

Resume and Cover Letter Workshop For Computer Science Students

Filip Jagodzinski

Single best format?

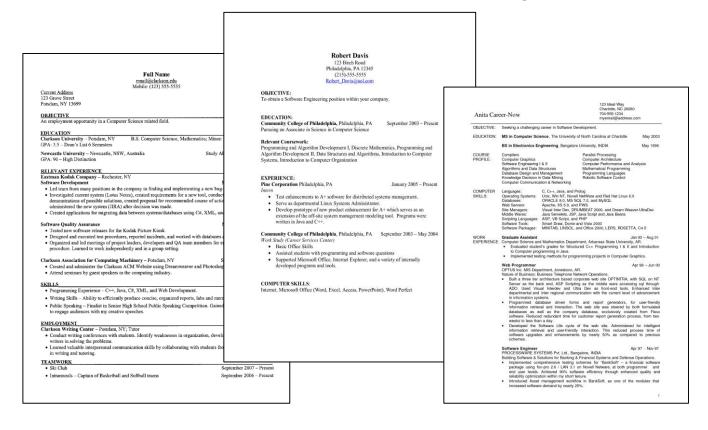
Q: What should your resume look like?

Q: Is there a best format?

Q: Are all cover letter the same?

Single best format?

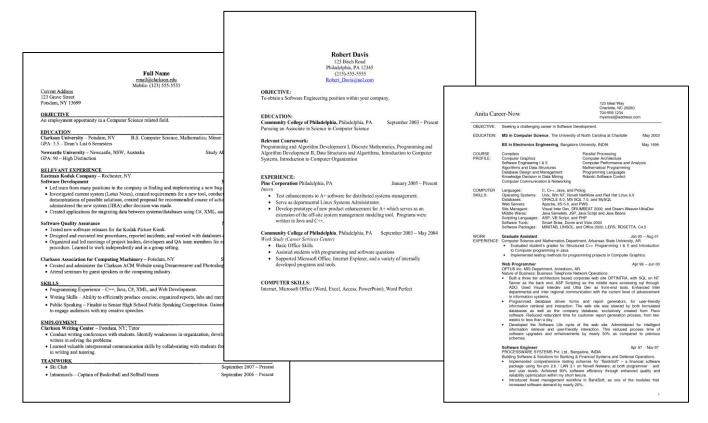
- There is no one single correct format for a resume, but there are plenty of ways to write a bad one
- Good resumes come in different forms and designs ...





Single best format?

- There is no one single correct format for a resume, but there are plenty of ways to write a bad one
- Good resumes come in different forms and designs ...



Q: Does that mean that any resume will do? For CS or non-CS?



Take-home-ers

Your resume should be brief but concise

- A. Because long resumes are for English majors only
- B. Because brief resumes require less ink and are environmentally friendly
- C. Because a recruiter will spend 20 seconds (or less) looking over it

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Source : Hire Right



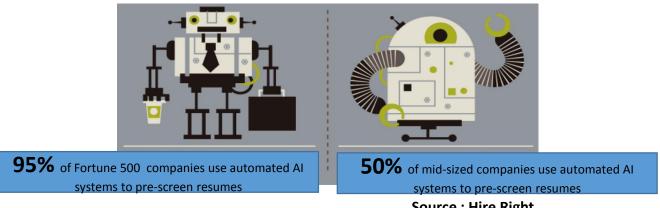
Your resume should target a specific job

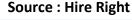
- A. Because all employers are bow and arrow expert marksmen
- B. Because if you don't get the job of your dreams, you can right away pass the resume on to the closest Target store
- C. Because a recruiters for a cupcake company in need of a baker doesn't want to read about your babysitting skills, nor you winning the national badminton competition, nor how you are the bestest (yes that's a word!) competitive Frogger player



Your resume should target a specific job

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Your resume should <u>distinguish</u> you from the "other" candidates' resumes

- A. Because you want to give the impression that even after you get hired, your number 1 goal will be to compete with your co-workers
- B. Because you want to make it obvious that you have a higher GPA than everybody else and that you aced CSCI301
- C. Because you've worked your butt off to get where you are, so why not highlight those skills that make you the best candidate for the job



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Bad news Q: how many of the 75,000 applicants to Google each week have a BS in computer science or a combination of formal and informal training?











