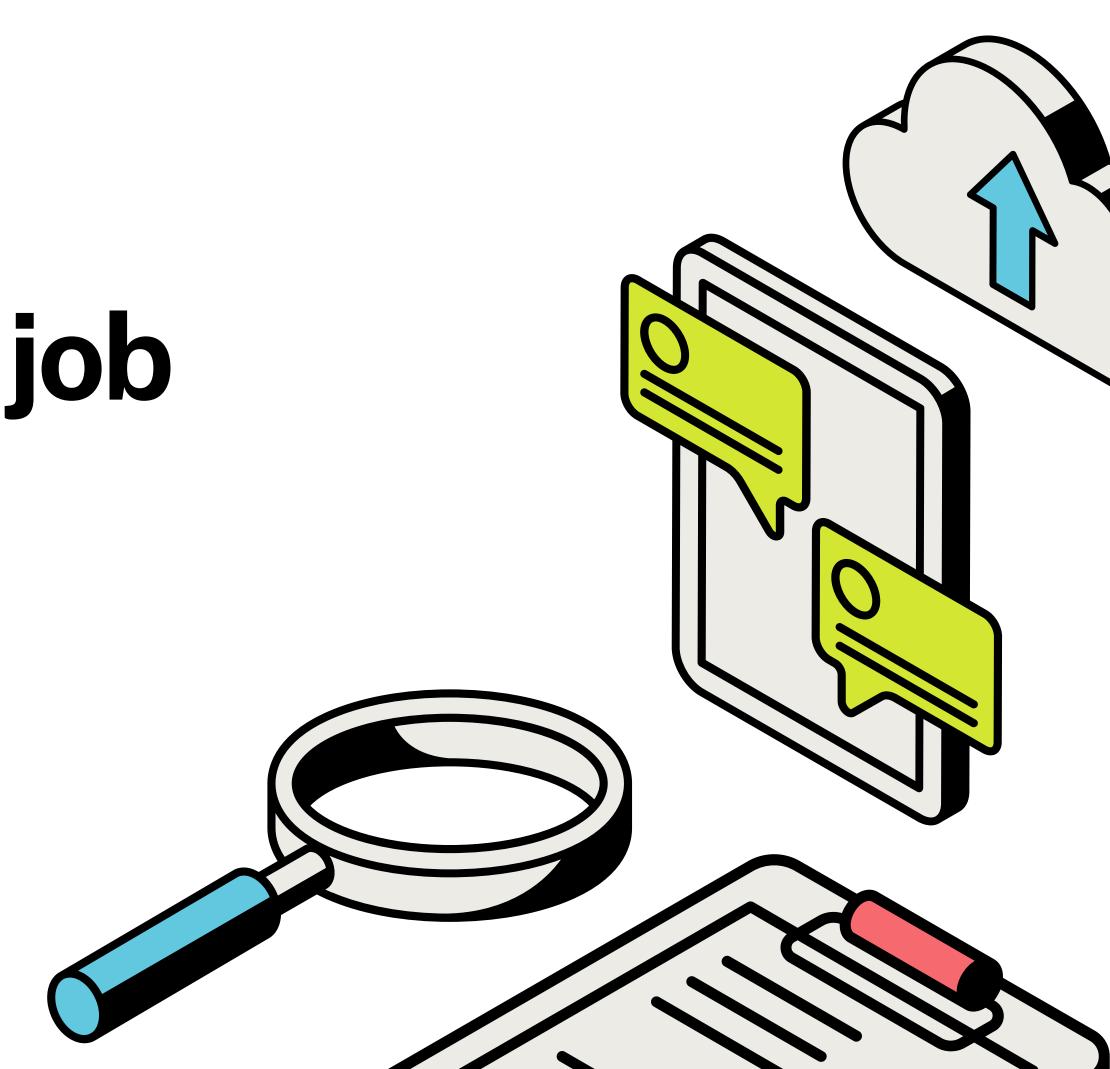
42

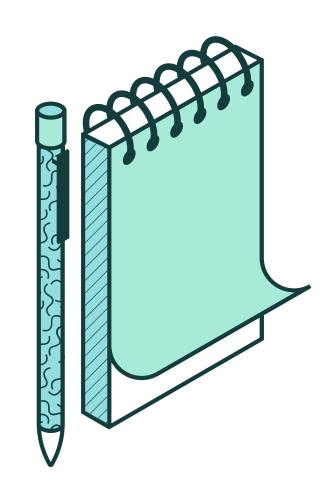
How to find a job in tech: first steps

PRESENTATION BY SOFIA SUKHININA



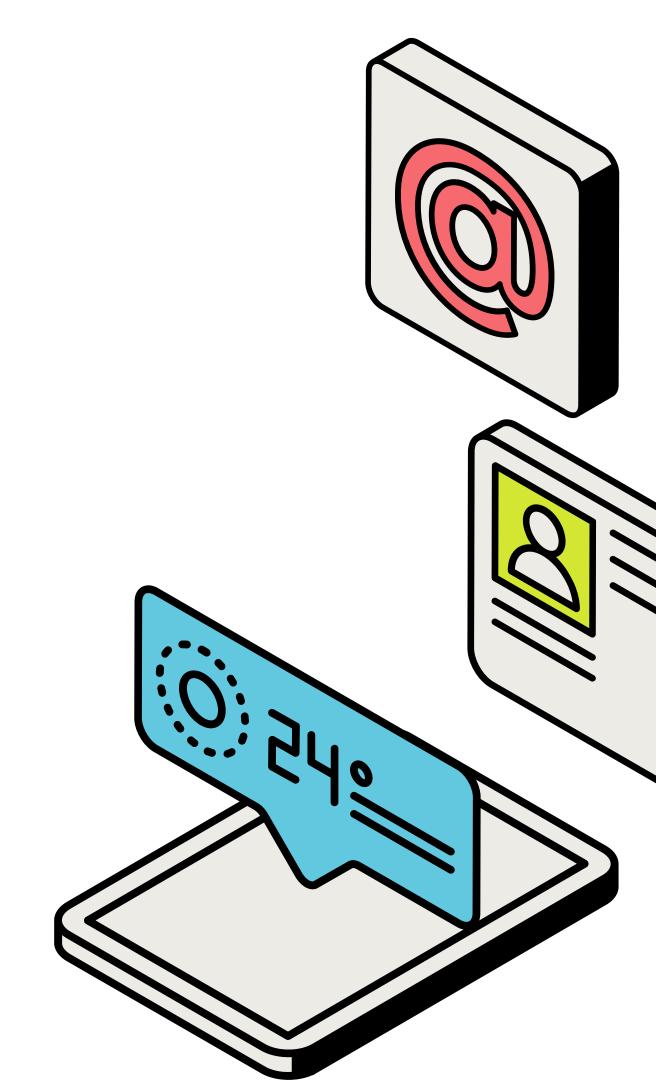
What are we going to cover:

- 1. Where to search for a job
- 2. Some other (important!) things to think of while searching/applying
- 3. Application process what do recruiters expect from you?
- 4. How to write an effective CV
- 5. Do I need a cover letter?
- 6. Yes! They invited me for an interview! Or: what to do in a call with the recruiter
- 7. What to ask for a salary?
- 8. Interview Process how does it look like



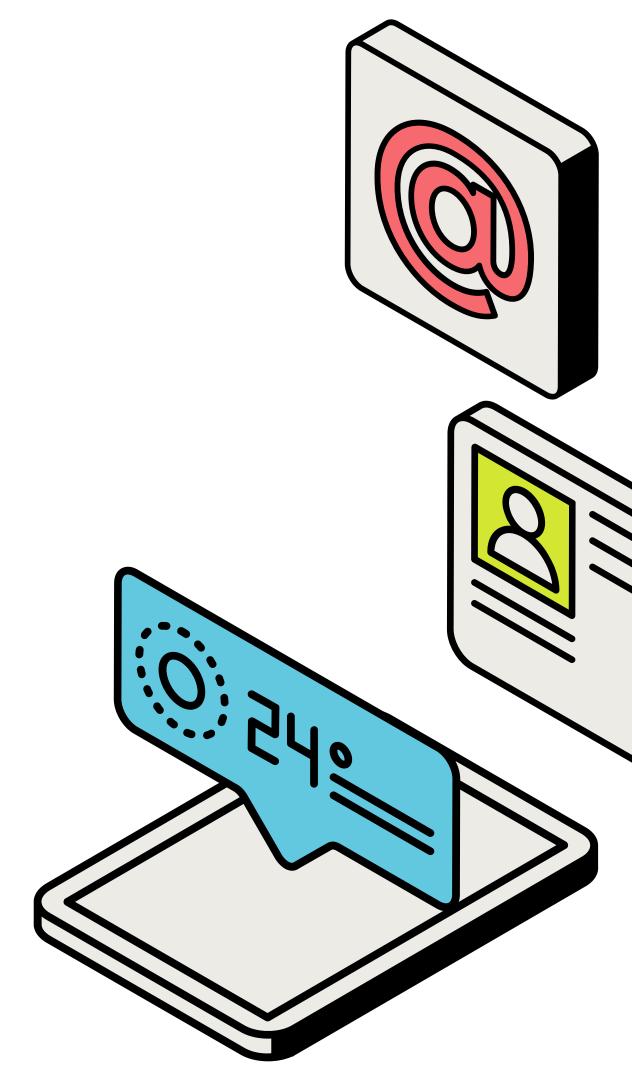
Where to start looking

- <u>LinkedIn</u> (good for setting up recommendations and job alerts, as well as connecting with like-minded people and hiring managers)
- Otta (new tech jobs search platform: great interface, possible to set up your own alerts, mostly used by the start-ups)
- <u>GermanTechJobs</u> (Mainly used by German firms, however, a great feature on salaries the recruiters are not allowed to post the job without the salary range)
- Other Job Boards: <u>Campusjaeger</u>, <u>Indeed</u>, <u>Stepstone</u>, <u>Monster</u> (warning: many jobs require German)
- <u>WeAreDevelopers</u> (Jobs and Event Platform, with the <u>biggest</u> conference for developers Berlin, 27-28 July 2023, Student Pass 99 Euros)
- Agencies (e.g. <u>Honeypot</u> and <u>Moberries</u> recruiters apply to developers, however, might not be interested in juniors. Anyway, <u>Honeypot blog</u> is a jewel for juniors!)



