

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

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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 its 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!

You can find me at

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