How to pass (my) candidate screening

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I suck at screening candidate profiles!

- I screen software development candidate profiles on daily basis
- This is an extremely erroneous process I am sure I constantly passing on the perfect candidate



So, how should your profile look like to score interviews?

- That is actually the wrong question. You don't want to spend your time on pointless interviews
- What you need to ask yourself is: what should I write to score the **right** interviews



Swipe right, Swipe left

- First interview is like a first date. As such, there is an emotional aspect involved
- Recruiters are not robots they can try to avoid discrimination, but can't be 100% impartial.
- My level of eagerness impacts not only who I am going to interview, but also the order I am going to contact them and how our interaction will look like

How to write a CV for a non-robot

- Tell a story.
- Focus on projects and achievements
- Remove all the boring parts
 - Irrelevant technologies, positions and jobs
 - Trivial tools and things you can learn in an hour
- It doesn't have to be all technical!
- When two people read this story, they should be able to refer to you as "the person who..."

What am I looking for in the Linkedin page?

- Actually, not much
- Usually, it is an online version of the CV
 - Should be accurate and up to date
 - May include some extra stuff such as patents or github links
- Some people use it as good platform for sharing professional posts. But most people (including me) are too busy to bother
- But at least have a decent photo!



Linkedin photo



Candy Candidate

Software Engineer at IBM

Israel



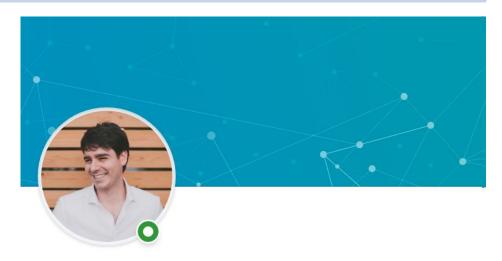
Linkedin photo



Candy Candidate
Software Engineer at IBM
Israel



Linkedin photo



Candy Candidate
Software Engineer at IBM
Israel

What about your personal social page?

- Some people don't have any social media presence, or scrub it until it becomes completely neutral. This is a personal choice, but it has it's cost.
- I feel the best approach is to be natural: Don't hide who you are from potential employers and don't try to give a false pretence of perfection.
- If you are willing to own it, don't be afraid to make it public. If it is going to deter some employers, they are probably not right for you!







Pre-interview interaction

- If you are excited about the position and the company let it show!
 - Always better to hire someone who thinks of the position as his first choice.
 - Also, nothing is more frustrating than interviewing the perfect candidate just to see him turn away a job offer.
- Salary expectation: If you are asked to, please provide them!
 - Will save a lot of pointless interviews
 - Don't be modest! This number is sometimes the recruiter best figure of how much you are worth!



THANKS!

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