Where to start looking

- Job Fairs:
 - Techs Job Fair / Berlin
 - Connecticum / Berlin
 - JobMesse / Germany
 - Karrieretag / Berlin
 - Made in Berlin Jobmesse / Berlin
 - Sticks & Stones / Berlin
 - Unicontact / Berlin
 - Full list: https://www.berlin.de/messen/branchen/ausbildungund-job/
- Meetups and conferences
 - <u>Meetup</u> (example: https://www.meetup.com/de-DE/golangusers-berlin/events/291309900/)
 - <u>Eventbrite</u> (example: https://www.eventbrite.com/e/infobipconnect-berlin-tech-meetup-tickets-598384583397? aff=ebdssbdestsearch)



Sounds good... But how to understand where to apply?

Think of your skills (both tech and soft) or what you like the most

Research different IT roles and read job descriptions

You have an experience in certain industry or an education in a certain field (even not IT)? It helps!

Seek advice (attend meetups and conferences to talk to like-minded people)

You have shortlisted some jobs, what's next?

Application



The ABC of application process:



Even if not 100% match

still apply



Duties and requirements in job description

=

your skills in CV and cover letter:)



Research the company to make application stand out

Principles of a strong CV:

- 1 Keep it short (preferably one page), use the bullet points to strengthen your skills to the point
- 2 "About me" is as important as the rest: don't forget to include the short summary of your skills
- **3** Tailor CV to the job: do not include everything, just important things for an X job position in a Y company!
- **4** Keywords in the job description = keywords in your CV. The more, the better!
- 5 Use quantifiable metrics: highlight achievements (in numbers/percents) vs just listing your duties
- Use the appropriate format: start-ups prefer creative CVs, while corporations black-and-white plain format

SOFIA SUKHININA

Senior Web3 Recruiter



sofiasukhinina@gmail.com



+49 152 033 05127





Berlin, Germany (ready for 100% remote)

ABOUT

Experienced recruiter & sourcer in the blockchain industry, proficient in advanced search strategies including open-source intelligence (OSINT). Covered both high-volume and hard-to-fill positions. Tech-driven and results-oriented person, passionate about automating processes, creativity in outreach and exceptional candidate experience.

SKILLS

Sourcing Tools: LI Recruiter, SeekOut, AmazingHiring, OctoHR (for GitHub),

TweepleSearch (for Twitter), Orbit (for Discord)

Web and Data Scrapping: PhantomBuster, Instant Data Scraper

Contact Search: Nymeria, Hunter, RocketReach Templates Creation: Briskine, TextExpander ATS: Lever, SmartRecruiters, Greenhouse Other tools: Google Suite, Asana, Canva

EXPERIENCE

TECH RECRUITER / NEWTENDERMINT (TENDERMINT, IGNITE)

2022 - Present

- Managed full-cycle recruitment for core blockchain and smart contract engineers from sourcing to interviewing and hiring for core areas of the blockchain industry
- Hired a core development team for Saga | Iprotocol for automatically creating applicationspecific blockchains in the multiverse), currently hiring a core development team for Gno (L1 decentralized, secure and scalable smart contract platform)
- Successfully sourced and interviewed for the CEO and General Manager positions as well as non-tech roles (HR, Operations, Finance, Design)

TECH SOURCER / SMARTRECRUITERS

2021

- · Sourced, interviewed, and facilitated hiring for Product, Design, and Engineering teams, helping reduce time-to-hire from 1 month to 2 weeks
- Led sourcing initiatives, strategizing, and developing practices to fill hard-to-fill positions, successfully making over 5 hires/month, on average
- . Led internal trainings for Engineering teams on how to conduct interviews and how to submit feedback

RECRUITER / TALEDO GMBH

2019 - 2020

- Facilitated recruitment for 15+ customers in various roles, including sales, marketing, operations, and product
- · Managed the entire recruitment process, from kick-off call to offer, including sourcing, screening, communication, and weekly reporting

ACHIEVEMENTS

May 2021 - Participation in Ru:Source Conference

Aug 2021 - Certified Diversity Sourcing Professional

Oct 2021 - Winner of Sourcing Hackathon by AmazingHiring & MatcHR

Dec 2021 - Participation in Sourcing Course: Advanced by EvoTalents School

Apr 2022 - Participation in #SOSUTECH - Sourcing Summit Technology 2022

Jul 2022 - Participation in Managing Expectations Workshop by Enrico Heldelberg

Created my own tool for cross-referencing in sourcing (similar to Balasz's tool)

