

Applying for placements, jobs & further study

# CVs & Covering Letters

### **Matt Vickers**

Careers Consultant Engineering & Mathematics



# Agenda

- Why you need a CV
- A recruiters perspective
- How to prepare: research!
- What to include (or not)
- Covering letters
- Questions?





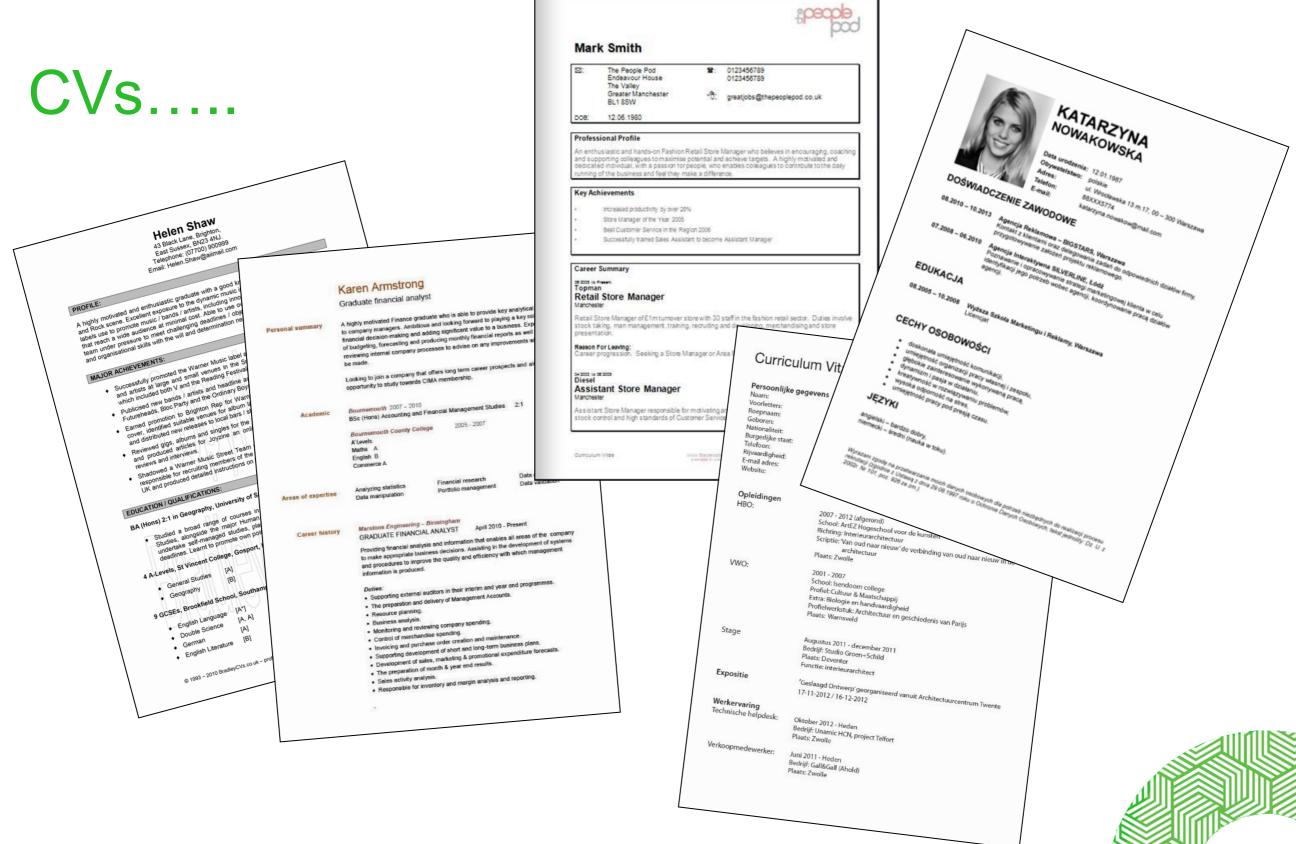




# No!

- Online applications often ask for a CV to be uploaded
- Small(er) companies may still simply ask for your CV
- Essential if you want to apply speculatively
- ...or use a recruitment agency
- Or often for postgraduate study