Take-home-ers

If you've had a loooong week, and you remember the bare minimum from this presentation, then remember these 3 things:

Your resume should be brief but concise

Your resume should target a specific job

Your resume should <u>distinguish</u> you from the "other" candidates' resumes

Looking for qualified applicants to fill two entry-level full-time computer engineer positions. Candidates must have the following qualifications:

- Majoring in mathematics and/or computer science
- 2+ years experience in Fortran and C++
- Experience with IDEs and APIs
- Have worked as part of a medium (3-10 person) development team

Candidates should also have the following preferred qualifications:

- Knowledge of computer architecture
- Ability to write formal documentations
- Experience with punch-card computers

Let us write a resume targeting the job description on the left

Although this job/internship looks generic and simple enough, there is a wealth of information being given to you that you should <u>use</u>!



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Take a close look at the job/internship posting ...

It is often said that the ONE single biggest mistake made my students is that they do not read the job posting closely enough, thinking ...

"meh, just another CS job ... I'm a computer science student, I cleeeearrrly know this stuff ..."



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Take a close look at the job/internship posting ...

These are the "must have" qualifications ... if you don't meet the employer's criteria, then it'll probably be very difficult for you to get an interview ... You should possess at minimum MOST of these skills ...

especially if the employer uses a computer program to pre-scan applicants

95% of Fortune 500 companies use automated AI systems to prescreen resumes





Source: Hire Right

50% of midsized companies use automated Al systems to prescreen resumes



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These are the "should have" qualifications ... the more of these that you can say "yes" to, the better



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Take a close look at the job/internship posting ...

In all cases, don't fool yourself ...

... you've
Wikipedia-ed
"punch card" ...
or you've
glanced at the
punch card
posted in the
foyer



Are you now the expert?

... riiiigggght!



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Then, look closely at what the employer is looking for ... read between the lines

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Then, look closely at what the employer is looking for ... read between the lines

Find the **keywords** in the posting ... employers are busy ... when they say they want this-and-that, they mean they want this-and-that ...

Q: What are the keywords in this posting?

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Use the keywords to determine if you qualify ...

if you really really really want the job (do these keywords conjure up visions of the "I want an umpa lumpa now!" girl in Charlie and the Chocolate Factory?), but you don't meet the qualifications, then perhaps the job posting is not a good match with your skill set ...



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You should possess most of the required, and at least a few of the preferred qualifications if you expect your resume/application to be considered



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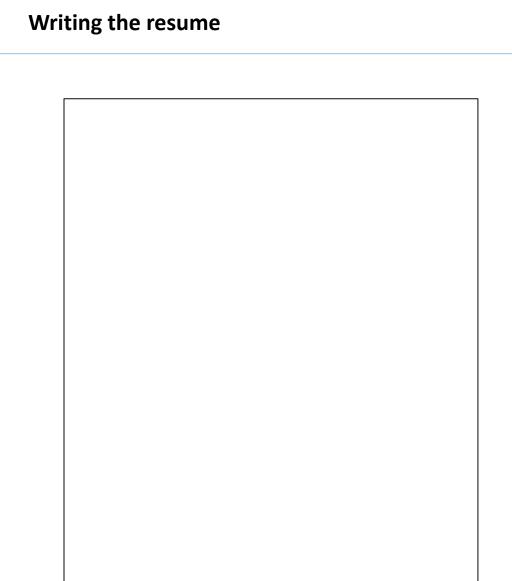
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...

Then it is time to write the resume

. . .



Goal: create a tailor-written resume for each position that you are applying for ...

It is okay to have a standard template, but you'll need to tweak the resume for each job/internship you are applying for

Alan Turing turing@enigma.com Cell: 509.963.9983

The resume is about you ... you must identify yourself, and provide details for your (potential) employer to contact you ...

Goal: make this part of the resume easy-to-read

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Goal: make this part of the resume easy-to-read

Do you need to provide a website? **No**Do you need an email address? **Yes**A phone number? **No, but it's nice**

Linked-in profiles are good A GitHub with sample code is good, too

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Objective	

Be up front ... indicate WHY you desire the job and/or internship ...

But don't just say why you need the job

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But don't just say why you need the job

"I'd like to get a job as a computer engineer" ... well, umm, yeah, you ARE applying ... and there is no value added in that statement

... an employer doesn't want to hire somebody who is needy ... somebody who needs, wants, needs, and wants ...

