

How to land your dream job



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Λέξεις κλειδιά: job hunting, networking,, recruiting tools, interview Tips, resume tips

In this article, I will try to share some key advice related to job hunting coming from my own experience as both an interviewee and an interviewer, across Greece, Europe and the US.

Irrespective of your current employment status (new graduate/actively looking for a job/unemployed/furloughed/happy with your current position), it is always important to have an updated CV/Resume and never stop networking for potential new opportunities. From my personal experience, having worked for four multinational companies, very often your next career opportunity comes without you planning or chasing it.

Starting your search for your next career step, there are many tech improvements that make things simpler than the traditional old school way of looking for a job. Of course, you still need to have an up-to-date Resume that you always need to revise as per the specific job description you apply, but tools, like www.Linkedin.com, www.Glassdoor.com or www.Indeed.com, could summarize the available positions by location, role and/or industry. Moreover, through LinkedIn, net-

working can be much easier as you have the opportunity to directly get in touch with recruiters/hiring managers and express your interest in learning more about their available openings.

On the other hand, competition is always there and usually you need both skills and luck for your application to even be read by a human. Matching your resume to the specific job description you are applying to is a good tip to help you get noticed. Many companies use recruiting tools that scan for specific keywords and use this method to pre-filter the vast majority of received applications. As a candidate, you need to remember that a potential rejection is the rule and not take it personally. Chances are not always in your favor, just due to the huge demand for every role. Having said that, the more applications you make the more chances you have - always trying to narrow down your interest to a specific role and be clear that this is your target. Another thing that many more junior candidates are afraid of is that they do not fit 100% the role requirements. You need to remember that companies usually describe the ideal candidate but they do not necessarily expect to find him. If you feel that you have 70% of the requirements you should already feel comfortable to ap-

Sharing below some key tips to help you with your application process:

Resume tips: Limit it to one page, starting with work experience (again-make it relevant to the specific job you apply for) and then your educational background. Do not forget to share your key accomplishments in each role you had in the past (not just a plain job description) and highlight your individual contribution.

Interview tips: Once invited for an interview (already a big milestone to celebrate), make sure you are well prepared:

Research the company. Go through their website, find key figures/highlights and share them when the discussion goes in that direction. It will show you are genuinely interested in joining this company and that you have done your homework.

Prepare your top 10 accomplishments and/or examples from your work and/or academic experience. Write them down in a STAR format (Situation/Task/Action/Result) and keep practicing them. Highlight what YOU did in these situations. A great way to work on this, is to go through Amazon 14 Leadership Principles (<https://www.amazon.jobs/en/principles>) and think about examples where you showcased these values. More and more companies are focusing on behavioral based questions (“Give me an example of a time when...” type of questions), as usually past examples give a good estimate of how you will perform in similar situations. You would need to have crystal clear examples and a lot of details to explain them (if possible with quantified metrics of what you did, what the impact was,



etc.).

Focus on preparation. On the more traditional interview questions (Tell me about yourself/Why do you want to work for us), preparation is again critical. It is important in every answer you give to highlight why you are the right person for this job, focusing more on what you can give to vs what you want to get from the company you are applying for.

Ask a lot of questions during/at the end of the interview. Interviewers are human and they usually like to talk about themselves. Show interest in what they do, what their biggest challenges are and how you can help them. Always have some questions on the structure of the specific team and what are the skills needed for someone to be successful.



Perfection is an illusion. As an active interviewer for Amazon, a common mistake I see among many junior candidates is that they try to appear perfect. There is no perfect job, no perfect manager and no perfect candidate. It is totally fine to be honest and sometimes self-critical, as long as you learn from your mistakes and keep growing. This is why you should always have an example of something that went wrong and what you learnt from that going forward.

As a general career advice, do not be afraid to take risks, move out of your comfort zone and try new challenges. This applies to either when looking for a new job or for changes within your current job. Throughout my career, I have taken a lot of decisions that people not necessarily understood at the moment, but I always did it having my personal development and career growth as a priority. My first job, back in 2011, was in Bratislava, Slovakia

with a salary that was lower than you could have back in Greece. It did however give me the opportunity to work for a company like IBM in Accounting & Finance, the area of my academic background – an opportunity very difficult to find in Greece.

Another important piece of advice I would give is to always think about the longer term when you decide for your next career move. You would need to have a plan and find ways to reach that, even if you need to take intermediate steps in between. Again, from my personal example, I moved to Amazon because I knew it could give me the opportunity for a cross-regional move to the US – something that very few companies offer. Despite being happy with my then job with P&G in Switzerland, I took the risk to move to a very different industry in order to be able to meet my longer-term goal.

To summarize, job hunting is a challenging pro-

cess that many people often see as a non-pleasant necessity they need to go through some times over their career. My personal opinion is that we should be looking at it as something positive. An experience that helps us learn more about both ourselves and the companies we are interviewing with. As you progress in your career, you will realize that recruiters will start reaching out to you vs the opposite and then this whole process becomes much easier for the candidate who is the one deciding if he wants to continue the process to the next steps.

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