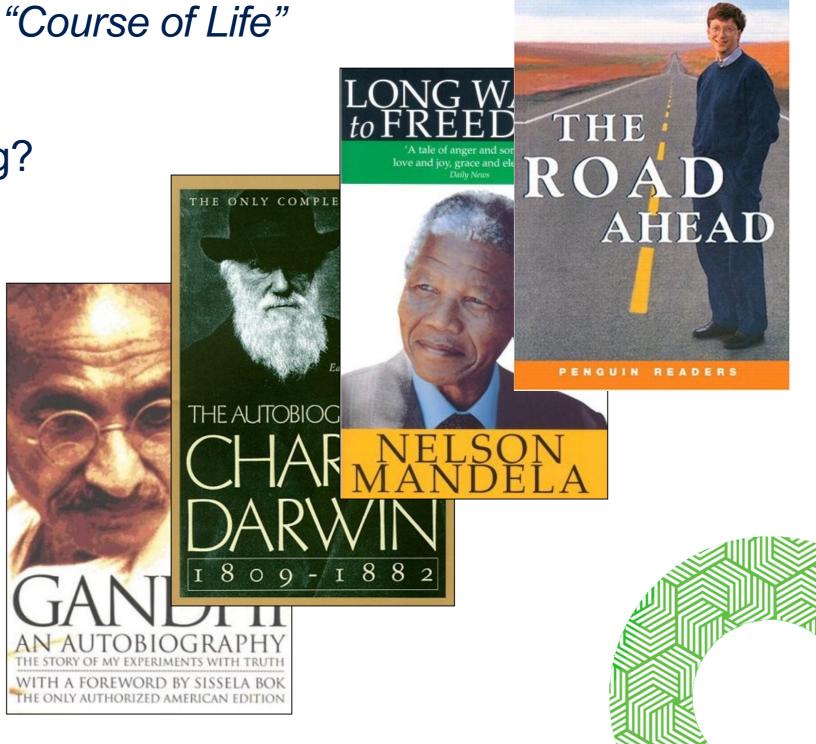




### What is a CV?

Curriculum vitae = Latin: "Course of Life"

Your biography: how long?



**BILL GATES** 0

# The issue:

How to **fit** a 21+ year biography...



...onto a couple of sides of paper?!



### The solution:

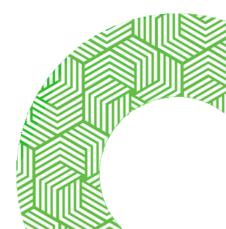
$$2x+5y = -1$$

$$5y = -2x-1$$

$$y = -\frac{2}{5}x - \frac{1}{5}$$

### Warning: this is the most important bit – please pay attention!!!

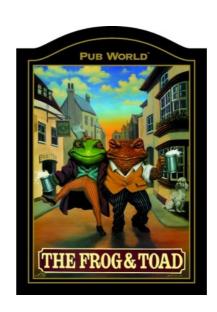
- Key premise: who is going to read this?
- Which in turn influences what they:
  - are expecting to see/read;
  - want to know about you / are interested in.



# For example:

- Language
- Style
- Length
- Content







So it is important to be aware of – and research – what your readership expects!

This will **influence your editorial decisions**: in/out... and if in, how much?







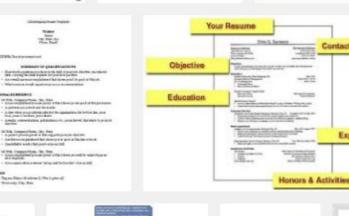
























0











McMillan

Personal &

Profile

Professional



























































### One size does NOT fit all

### CVs must...

- be targeted at the job and employer.
- reflect the skills and experiences demanded.
- create a positive first impression.
- make the selectors job easy.
  - No hunting for information (what, when, where)
  - No assumptions

### **Especially if speculative!**



# Your shopping list?























# Recruiter's shopping list towers watson



### e.g. Quantitative Analyst

- Some knowledge of asset valuation and risk management techniques.
- Familiarity with statistical computing packages, such as Matlab or R, and programming languages (VBA, C#) is useful.
- Team player comfortable in a professional services environment with the ability to effectively debate and subsequently influence internally & externally at all levels.
- Enquiring and analytically-minded with a thorough work ethic.



