

Ultimate Guide

## Step-by-Step: Crafting a Successful VanHack Profile

The Basics

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Profile

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## Benefits

### What's the point? Everything on VanHack begins with the profile. It's the first

step of your job search journey. Here's what crafting a successful profile gets you:



### More visibility

A complete profile will make it more likely to get noticed by recruiters and employers, as those are the ones that appear on the top of searches made by companies.

In fact, candidates with empty profiles are

never shown in searches and go to the bottom of the candidates list when they apply for a job.



A better chance of getting an interview Not only will completing your profile increase

its visibility, but it will also get you closer to applying for jobs. And, when you do start applying, our Al algorithm will calculate your match to opportunities based on the information you have added, bringing you to the very top of the applicant list if you are a great fit.



## **Getting noticed**

We will also be matching you proactively to our hottest jobs. This means that, if you are a fantastic match, you may get an interview even before applying! Cool, huh?



## When creating a profile, make sure the email address is one you often

check; this is vital to ensure receipt of interview requests, messages and more. Basic demographic information, such as location and citizenship, is also

very important to help us plan events and match you to them. VanHack often uses location data to



name a few things. So keeping this info updated is vital!

decide where to host events such as

events and webinars to happen – to

Recruiting Missions and MeetUps, and

to check what is the best time for online



Be sure to add a phone number — the more ways a recruiter has to get in touch, the better!

The Cool Stuff

Lastly, do disclose your availability for interviews. This can help

you nail an opportunity much faster as it avoids the constant

back-and-forth of booking an interview via email.

# Add a photo

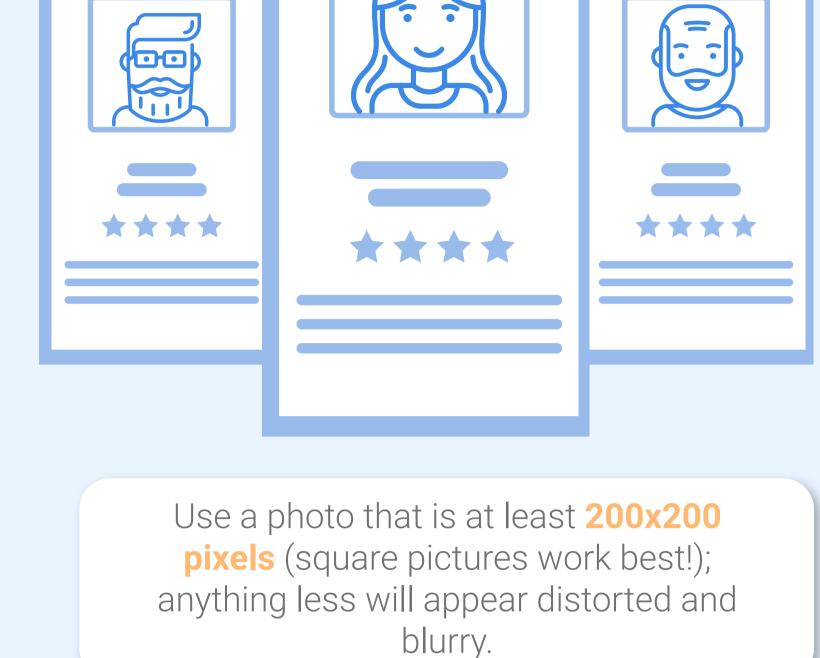
your headshot does that. Statistics show that candidates who don't add a profile photo are much less likely to get noticed by recruiters and companies, so don't leave your photo space blank. When it comes to your profile photo, pick one that represents who you are as a professional.

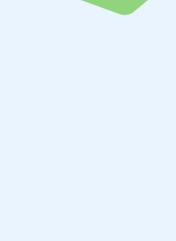
Add a professional headshot or one that simply

looks that way — sometimes even a photograph

People want to connect a face with a name, and

taken with a smartphone is professional enough to use.