Active participant of Sourcing WAN Party

EDUCATION

2017-2019

2013-2017

Rome Business School

2020-2021

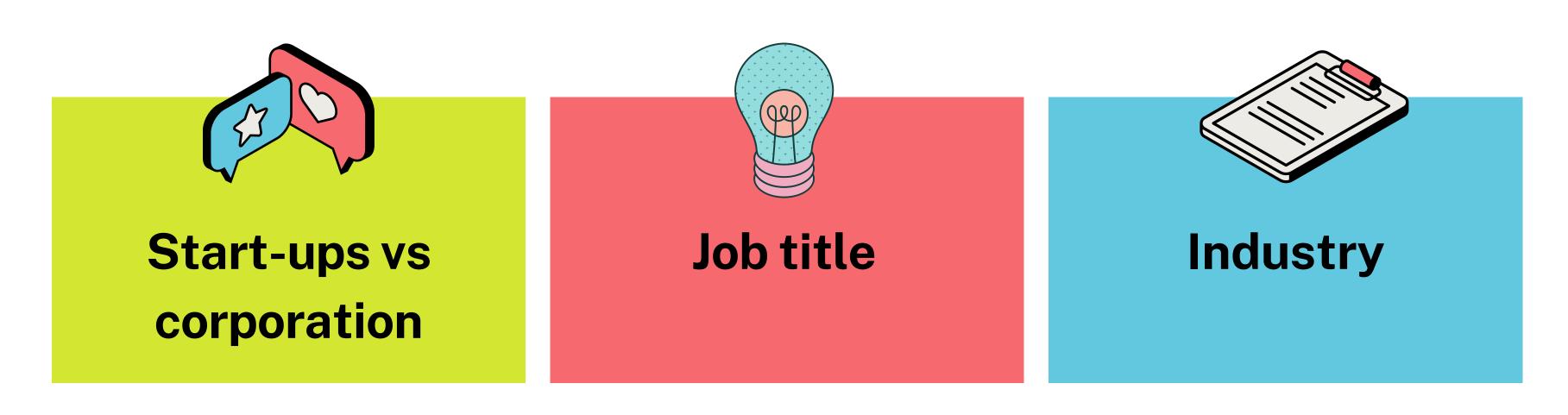
MASTER INT. HR MANAGEMENT M.A. EUROPEAN STUDIES

B.A. INTERNATIONAL RELATIONS

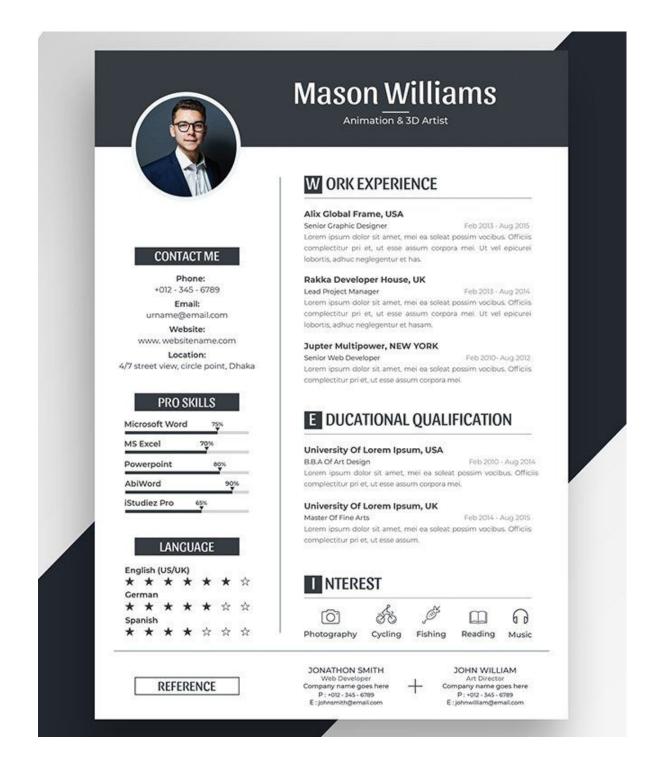
Europa-Universität Flensburg Saint Petersburg State University

Make several versions of your CV

It makes sense to make several CVs according to different parameters - your CV might contain or not contain certain information, might vary in styling



Start-ups vs corporation



JAMES SMITH

888 Lake Austin Boulevard, Apartment A, Austin, Texas 78703

888.888.8888 | sampleresume@gmail.com

-- PHARMACEUTICAL OUTCOMES RESEARCH SCIENTIST --

QUALIFICATIONS PROFILE

Highly analytical and goal-oriented professional, offering extensive knowledge and hands-on experience within the pharmaceutical field; encompassing research and development, teaching, and drug compounding and

Knowledgeable of health economics and outcomes research, pharmacoeconomics, pharmacoepidemiology, claims data analysis, health care policy assessment, patient-reported outcomes research, ambulatory care, and outpatient pharmacy practice. Skilled at utilizing large claims database and national complex survey data to identify treatment patterns, health care costs, utilizations, and occurrences of adverse events. Efficient at pharmacoeconomics and meta-analysis in multiple therapeutic areas, including cardiovascular disease, neuroscience, oncology, ophthalmology, and hematology. Effective at facilitating health outcomes research in coordination with external medical and statistical experts and clients.

Statistical Analysis: Markov Chain Modeling | Bayesian Network Meta-Analysis

Complex Survey Data | Propensity Score Matching | Other Regression Models Real-World Evidence Texas Medicaid I Humana Comprehensive Health Insights

Medical Expenditures Panel Survey (MEPS) | Healthcare Cost and Utilization Project Database: (HCUP) National Inpatient Sample (NIS)| Korean National Health Insurance Database

Technical Acumen: SAS I SPSS I Stata I R I TreeAge I Molus I WinBUGS I PASS I EndNote Microsoft Office Suite (Word, Excel, PowerPoint, and Outlook)

Doctor of Pharmacy: In Progress; Expected Date of Graduation: Jun 2017 THE UNIVERSITY OF TEXAS AT AUSTIN, Health Outcomes and Pharmacy Practice Division College of Pharmacy | Austin, TX, USA