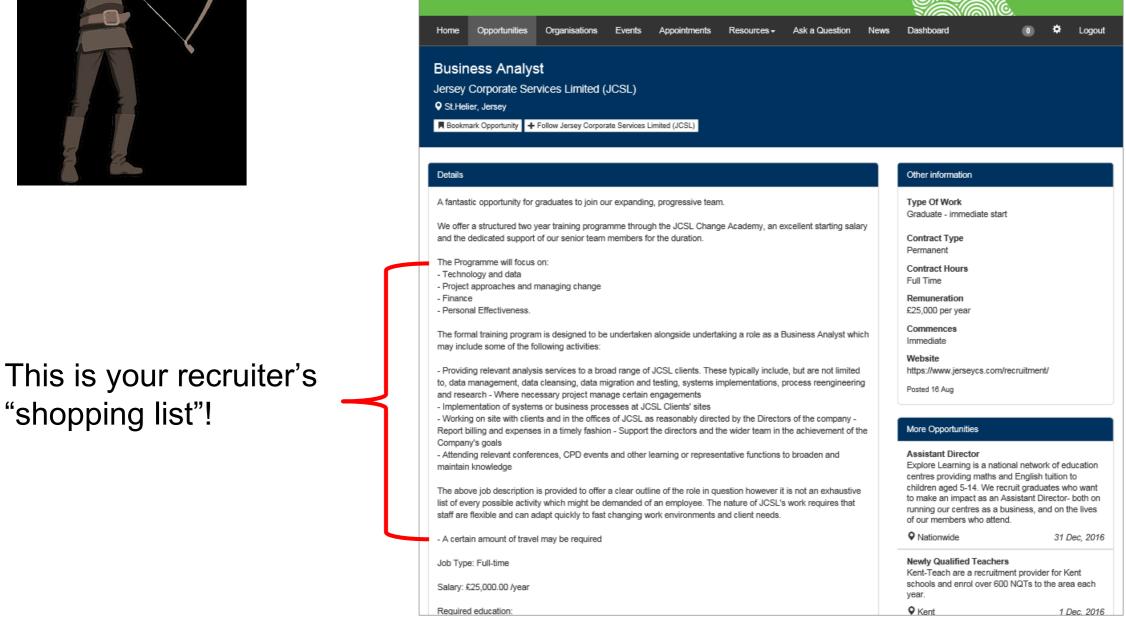


# What are you aiming at?!

**MyCareerHub** 

Inspiring futures

Careers Service

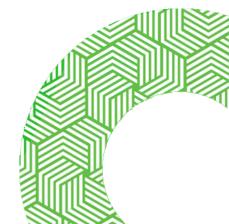


Inspiring futures

# Careers: the opposite of maths!

- Maths: 5 + 4 + 3 = ?
   i.e. here is a problem now you solve it and get me the answer
- Careers: 12 = ?
  i.e. this is the answer (what we want) now you go and show me how you have this (e.g.) 9 + 3 or 6 + 6 or 8 + 4...







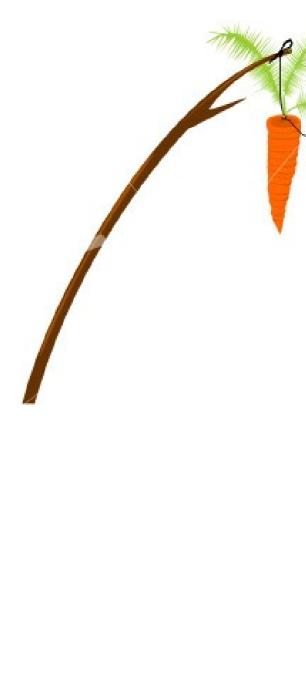
### Q. What's a CV for?