### While filling out the professional overview section, you will be asked about your professional title.

The Vital Stuff

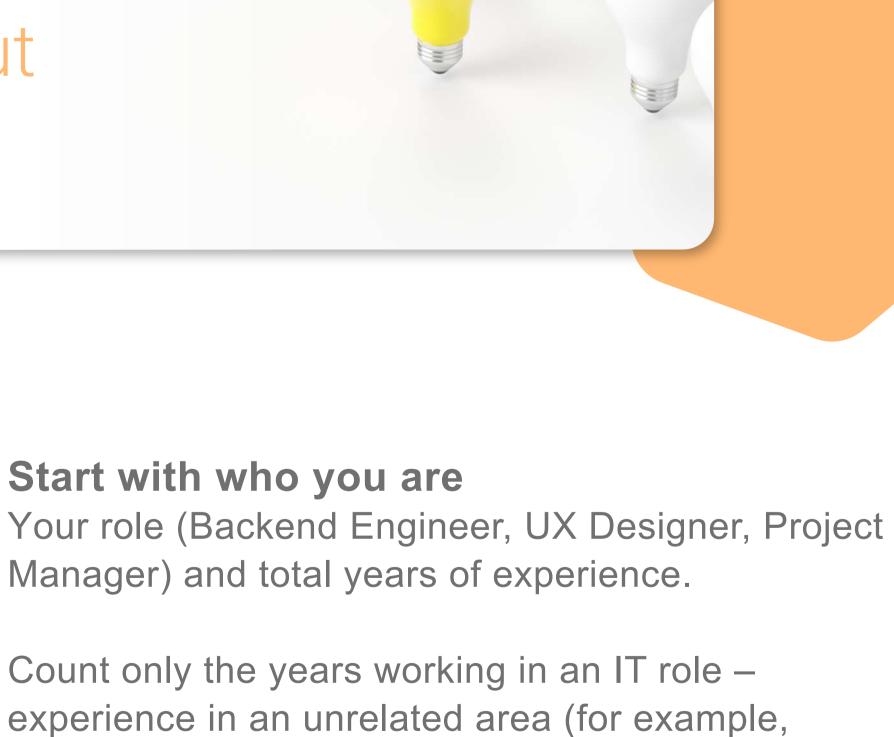
## Your best bet is to fill this

Give us a Professional Overview

section in. It helps to grab attention

and make you stand out

from the crowd.







Showcase your skills

not be considered.

similar roles.

Move on to the role you are targeting You may choose up to three options to let employers know that you may be open to working in

mechanical engineering) is not relevant and should

Populate this field with skills that you think reflect

Shoot to complete the whole skills section; you can

your expertise, competencies, and abilities.

currently add up to 8 skills, divided into main and secondary ones. Those who have skills listed on their profile are contacted more often by recruiters and receive more profile views.

and employers, so it's important to keep the most well-honed skills in the "top skills" section. And don't forget to list how much experience you have working with each skill — some employers are very specific

regarding the profile they are looking for, and

this will help us match you to the perfect job.

Make a point of listing skills in the order of

proficiency and expertise; those skills are

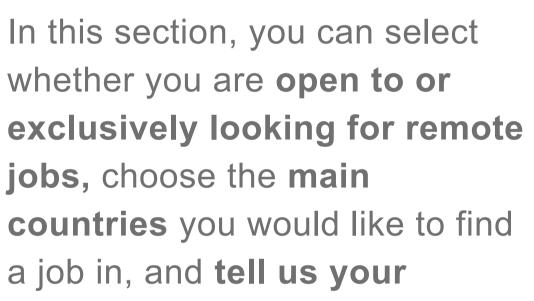
used to connect job seekers with recruiters





## Share your Relocation Preferences

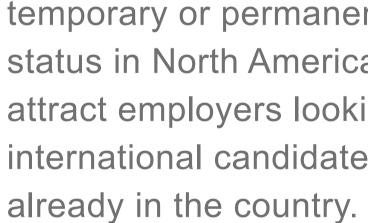
You are looking for an international job — we know that already! But there is more we need to know to get you there.



piece of info with companies!)

(Don't worry: we won't share this

expected salary.