Master of Science in Pharmacy: Feb 2009

SUNGKYUNKWAN UNIVERSITY-College of Pharmacy | SUWON, SOUTH KOREA

Bachelor of Science in Pharmacy: Feb 2004

AUTHORNAM NATIONAL UNIVERSITY-College of Pharmacy | DAEJEON, SOUTH KOREA

RESEARCH EXPERIENCE

THE UNIVERSITY OF TEXAS AT AUSTIN, COLLEGE OF PHARMACY, AUSTIN, TX, USA

- Utilize Humana Comprehensive Health Insights data to evaluate treatment pattern, including medication adherence, persistence, and discontinuation of therapy; as well as health care costs and utilizations in glaucoma treatments.
- Determine the relevance of treatment drug and adverse events for pediatric patients with congenital heart disease based on pharmacoepidemiology study design through the Texas Medicaid database Calculate health resource utilization and medical direct costs among pediatrics or kidney cancer patients through
- medical expenditures panel survey (MEPS) and national inpatient sample (NIS) data.
- Facilitate traditional and Bayesian network meta-analysis to conduct safety and efficacy comparison of medication therapies for migraine and renal cell carcinoma patients through Stata and WinBUGS software.

RESEARCH INSTITUTE FOR PHARMACEUTICAL SCIENCE, SUWON, SOUTH KOREA

Senior Researcher

- Handled a budget impact model project of a new pricing system through health insurance claims database to identify and calculate the change in pharmaceutical costs.
- Collaborated with Korean government agencies to assess the economic impact of reference pricing system.

DRUG INFORMATION RESEARCH INSTITUTE, SEOUL, SOUTH KOREA

- Thoroughly examined the economic effect of new health care policy related to pharmaceutical expenditures, reimbursements, and copayments through Korean national health insurance claims database.
- Held full accountability in managing health economics and pharmacoeconomics projects with pharmaceutical companies to list new drugs under the national health insurance coverage.
- Proactively performed comprehensive and systematic analysis to identify potential risks and economic impacts.
- Conducted a survey to identify adverse drug reactions among Korean physicians and pharmacists by applying the
- Communicated with manufacturers and the government on strategies to be used in assessing health outcomes on
- Executed risk-benefit evaluation for marketed drugs, including economic impact by safety use methodologies

By job title

Data Engineers:

- 1. Data Infrastructure Engineer
- 2. Data Platform Engineer
- 3. Big Data Engineer
- 4. Data Pipeline Engineer
- 5. Data Integration Engineer
- 6. ETL Developer (Extract, Transform, Load)
- 7. Data Warehouse Engineer
- 8. Database Engineer
- 9. Cloud Data Engineer
- 10. Machine Learning Engineer (if they are responsible for the data pipeline that feeds machine learning models)

Software Engineers:

- 1. Software Developer
- 2. Application Developer
- 3. Full Stack Engineer
- 4. Front-end Developer
- 5. Back-end Developer
- 6. Mobile Developer
- 7. Game Developer
- 8. Embedded Systems Engineer
- 9. DevOps Engineer
- 10. Systems Engineer

IT Administrators:

- 1. System Administrator
- 2. Network Administrator
- 3. Database Administrator
- 4. Server Administrator
- 5. Security Administrator
- 6. Cloud Administrator
- 7.IT Operations Administrator
- 8. Technical Support Specialist
- 9.IT Infrastructure Engineer
- 10.IT Coordinator

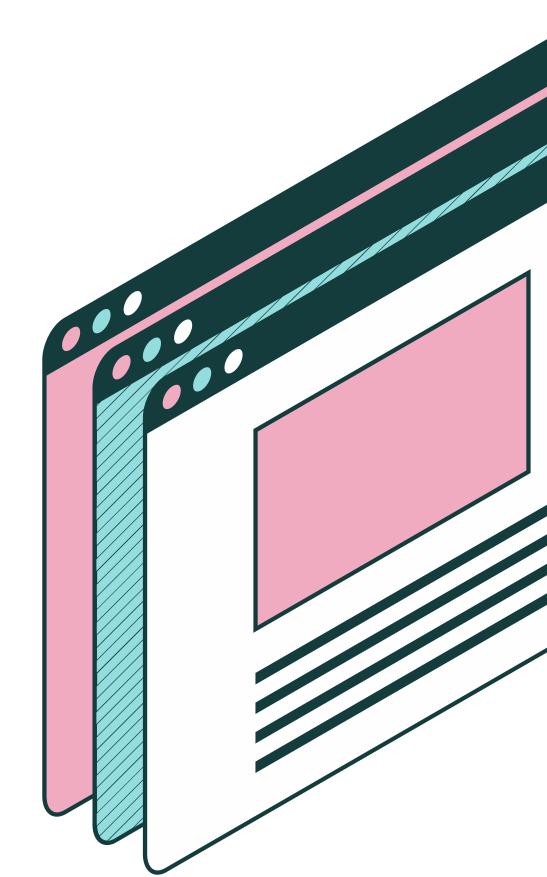
Project Managers:

- 1. Program Manager
- 2. Project Coordinator
- 3.Team Leader
- 4. Scrum Master
- 5. Agile Coach
- 6. Project Lead
- 7. Delivery Manager
- 8. Product Manager9. Business Analyst
- 10. Operations Manager



By industry

- If you have experience in a certain industry: go for the jobs in this industry first, and include the experience in your resume (e.g. if you worked in the hotels and you are applying to the HospitalityTech company, include your experience from the hotels in the CV. Also, make sure to write about it in "About me" part, since this will be the first thing the recruiter reads)
- If you are interested in working in certain industries: create top3 list and make three different versions of your resume (probably, only "About me" part of the CV and cover letter needs to be changed)
- You can also skip this category selection, however, if you are really passionate about a certain industry, it is always worth to mention it.