# A. To get you an interview!

- Can't fit everything on it...
- ...which is OK (allows us the chance to tease/entice employers make them want to know more!)
- Can then offer more detail at interview stage.







# (1) Research The Vacancy

### The Job

- job description → request full job spec
- archived vacancies on MyCareerHub
- careers information website
- personal contacts/LinkedIn/Platform One



### Inspiring futures

### The Recruiting Organisation

- recruitment literature
- company web site
- employer presentations + fairs
- media (incl. social media)



# (2) Research the candidate

### What have I done?

- in my courses/research?
- work experience (voluntary / paid)?
- interests/activities/sports?
- life!

### What does this say about me?

- What skills/qualities have I developed?
- What insights have I gained?
- What is my level of expertise?
- What can I bring to a job?





# Recruiters cannot select applicants based on 'flowery' statements and unfounded claims



"I would be an ideal candidate as I have great leadership skills, strong teamworking abilities, I am a go-getter and constantly achieve highly and enjoy being challenged and reaping the rewards of my success".

Instead, recruiters want

evidence!



# Linking skills to experience: examples

- Analysing and evaluating information, structuring an argument, writing clearly, persuasively and precisely: through reading, research and essay preparation, exams.
- Ability to prioritise and meet deadlines: through planning project work; balancing study, job(s) and social life.
- Commercial awareness: through working in a shop and understanding customer needs; through reading business news.
- Problem solving / creativity: coming up with ideas for events or fundraising; overcoming difficulties with course work.





# What should you include: sections

- Personal details
- Education for PG study, include research here, or separately)
- Experience P/T jobs, internships, voluntary relevant and not directly relevant.
- (Relevant) Additional information travel, interests, positions of responsibility, computing skills, etc.
- Referees academic + employment.
- Dates employers hate gaps!

N.B. Choose the order that works best



# What should you include: entries

- When you did something (i.e. dates)
- Where you did something (e.g. uni, school, company...)
- What you did (e.g. qualification, job, activity...)

Over 1-2 lines, in any order – but be consistent!

Then add detail below in short sentences (bullets are fine)

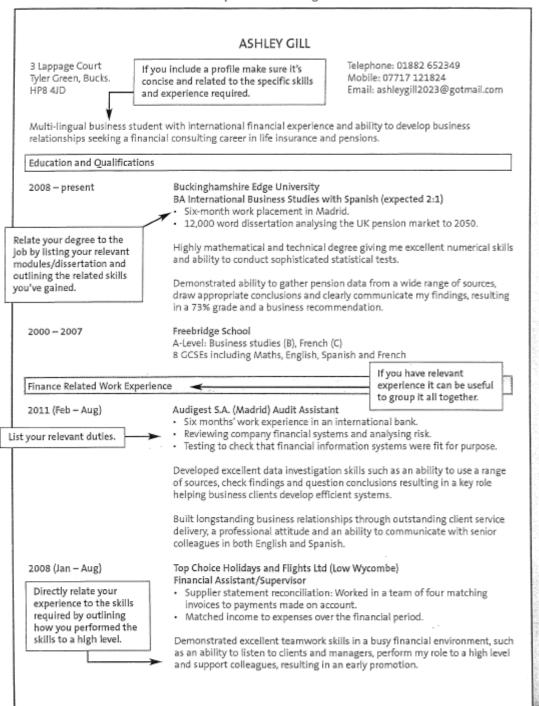
- Tasks carried out
- Skills/techniques utilised/developed
- Achievements/outcomes