Explain what you might offer ... what are your potential contributions?

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Objective

• Gain an entry-level job; contribute as a member of a low/mid/large scale team

From the employer's perspective, the ideal candidate is somebody who will contribute AND who will make everybody else's job easier ...

This section is tailor written for the internship/job that you are applying for ... no generic statements allowed!

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Don't allow your BS in computer science be your distinguishing characteristic ... because it is **NOT**

When compared to peple with no CS training, your techy skills induce amazement and wonder ...

Among your peers and the hiring manager, for (int i=0; i<20; i++) is ... Yawn, no big deal

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Put yourself in the mindset of the employer who is doing the hiring ... how many of the applicants will have computer science experience?

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You can highlight here your focus/concentration of study ...
If you will earn your degree in the near future, state that. For example: "expected June 2066" or something similar

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Experience	

This is **THE** most important section of your resume ... it sets you apart from everybody else

Goal: describe those experiences that make you the best thing since sliced bread!

This section is also tailor-written for the job/internship ... you want the potential employer to think, "Gee, this job was created for this person"

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Q: Which experiences should you list?

Q: How much detail should you provide?



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Researcher, Theoretical Computer Science

1930-1938

Scientist, National Physical Laboratory

1944-1947

Computer Architect, Max Newman Laboratory, Manchester Univ.

1948-1954

Give a heading for each experience ... include:

- Your title/role
- Who/where your employer was located
- Duration/Time of experience

And ... you guessed it ... this is very very tailor-written for the job/internship posting

If you were a biology lab assistant from 1990 through 1995, and you are applying for a code developer position, then it is PROBABLY not a good idea to list the biology job as the first item (or maybe not list it at all)

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Computer Architect, Max Newman Laboratory, Manchester Univ. 1948-1954

- Developed, as part of a team, the Manchester Computer
- Investigated use of mathematical biology to infer important biological principles

Goal: Use active verbs ... to describe what YOU did ...

don't say "Java was used to write code for a mobile application" ... give yourself credit ... highlight what YOU did ... instead, write "Designed, developed, and deployed a mobile application currently in use by 12,000 people"

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Tailor the descriptions for the job that you are applying for ... if the job requires skills in software documentation, then you should choose experiences where you wrote or used software documentation

See the handout for a list of active verbs



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Remember those keywords that you extracted from the job posting ...

If I were the employer, I'd say, "wow, this job opportunity is EXACTLY for this person"

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Q: Which experiences should you list?

- Experiences lasting 2 or more months
- Course-long projects are okay
- CSCI 491, 492, 493 projects are perfect (but describe the project, and NOT the class)
- Any multi-faceted project involving design, development, testing, etc.

Q: How much detail should you provide?



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Q: How much detail should you provide?

- Just enough to entice the reader
- Leave your essays at home!
- A few poignant sentences for each experience should suffice

Remember: 20 seconds!



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Skills

Place here your skills ... but not just any skills ...

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332 Churchill Rd. London, England 673442 674 Humbolt Lane, London, England 652212 http://en.wikipedia.org/wiki/Alan_Turing

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Skills

Place here your skills ... but not just any skills ...

emphasize those skills that you have and which the employer is **looking** for

. . .

If you are a Perl guru (you are the uber bestest awesomest Perl programmer in the world) but the job description does not require Perl programming, you probably shouldn't highlight the fact that you are a Perl genius ... you can still include that part, but that shouldn't be the focus ...



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- Java
- Waterfall Design
- Model
- Complexity Theory
- Mathematical
- Induction
- Unit Testing
- Mathematical Logic
- UML Diagrams
- Turing Machines
- Reductions

Consider indicating how proficient you are at each skill ... 1, 2, or 5 years of C++ experience? Or, use words such as "working knowledge," "expert," or "basic understanding" ...

You may also categories skills into easyto-read sets. For example

IDE: netbeans, eclipse, iGRASP

Languages: C++, java, python, C#

OS: Mac, Linux, Windows XP



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Mathematical Logic

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You don't need to explain further these skills. They are usually the run-of-the-mill buzzwords

but you MUST include them to showcase your technical prowess

Here's a good rule of thumb : any skill that you list you should be able to chat comfortably about without needing to reference a book, calling Bill Gates, emailing Linus Torvalds, etc.



