> visible activity is enough

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% Linkedin Profile Score

Legend: Fellows in Europe (pink), Other Fellows (blue)

Categories: Full stack engineer, Backend engineer, Mobile engineer, Frontend engineer, Test automation engineer, Data scientist, Data engineer

Your Linkedin matters. More than you think:

- Get feedback in our Bootcamp and aim for >80% score

  Biggest tips: Quality profile bio (learn from others!), friendly, casual foto & describe current job (stack & biz results)
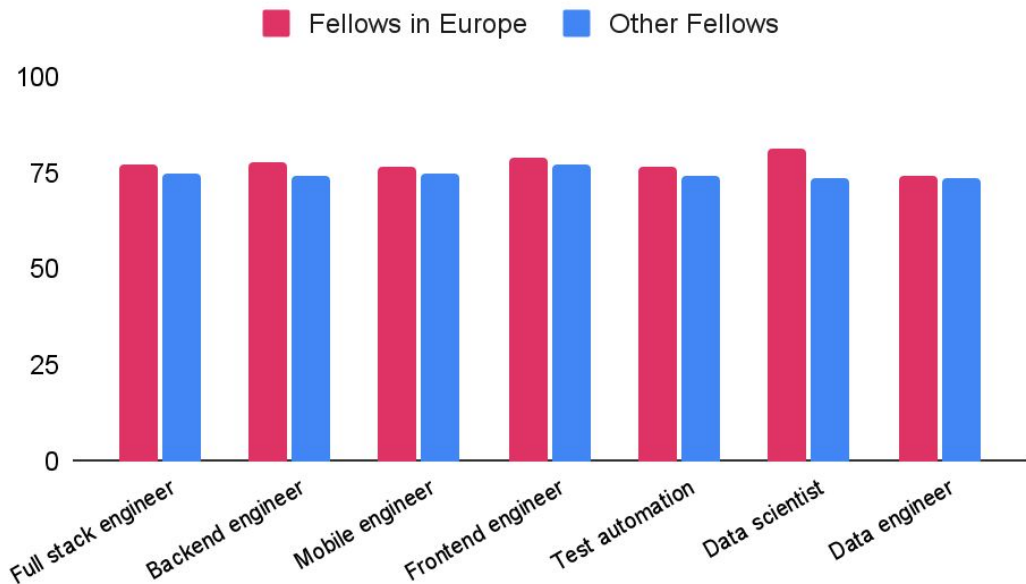
This matters because:
- You get found by Recruiters
- You show you care - quality in everything you do

True story:
- We had Fellows get contacted on Linkedin just 5 days after they improved their Linkedin

Top 5 of 5: A good CV is still very valuable

% CV score

Legend: Fellows in Europe / Other Fellows

Categories: Full stack engineer, Backend engineer, Mobile engineer, Frontend engineer, Test automation, Data scientist, Data engineer

It's 2022, and your CV still truly matters. It's silly but this is it.