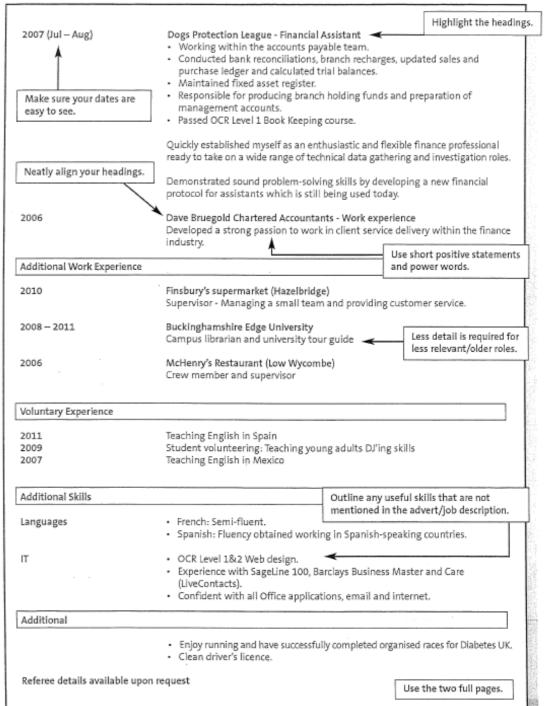
or

keep it v. short and include key examples in separate Skills section

# Chronological CV

#### Example of a chronological CV









### Skills-based CV

#### Example of a skills-based CV

#### ASHLEY GILL

3 Lappage Court Tyler Green, Bucks. HP8 4JD ashleygill2023@gotmail.com

Telephone: 01882 652349 Mobile: 07717 121824 Email:

#### Personal Details

#### Summary

- · Business studies with Spanish undergraduate.
- · Ability to speak French and Spanish.
- Extensive business experience including an internship with Top Choice Holidays.

atall and the same to		
Skills and Achievements	Make sure you carefully assess the job advert/job	1
	description and address all the skills they require.	

#### Effective communication

- · Able to communicate effectively with a wide range of clients and colleagues, by showing interest, carefully listening to needs and appropriately adjusting my message, as demonstrated during my time at Finsbury's
- Strong presentation skills and confidence demonstrated by experience of delivering presentations in different languages to groups of five to fifty.

#### Customer service

- · Ability to quickly build rapport with customers and calmly deal with any problems as shown during my retail experience in high pressure environments.
- · Capacity to maintain professional relationships through email and other written correspondence, for example, at Audigest in Madrid, where I built longstanding business relationships with customers and colleagues across

#### Teamwork

· At Top Choice Holidays demonstrated excellent teamwork skills in a busy financial environment, such as an ability to listen to clients and managers, perform my role to a high level and support colleagues, resulting in

#### Administration

- · Excellent ability to plan ahead and manage time effectively, for example, managing complex roles during my internship at Top Choice Holidays.
- Gathered data from a wide range of sources during my dissertation whilst balancing my other studies and two jobs, resulting in a 73% grade.

Prove you have each of the skills required by outlining where you performed them and how you performed them well.

#### Experience of travellers' needs

- · Recent travel consultancy experience gives me an in-depth understanding of the expectations of holiday customers and the competitive nature of the industry.
- · International travel experience and language ability give me an empathy with travellers and a passion for helping them find a unique holiday experience.

#### Initiative

- · Self-funding an evening course in bookkeeping during my first accountancy role demonstrated my ability to plan ahead and take control of my career.
- · Successful study and work in Spain and Mexico show that I can creatively develop my skills and experience and adapt to new and different environments.

#### Sales knowledge

· Wide experience of financial roles gives me an awareness of the tight monetary pressures which drive UK service industries.

 Raised sales at The Dogs Protection League by 12% by up selling add-on packages to new and existing customers.