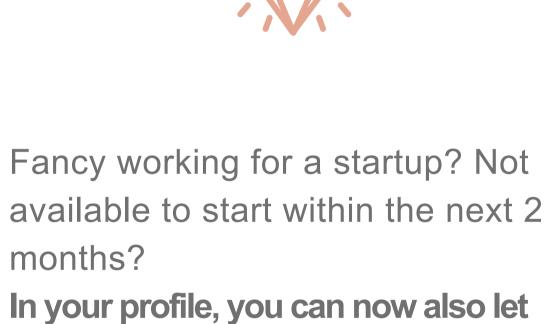


Not less important are the visa and

passport fields. Having a valid tourist

visa may expedite your application for

in-person hiring events, and holding temporary or permanent residency status in North America or Europe may attract employers looking to hire international candidates who are



us know what size company you

notice period, and whether you are

actively looking for a job, giving us a

better understanding of your goals.

prefer to work for, what is your

The Networking Stuff Social Profile Showcase your GitHub

connections by filling out this section. This is a great opportunity to provide more information

about yourself to an employer!

contributions, share your resume

or website and get new LinkedIn



## The Communication Stuff

## Languages

List the languages you're able to communicate in and qualify to what level. Include those you speak to a level where they can actually be an added value to the potential employer or client.



For example, being able to go into a bakery and order a doughnut in English might not be that advantageous to the company, whereas being capable of discussing the technical features of an application in the language (even if your conversational English is a bit dodgy) is useful. Just be careful not to exaggerate your language skills because you are likely to be tested on them.

CELPIP proficiency tests, you can fill out your scores and upload your certificate to support the English level you have selected. We have pre-filled English and French into your

English skills are the most requested ones. If you have taken the IELTS or

Languages section because those are the most relevant in the Canadian market, but feel free to add any others.



## Side Projects

#### VanHack offers the opportunity to add side projects to the profile, so go for it!

The Life Stuff



used as a space to discuss academic projects that relate to your desired jobs. Those projects might catch the eye of a recruiter or an employer.

Projects listed in this section can be from either

In fact, if you lack industry experience, this should be

professional, volunteer, or academic roles.

### Your side project could even become a conversation topic in your next interview and help you nail the job, as the projects you develop in your free time can

sometimes translate into skills that are excellent in a working environment; for example, being the host of a local meetup group for developers translates into passion for your field and good interpersonal skills.

# Education

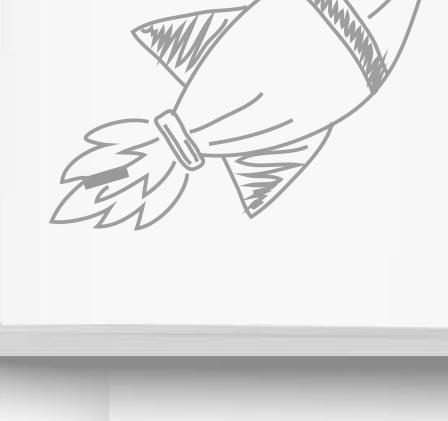
this field.

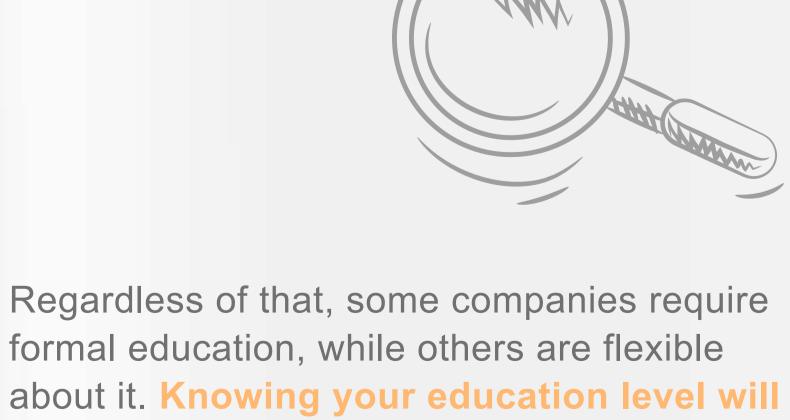
The Intellectual Stuff

## Your education level can be decisive in selection processes, so do not skip

your education and what they look for depends on the requirements for the job. If you're applying for an intermediate-level job, the hiring manager might want to see that you have a college degree. A company seeking a director of a department might be looking for a business or managerial training, like an MBA.