What it means for you:
- Get feedback in our Bootcamp and aim for >80% CV quality
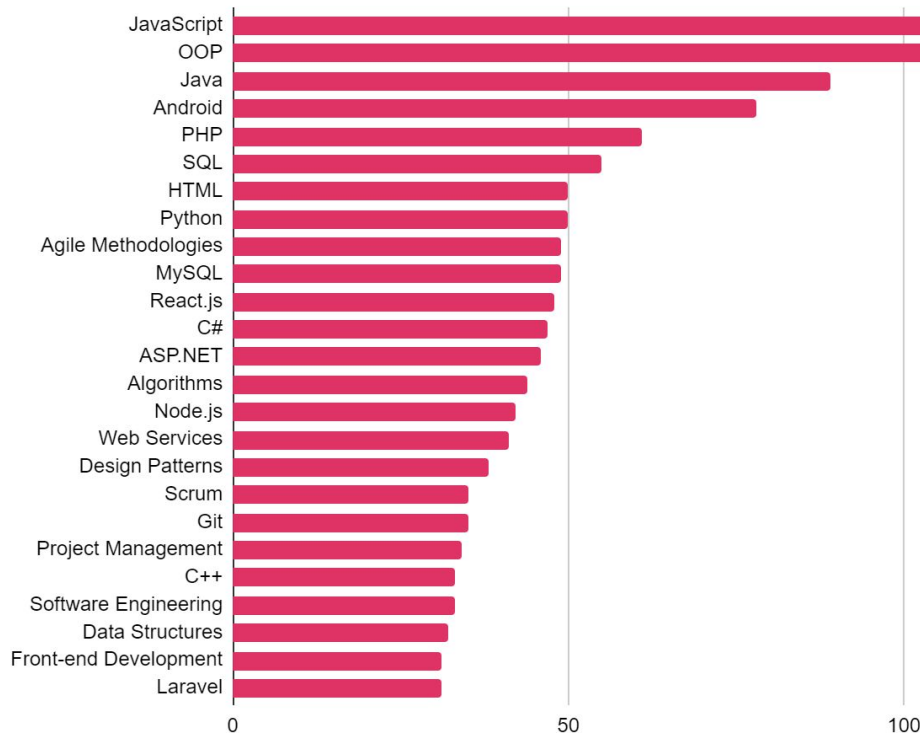- Invest the time required & learn from our best practice CVs

Typical mistakes to avoid:
- Keyword-inflation!
- English and formatting issues
- Irrelevant detail (focus strengths!)

Why this matters: You demonstrate you 'know the rules' which signals competence & cultural proximity

What are the Top Stacks that get me hired?

Fellows: Request the detailed lists for your stack *__here__*

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Skill	Value
JavaScript	~103
OOP	~103
Java	~90
Android	~78
PHP	~60
SQL	~55
HTML	~50
Python	~50
Agile Methodologies	~48
MySQL	~48
React.js	~47
C#	~46
ASP.NET	~45
Algorithms	~43
Node.js	~42
Web Services	~41
Design Patterns	~38
Scrum	~35
Git	~35
Project Management	~34
C++	~33
Software Engineering	~33
Data Structures	~32
Front-end Development	~31
Laravel	~31

Here are the top skills by Fellows who now work in Europe.

What it means for you:
- Javascript, Java but also PHP skills still get you hired
- GoLang is cool but very niche - not even in the top 25
- Web Services like Cloud (AWS, etc) matter a LOT

Engineering fundamentals matter:
- OOP, Design Patterns, Git, Algorithms, Data Structures

But also softer skills matter:
- Agile, Scrum, Project Mgmt

Meet the Top 10 Firms hiring most Imagine Fellows

What are the firms most likely to hire me? 200+ firms have hired Fellows. These are the top.

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Amazon (+AWS)

Delivery Hero

Templafy

FlixBus

HelloFresh

IBM

Jochen Schweizer mydays

Just Eat Takeaway.com

Zalando
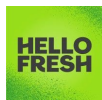
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Want a cover letter in 5 seconds or less?

Send one email to copilot@joinimagine.com:

Ahmed, DeliveryHero, backend engineer, team player, excited, php and laravel, agile principles have generated business impact with my products, eu blue card visa pre-approved

Use your own text to get get your very own OpenAI based … →

Subject: Excited to join your team as a Backend Engineer

Dear [Name],

I am Ahmed, I am writing to express my interest in joining Delivery Hero as a Backend Engineer. I am excited at the prospect of working on projects that utilize my knowledge of PHP and Laravel, as well as my understanding of Agile principles.

I am passionate about the industry, and have a track record of producing business impact with my products. I am also proud to have a pre-approved EU Blue Card Visa.

I am confident that I have the skills and enthusiasm needed to be a team player and a valuable asset to the Delivery Hero team. I look forward to hearing from you and discussing my application further.

Thank you for your time and consideration.

Sincerely,
[Your Name]

Apply now:

joinimagine.com

or take our 5min visa check