#### Language ability

Education and Qualific	ations		
Relate your degree to the job by listing your relevant modules/ dissertation.		ion and	
2000 – 2007	Freebridge School A-Levels: Business Studies (B), French (C) GCSEs including Maths, English, Spanish and French		
Work History			
2008 – 2011	Buckinghamshire Edge University - Librarian/tour guide General administrative and customer service roles.	,	
2011 (Feb-Aug)	Audigest S.A. (Madrid) – Audit Assistant  Six months' work experience in an international bank.  Liaising with colleagues and clients in English and Spanish.	h and Spanish. Briefly list your relevant duties.	
2010 (June-Dec)	Finsbury's supermarket (Hazelbridge) – Supervisor  Managing a small team.  Customer service in a busy competitive environment.		
2010 (Jan–Aug)	Top Choice Holidays and Flights Ltd (Low Wycombe) Financial Assistant/Supervisor  Working in a range of teams to manage complex financial p	rocesses.	
2007 (Jul-Aug)	<ul> <li>Dogs Protection League – General Assistant</li> <li>Dealing with enquiries and selling packages to a range of cli</li> </ul>	Dogs Protection League – General Assistant  Dealing with enquiries and selling packages to a range of clients.	
2006 (Jan-Dec)	McHenry's Restaurant (Low Wycombe) – Supervisor		
Voluntary Experience			
2007/2011	Teaching English in Mexico/Spain		
Interests			
Active member of Uni week, judged by Mich	versity Business Club – Winner of the 'Bucks Best Business Pitch' award in ael Eavis.	2010 Enterpri	
Referees	Include all your referee details including their email and phone number (but ask for their permission first).		

Academic: Dr. Jane Luffle, Personal Tutor, Buckinghamshire Edge University, Due Road, Low Wycombe, Bucks,

HD15 3DL, 01628 435 6784, j.luffle@bedge.ac.uk





### Some Basic 'Rules'

- Length: Maximum 2 sides A4 (some banks/consultancies ask for 1 side)
- Paper: Use high quality paper A4 (or letter: N America)
- Layout
  - avoid large chunks of unbroken text
  - use bullet points or line spaces to break it up
  - white space can be as important as text
  - bold and LARGE characters are clearer than underlining

### Balance

- allocate space according to relevance
- fill the prime selling space with the hottest material
   e.g. Gary Anderson, Jacobs
- Check spelling, grammar and punctuation TWICE!
- Match it with a good covering letter.

Keep a copy.

# **Appearances**

# Choose a layout to fit the information, NOT the information to fit the layout!

- Different types of <u>CV</u>:
- chronological (conventional)
- skills-based
- technical (incl. <u>academic</u>)
- posted electronically
- creative
- international N.B. Check paper size: A4 vs Letter (N. America)

(see <u>www.prospects.ac.uk</u>, <u>www.eurograduate.com</u> or 'Working abroad' section of careers information centre)



### Some Basic 'Rules'

- Length: Maximum 2 sides A4 (some banks/consultancies ask for 1 side)
- Paper: Use high quality paper A4 (or letter: N America)
- Layout
  - avoid large chunks of unbroken text
  - use bullet points or line spaces to break it up
  - white space can be as important as text
  - **bold** and LARGE characters are clearer than <u>underlining</u>

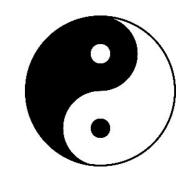
### **Balance**

- allocate space according to relevance
- fill the prime selling space with the hottest material

Check **spelling**, **grammar** and punctuation – TWICE! Match it with a good covering letter.







	CV	Covering Letter
Explains	Facts	Motivation
In other words	<ul><li>What</li><li>I know</li><li>I have done</li></ul>	<ul><li>Why</li><li>You</li><li>Me</li><li>Job/course</li></ul>

So the two are different but work together brilliantly!

