

In-Demand Tech Skills

We've analyzed **over 1,000** current vacancies at fast-growing technology companies and start-ups around the world to figure out **30 in-demand tech skills** to include on your resume.

Your resume contains very few of them – 2 out of 30.

Take a look at the top 30 keywords listed by most tech companies in their job specs for junior or entry-level positions:



If there are any that you feel confident with and/or have used while working on your pet projects, we'd recommend that you:

- a) add them to your technology skills list;
- b) include them in the descriptions of your previous jobs (internships) or projects.

DO NOT include skills, training, or experience that you don't have.

Accomplishments

Your CV contains 3 verbs in the past tense that may describe your accomplishments.

communicated

trained

Managed

It's always a good idea to talk about the tasks that you were performing while working on a project **in the past tense** (implemented, optimized, reduced, etc.).

Resumes should highlight what you did, not what you were supposed to do.

Good example:

- **Accomplished X by implementing Y which led to Z...** (a common pattern for accepted resumes at Google)
- **Designed** and **managed** a fast fault-tolerant network for 10,000 internal users.
- **Increased** logging throughput up to 15% by re-architecting Java Message Service (JMS) message handler to fix multi-threading issues.
- **Managed** and **scaled** a JRuby ETL application from 20,000 daily jobs to over 75,000 while reducing the size and complexity of the codebase.

Bad example:

- My responsibilities during the project – develop, test and deploy the X website.”

Action Verbs

Your resume includes 2 action verbs that emphasize your tech skills.

Program

Train

Naturally, employers want to know how good a software engineer you are and how well-versed you are in programming.

To describe your programming experience in a stronger way, **use the verbs that would highlight your hands-on technical skills**. Here are some of them:

Apply

Architect

Assemble

Build

Code

Debug

Design

Develop

Devise

Engineer

Initiate

Investigate

Maintain

Overhaul

Rebuild

Redesign

Reduce

Solve

Upgrade

Utilize

Niche IT Skills

So far, we haven't found any rare technologies on your resume. Perhaps they were not required on your previous work/pet projects or you've forgotten to mention them.

Unique experience working with rare (niche) technologies might catch the eye of your potential employer. What do we mean by "rare technologies"? These are the ones seen in fewer than 1% of tech resumes.

Here are some of them:

JVM ActiveMQ jBPM Lucene NLP HDFS Apache Flume Sqoop

List only those ones that you feel confident with!

Numbers

Your resume contains just a few quantitative measures:

Lead Managed a team of 30 employees

Employers are always looking for people who can deliver results. Describing your accomplishments shows what you've achieved in a quantifiable way.

Review the work experience section of your CV and try to list more measurable accomplishments on your resume. Here are some examples to give you a little inspiration:

Improved concurrency and response times up to 10% by fixing multi-threading issues in user session control module.

Refactored common code out of 90 different XSLT files, reducing total lines of code from 138,351 to 20,422 (85% reduction).

Developed a test automation tool, leading to a 45% reduction in testing time.

Online Presence

Having a good online presence that shows off your skills and expertise can increase your chances of being considered for the role.

This resume contains very few or absolutely no links showcasing your online presence.



We'd recommend you **add a few more links**. For instance:

- Add links to your projects/contributions to open-source projects (e.g. **GitHub**, **CodeTriage**, **GitLab**, etc.).
- An active **Stack Overflow** profile with questions asked and answers provided.
- Include a reference to your **technical blog**.
- Share your **HackerRank** results.
- Make sure you include your **LinkedIn** profile URL on your resume.

NOTE: Only add links to your GitHub, Bitbucket, and other profiles after making sure their content is worth it. An empty GitHub profile or a link to your Stack Overflow account with 3 answers won't benefit you.

Technological Proficiency

So far, we've only found 13 tech terms on your resume. Perhaps you're not an IT professional or you haven't described your skills and experience in sufficient detail.

If the latter is the case, we suggest you **add more** relevant technologies you have hands-on experience with (*React*, *Rails*, *TDD*, *BDD*, *Jenkins*, etc.) to give an employer a little bit more information about yourself.

- What technologies have you used whilst working on your pet/open source project(s)?
- What new technologies (tools, frameworks, unit testing, programming approaches, coding practices) have you adopted recently?

List those ones that you feel confident with and that are **relevant to the position** you're applying for.

DO NOT include skills that you do not have.

Certifications

We couldn't detect any certifications on your resume. If this is the case, consider including some.

Additional education (online courses, certification programs, etc.) is always appreciated by employers, especially when it comes to hiring new/recent grads. To some extent, this indicates to recruiters you are qualified to fulfill aspects of the role. Certifications are also a great way to show potential employers that you're committed to continuously improving and developing your skills.

Here are **examples of the top-rated online courses** that can make your resume more attractive to potential employers:

- **Coursera** ([Machine Learning](#), [Java Programming and Software Engineering Fundamentals](#), [Agile Development](#))
- **Udemy** ([The Python Bible](#), [JavaScript Essentials](#))
- **edX** ([Data Science Essentials](#), [Online Python Course for Beginners](#) by MIT, [Introduction to Programming in Java](#) by Microsoft)
- **Udacity** ([A/B Testing](#) by Google)
- [30 Day Vanilla JS Coding Challenge](#)

Here are 4 simple tips for you to follow to properly list certifications on your resume:

- Mention the most relevant certificates and online courses you have passed since 2014. Otherwise, don't specify certification dates.
- List them in reverse chronological order, from latest to earliest.
- Include references (hyperlinks) to those online courses and certification programs. This will give your resume more visibility.
- It's advisable to list certifications in the Education section rather than at the beginning of the resume. To highlight them, you can rename the Education section to "*Education and Certifications*." If you hold multiple certifications, consider adding a separate section – "*Certifications*."

Resume Section Order

We couldn't detect a recent graduation date in your Education section, so we suppose that you already have 2 or more years of work experience. If so, make sure to arrange your resume sections in the following order:

- Name and Contact Info (with links to relevant online profiles)
- Summary
- Tech Skills
- Professional Experience
- Education

