ELEDUCK

ENGLISH TRAINING CAMP

For Developers

CV from a different perspective

By CJ

CV Workflow

- Job post- JD
- Send application
- HR review & filtering
- HR phone/online interview
- 1st interview onsite/remote
- Tech interview - PM
- 2nd round tech interview - Tech Lead + Senior Developer
- Salary negotiation
- Offer

The **hidden** Workflow

- Manager inform team & other teams - reference or transfer (up to 1 week)
- Manager inform partners & consulting firm (up to 1 month)
- Manager inform recruitment company or HR
  - HR meeting with the team to get the keywords
  - HR form up JD with company info
  - The manager (and team) review & confirm
  - HR confirm budget with Finance
  - Post JD
  - Receive applications
- Interviews
  - HR -> Manager -> Tech Lead (team)

Mentality is important

- Strategically despise and tactically value
- Match more than 50%
- Dig keyword in JD
- JD feedback Cover Letter

Good CV

- Lucky (Lottery)
- HR -- Key words matching
- Team
  - Industry matching
  - Former experience matching
  - Tech stack matching
  - Tool chain matching
  - Workflow similarity
  - Frequency of changing jobs
  - Contribution to Open Source
  - Personal tech blog
  - StackOverflow
  - Hobby projects

Interview tips

- Interaction
- Control the rhythm
- Understanding questions, ask otherwise, do not guess
- Honest
- Do your homework in advance
- Polite and Humble
- Take good chance to ask questions

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Q & A

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