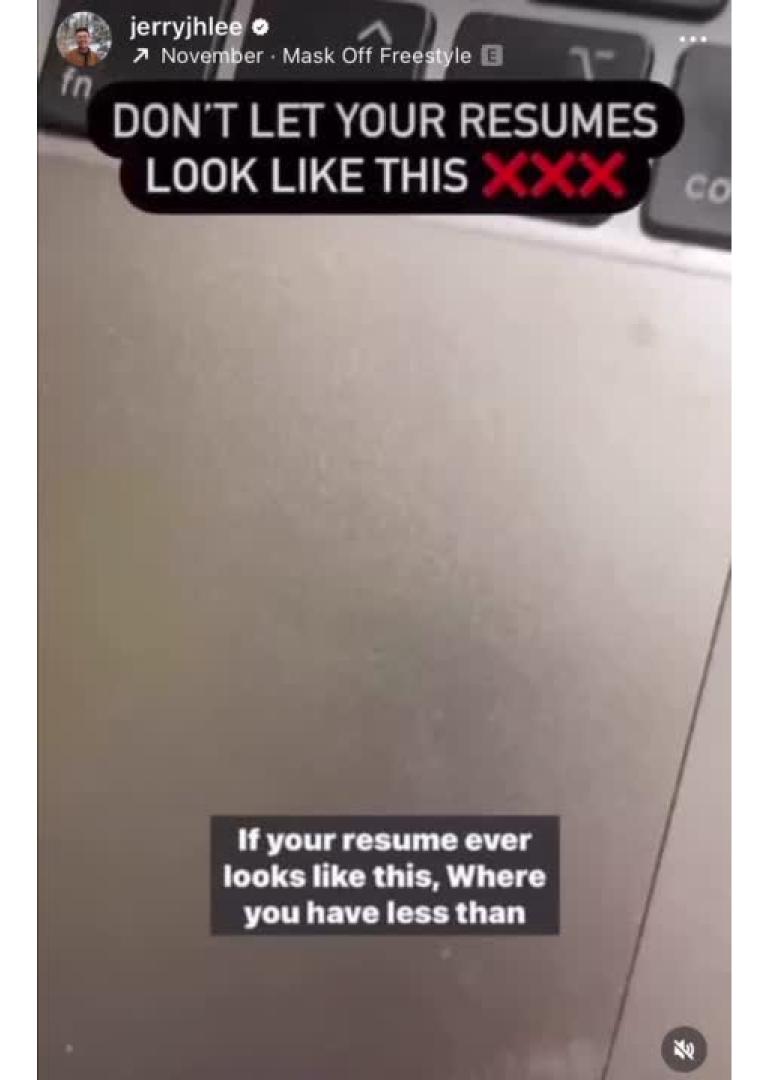


That all sounds good... But what to write in the CV?

If you don't know where to start:

- Check for the accounts on LinkedIn / GitHub / other social media with similar profiles:
 - Go to search tab, type the job title you are applying for, and select the country to see the difference between Europe / US
 - Search for the alumni of 42 to see what they write about their experiences in the school
 - Research the company you are applying for to see the other junior employees and what they write about themselves
 - Once you pick up the profile, google where else they are presented if on GitHub: maybe they have some open-source code which can give you some idea of which projects to select for, if they have their own website: maybe you want to build your own too for showcasing your portfolio

You have to train a good eye for making your profile stand out from the crowd.



Or.. use this lifehack:)

ResumAl

WonsultingAI - ResumAI by Wonsulting

Stop wasting time on resumes. Automatically create the perfect resume for free with ResumAI, your AI powered resume creator. Backed by career and job search experts.

W. wonsulting.ai

https://www.instagram.com/jerryjhlee/

Do I need a Cover Letter?

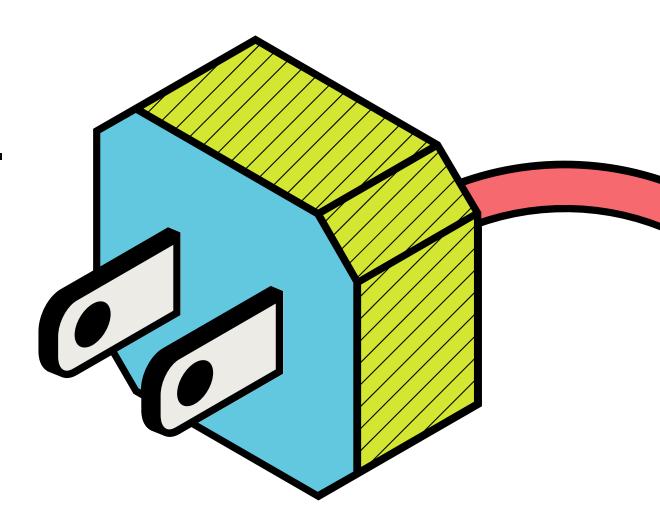
Cover letter - a document that ACCOMPANIES your job application, cover letter should NOT look like a copy of your resume. Use it for:

- Explain the gaps;
- Adding information that is crucial for the application.