Each employer searches for different things in





make it easier for us to match you to your ideal job. The most important thing to keep in mind as you

document your education is honesty. Potential employers may conduct a background check before offering you a job. If they come across information that's different from what's on your profile, this could

### jeopardize your chances of getting the job.

## for whom and what results you delivered.

held in the last 10 years.

The Professional Stuff

Job Experience

Describing your relevant experiences should be next on

your list. This is where you tell people what you have done,

Hiring managers will scan this information looking for career progression, that is, how long you have stayed in each job, your growth and promotions,

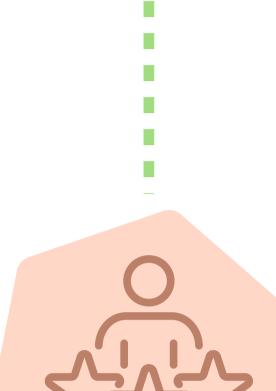
whether you have gaps in employment.



Always list the employment experience starting with the most recent. - If you have over 10 years of experience, you may

provide job descriptions only for the positions you have

whether you've worked for similar companies and



Don't worry – enter your best guess and come back to edit it later, once you've confirmed the information.

When describing a job, write down your main projects

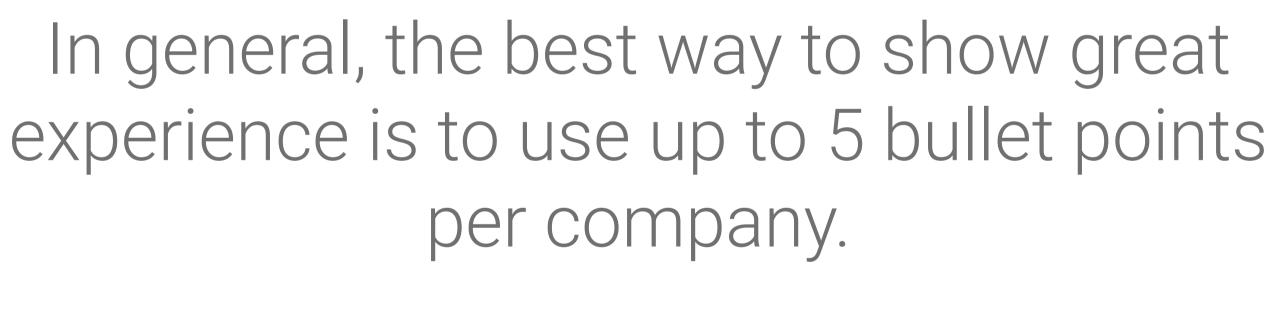
and include your achievements/indicators for each

position. List out your most relevant responsibilities

and describe the work you did. This will help the

recruiter understand your experience.

- Can't remember your exact start date or job title?



per company.

client's needs.

Write up to 3 lines per bullet point.