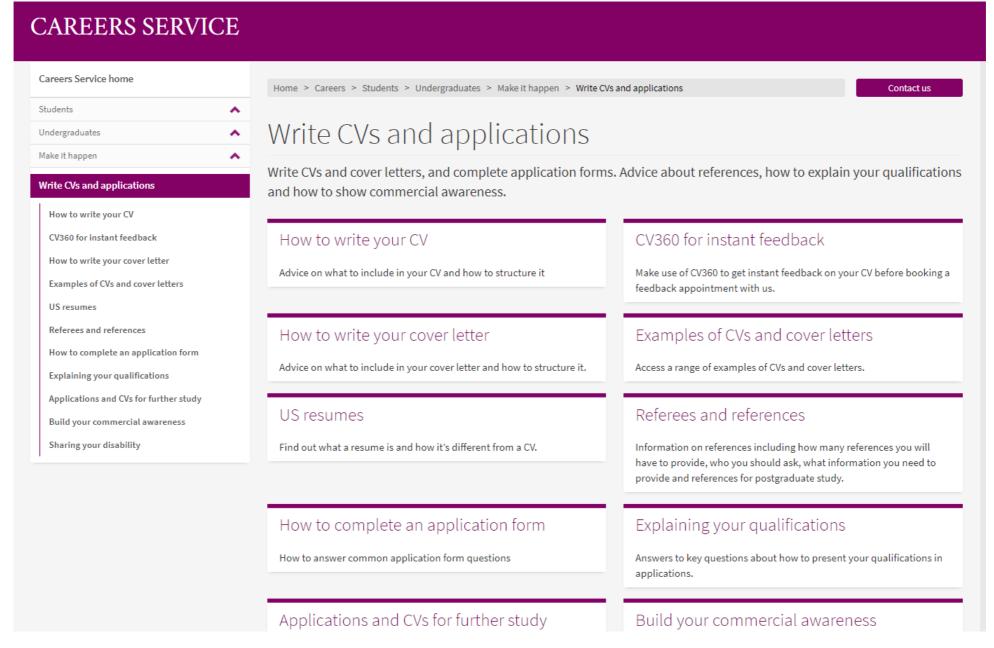


# Covering letter (UK)

- Business letter format!
  - named person
  - Subject line in bold (Re: Marketing Trainee Vacancy)
  - correct ending (Dear Mr Jones... Yours sincerely)
- Say what you're applying for/where you saw advert.
- Why this job/role? Explain your interest.
- Why them the organisation specifically?
- Why you? (What's in it for them?)
  - Mention what you are doing now.
  - Indicate what you have to offer; refer to CV without repeating
  - Establish link between you and the job.
- Polite ending.
- 1 side A4, typed (unless asked otherwise).
  Inspiring futures



### Use our resources!

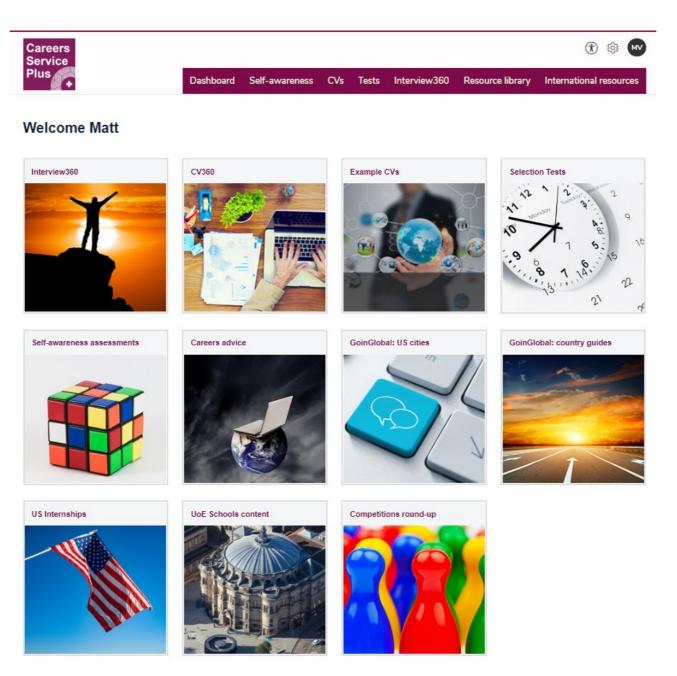


https://www.ed.ac.uk/careers/students/undergraduates/make-it-happen/write-cvs-and-applications

Inspiring futures

# Need some inspiration?

Real **examples** available on Careers Service Plus > Example CVs"



Inspiring futures

http://www.ed.ac.uk/careers/careersserviceplus

### Extra advice: finance



www.efinancialcareers.com

"The absolutely perfect investment banking CV"

**BUT** take their advice (and esp. users' comments) with a large pinch of salt!



www.targetjobs.co.uk - Finance section

### **Get feedback!**

Book an **appointment** via **MyCareerHub**Use the **Maths Drop-in** (Tues, 12.30-14.30pm, JCMB)



# Any questions?