I DO recommend writing a cover letter, because if it is written correctly, it may boost your chances getting the first interview.

Cover letter should have at least 2 paragraphs:

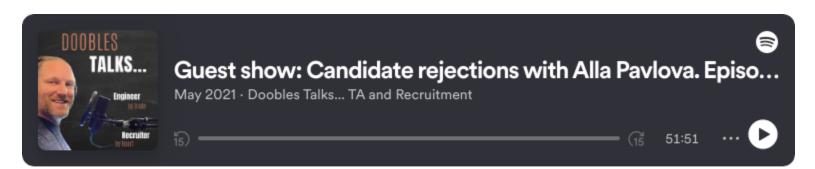
- Why am I the best choice for this job?
- Why are you the best company to work for for me?



Where to start with my cover letter?

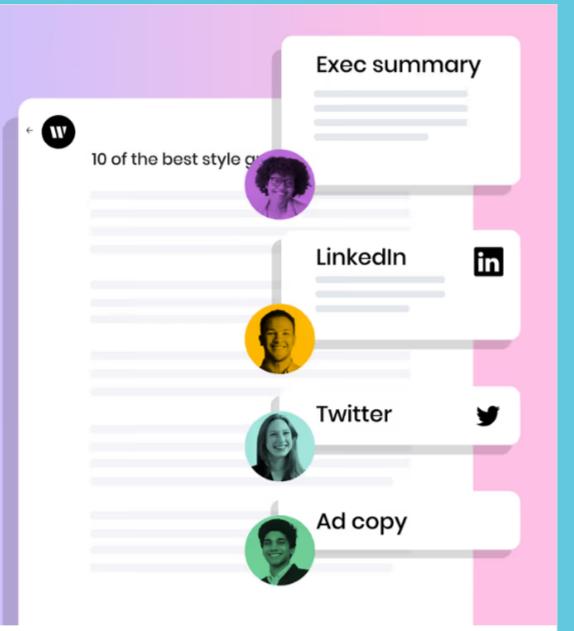
ChatGPT helps!

- Just type: "I am applying for this job: <add the copied job description here>. The job application is asking me for "Additional information" (annoying, right?). I want to impress the hiring team.
 Can you write me something to impress the hiring team?"
- Check the new initiative from Wonsulting called "Cover Letter AI":
 - https://www.wonsulting.ai/coverletterai
- Bonus: check this podcast:



WRITER.COM

A.I. your people will love WRITER

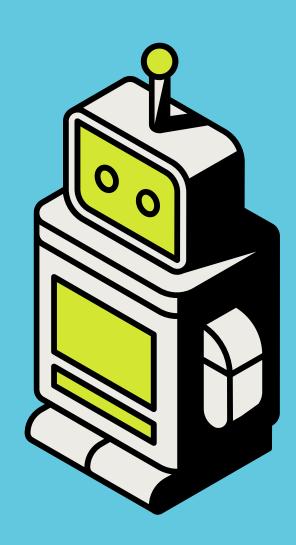


Al content detector

Check what percentage of your content is seen as human-generated with this free AI content detector tool. Paste in text or a URL to find out.

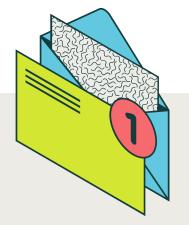
W Writer

I'll be watching you...

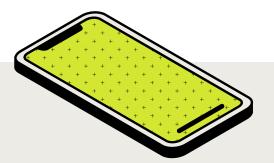


Yes! They invited me for the interview!

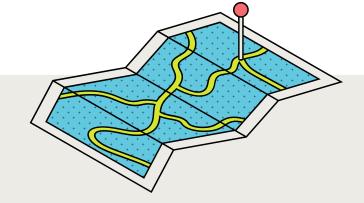
Interview with HR / Recruiter Screen is made to figure out the cultural fit and the motivation of the candidate.



DYOR (Do your own research)



Be positive!



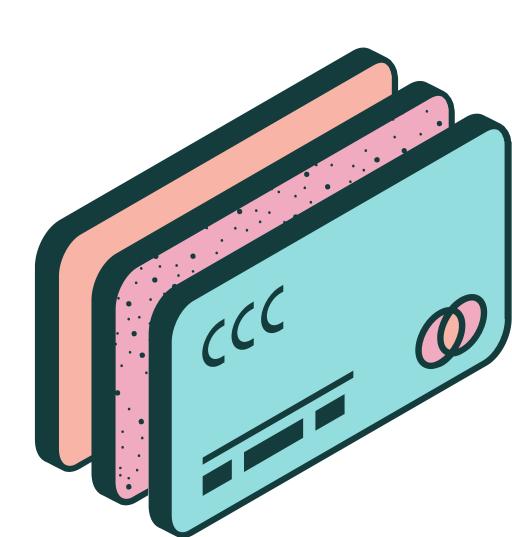
Fake it till you make it

One of the lifehacks: https://www.instagram.com/p/Co usvCqgL_s/ Ask questions, react, add some humour to your story