The ideal structure for a bullet point

list your main responsibilities or info

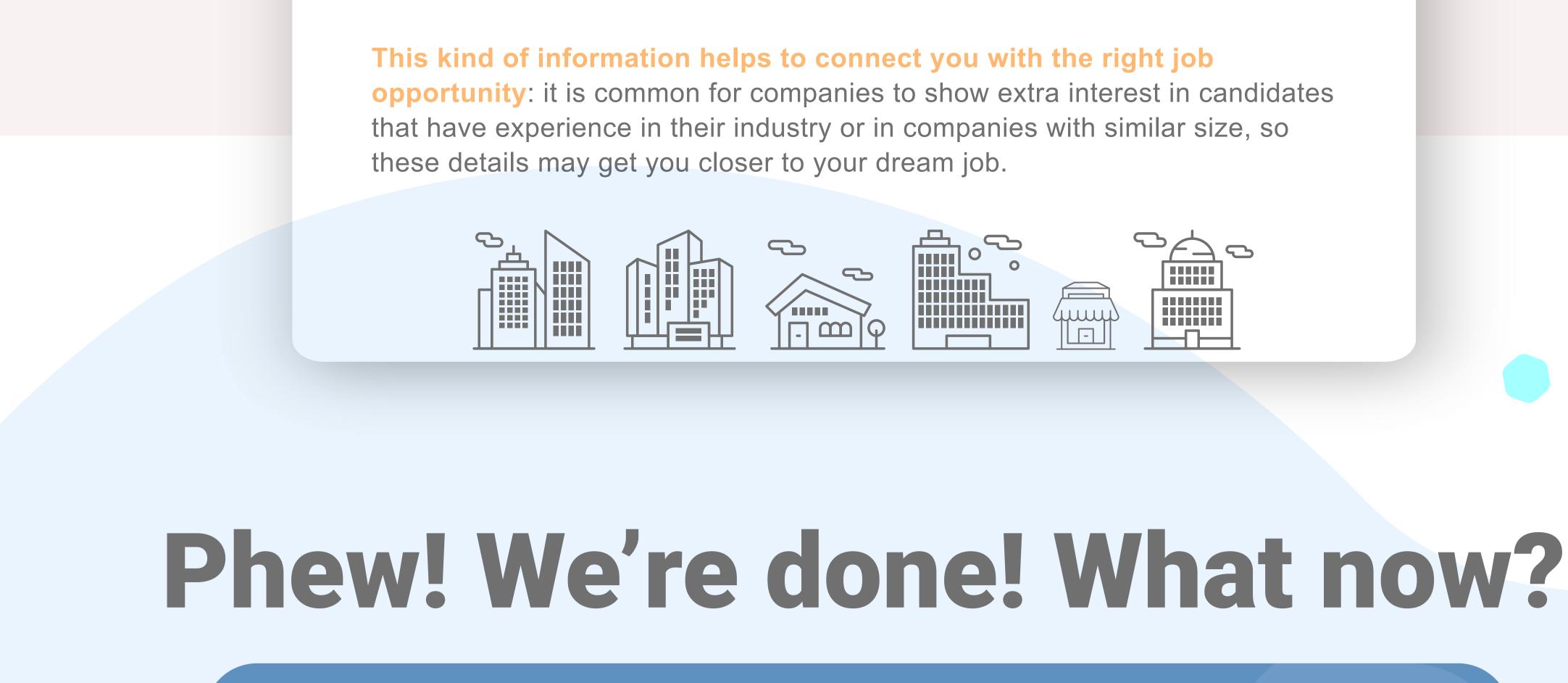
about the project with the tech stack,

then finish telling the results/benefits

of your project or activity.

is to start with a powerful verb and

worked for.



#### Built, implemented and maintained many user-friendly applications & back-end services using Ruby on Rails and jQuery, demonstrating service-oriented architecture and focus on the

Developed applications and software to increase department

Forecast & optimized cloud infrastructure costs, reducing 50%

Developed & maintained fully auto-scale infrastructure using

Created the chatbot interface in Javascript, CSS, HTML, and

Java EE, delivering applications that can rapidly scale up and

down based on the load and internal information.

jQuery, increasing the performance by 25%.

of the total expenses related to the operations.

efficiency, driving efficiency up by 7%.

- Lastly, don't forget to select the size and industry of the companies you've



#### and education are correct. Look for grammar mistakes and typos — a glaring typo can pull attention away from the message. Use professional language at all times.

Double-Check, Edit and Check Again

double-check everything. Make sure the dates of employment

Now that the profile is almost complete, go back and

jobs, or update your profile if new things have been happening. Record your Introduction Video Set aside 15 minutes to record your English Verification

videos. The first video you will record, which will ask you to

introduce yourself, will be shown on your profile to companies

They will watch it, assess your professional background and

online interview with you. This is very important, since foreign

communication skills, and be encouraged to request an

Logging into the VanHack website regularly is recommended,

a week or so to check out events, webinars, blog posts,

as this helps keep you in the loop with new jobs. Go back once

## companies are extremely interested in knowing your level of communication skills, and they love to match the information you have shared on the profile with a face! What Does Success

and recruiters.

Update Regularly

Look Like on VanHack? When a candidate has followed every possible direction for a great profile, checked all the to-do and don't lists and made every little tweak and adjustment — then what? How do they know when they have created a successful profile?

emails and calls from recruiters.

The ultimate success is, of

A profile is successful when you can not only apply for jobs but

also start moving forward in selection processes and getting

course, getting a job offer from an international company — and we will help you get there.



