

The Application Process

Table of Contents

The three parts of an application.....	1
Thinking like a recruiter.....	1
Tasks	2
Task 1	2
Task 2	2
Grads in games.....	3

In this session we will be going over the application process and attempt to cover the job application process from the other sides point of view. We will use this view to suggest a plan for building a portfolio.

The three parts of an application.

So when applying to jobs in any industry there are three places for information you can generally submit.

Parts of an application

1. Cover Letter.
2. Corriculum Vitae (Resume in American).
3. Portfolio.

Each part determines whether the recruiter will look at the next. If your cover letter is lack luster, they likely won't go on to read your CV. If your CV doesn't cover everything that needs to be covered. They likely will not look at your Portfolio. It's just worth noting this as by not paying attention to the less grandious parts of you application may stop any potential employer from even looking at your amazing portfolio or CV.

Thinking like a recruiter.

In AAA games companies and competitive job positions a recruiter will not have a lot of time to spend on each application, and will be looking for any excuse to thin down the numbers.

If they have to dispose of one Cover letter or CV or Portfolio over another it's proabably because they couldn't find what they were looking for in one portfolio as easily as another. *Even if* the other portfolio had more information behind more clicks.

1. Front load information. Make it impossible to avoid the relevant information. Hook in the onlooker.

Another aspect to consider is what the recruiter is looking for. The recruiter isn't necessarily going to be a programmer in the company, they may not know anything about your field before handing off the

information to the company for interview. A recruiter usually **doesn't** know that Unreal 5 is nearly exactly the same as the last release of Unreal 4 for example. They might not understand that knowing C++ means that you can probably handle C# quite easily.

2. Recruiters may not have any relevant industry knowledge to know how your skills are related.

Recruiters are also looking for company fit. This is where soft skills come in handy. Have you ever Scrum Mastered? What team projects have you worked on? Do you sound confident in all your application materials?

3. Do not discredit the value of working in a multidisciplinary team and how you've managed in a crisis as you've run into them during projects.
4. Have absolutely **no** negative language about your projects and own skills. You may talk about how you've grown between projects but you **must** appear sure in yourself. The best portfolios tell a story about how you've grown to become proud in your skills.
5. Quality over quantity. Show off the things that you're proud of. And write about them in a way that conveys your pride. Show Proof more than potential but both if you can.

If the recruiter feels that you aren't looking to work in the role they've been tasked to fill as specifically as another candidate, why would they select you over someone who's tailored their application for that position specifically.

6. Specifically targeting the Job position from the ground up will make you look like a better fit.



These are just example points to consider when creating application materials. There are many more factors to discover through thought experimentation.

Tasks

Task 1

Look up some key points that a recruiter might look for in your portfolio. How long will it take to find this information. If a recruiter has 50 Portfolios will they really scroll past a greeter that doesn't tell them anything and wait for elements to load that still doesn't show them what they're looking for.

Using the previous points and your own either make those changes now or make a list of them available to yourself.

Task 2

Turn to a peer and get one of the job descriptions they picked out in last week's session. You are now the recruiter trying to hire them. Browse their portfolio in as much of a lazy manner as possible and try to cross off the requirements as if you knew nothing about the industry.

Grads in games.

Grads in games is an organisation that's trying get more graduates directly into the games industry they outline these key points:

- Make it easy to access
- Have a simple intro profile
- Content:
 - Quality over quantity is key
 - Add a brief description for each project
 - Testimonials!
 - Examples of complete, finished projects & prototypes
 - Make them available for download
 - Provide commentary for video content
 - You **MUST** provide a clear explanation of your personal work
- Add extra personal content
- Have a blog or devlog
- Make it easy for people to contact you

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