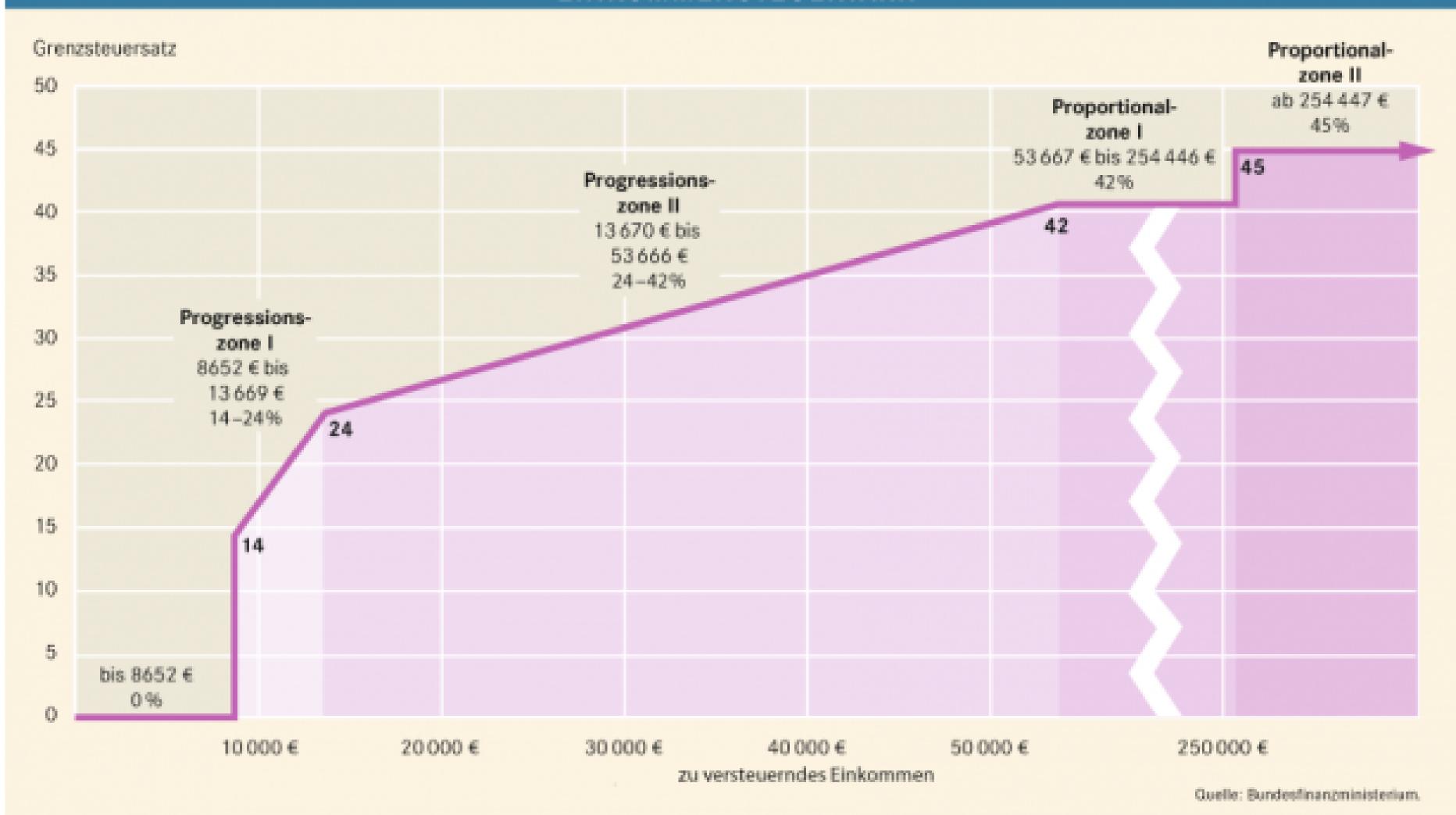
Yes and No:
Yes if you know that you are
capable of things but have never
done them before
and No to lying or misrepresenting
yourself

Money, money, money...

- Research the market
 - Check <u>Glassdoor</u>, <u>Payscale</u>, <u>Levels.fyi</u> first
 - Real salaries available on the <u>GermanTechJobs</u> board
 - Check the reports like those on <u>Honeypot</u> and <u>WeAreDevelopers</u>
- Try to get the bandwidth from the recruiter first
- You can tell that you believe that they pay fairly and negotiate the salary later
- Please, count the salary after tax !!!



EINKOMMENSTEUERTARIF



Interview Process Overview

- Recruiter Screen
- **Hiring Manager Screen** (Getting To Know You, but more technical questions are to be asked, train with ChatGPT or google the questions that might appear on this stage)
- Coding Task some links to get yourself prepared:
 - CodeSignal
 - HackerRank
 - Codewars
 - FreeCodeCamp
 - GeeksForGeeks
- **Team Interview** (to talk about the coding task solutions to understand your logic, and to ask you more tech questions)



You know where to find me:

https://www.linkedin.com/in/sofia-sukhinina/

Telegram: @sofia_sukhinina

sofiasukhinina@gmail.com