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 Waterfall Design Model

Complexity Theory

- C++

 Mathematical
- Mathematical Induction
- Unit Testing
- Mathematical Logic
- C • UML Diagrams
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You don't have to be an expert in all the skills that you list, but in this case, because you've listed them, then ...

- You should know what UML stands for
- Be able to describe aesthetic and underlying differences between C++ and C
- Be able to discuss the differences between the waterfall and agile design processes



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Q: Is writing a resume that simple?

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Q: Is writing a resume that simple?

Well, yes ... but there are several pitfalls that you should be aware of ...

(the following few slides are compliments of Tatiana Harrison)



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Pitfall 1: Font is too Small!



A recommended font size is 11 or 12.

Use universal fonts - the ones that open the same on PCs and Macs of all ages.

> Times Roman Arial Century MS Sans Serif Book Antiqua Century Gothic Calibri



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Pitfall 2 : Spelling mistakes



Nothing shows an inattention to detail like glaring spelling errors!

Use the spell-check tool, but remember that the <u>best</u> <u>proofreader is another set of eyes</u>

Be sure that there are no spelling errors, poor word choice, or misuse of language...



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Pitfall 3: Redundancy



Use a variety of action verbs to prove your transferable and diverse skills.

Utilize <u>different</u> action verbs to highlight the wide range of skills and knowledge that you possess.



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Pitfall 4: Having just one version



Resumes need to be "fluid"

You may have several different versions depending on the jobs you are targeting. You can:

- Change the order of things
- Emphasize different things
- State different objectives...



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Pitfall 5: Clutter!



Filter out information that might seem irrelevant to the position. Be wise in choosing certain facts to be included on your final resume.

Use fewer but more encompassing words. Keep it brief and to the point.

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Pitfall 6: Including Personal Information



Personal information, like age, gender, and head shot should not be included on your resume (unless you are a performing art student).



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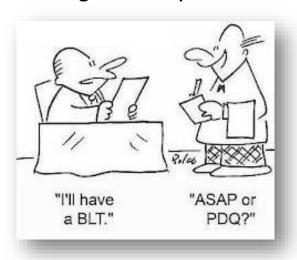
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Pitfall 7: Using too many abbreviations



Your resume is a formal document ... be sure to omit esoteric abbreviations or contractions in your words or sentences

Just because you KNOW what CSCI301 and CSCI141 are, you cannot assume that the employer does



And is a cover letter required?



And is a cover letter required?

- A cover letter gives you the opportunity to personalize your application.
- In the cover letter you may want to include things that cannot be placed into the resume.



The cover letter is often required, and/or often takes the place of an in-person recruiter meeting. If you haven't met anybody from the company that you are applying to, then send a cover letter with your resume.



If you've had a loooong week, and you remember the bare minimum from this presentation, then remember these (additional 3 things) about cover letters:

First Paragraph: Mention the job / position

Second Paragraph: Argue why your skills are a perfect match

Third Paragraph: Discuss next steps, thank the recipient

Looking for qualified applicants to fill two entry-level full-time computer engineer positions. Candidates must have the following qualifications:

- Majoring in mathematics and/or computer science
- 2+ years experience in Fortran and C++
- Experience with IDEs and APIs
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Mathematical

Induction

Unit Testing

Just as with the resume, there is no single "best" cover letter format.

However the cover letter has a very standard format, which recruiters are looking for, so you SHOULD stick to it.



Fortran

· Waterfall Design

Complexity Theory

UML Diagrams

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Reductions

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Include a letterhead that at a minimum contains your name, and contact information.

Whether or not it is centered or left justified is up to you.

A mailing address is a good idea, too.

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September 24, 1949

Sally Jenkins Comps-R-US 3242 Umptum St. Seattle, WA 98214

> Include the date, along with the recipient's name and address.



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Dear Ms. Jenkins:

Address the recipient

If you know the person by name (you've chatted with them, have their business card, etc.) then include their name and title.



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- Fortran
- · Waterfall Design
 - Mathematical Induction Unit Testing
- Complexity Theory
- UML Diagrams · Turing Machines Reductions

Alan Turing

turing@enigma.com Cell: 509.963.9983

September 24, 1949

Sally Jenkins Comps-R-US 3242 Umptum St. Seattle, WA 98214

Dear Ms. Jenkins:

If you are not sure who the recipient is, write (in order of "best" to "worst")

Dear [insert name]:

Dear Hiring Manager:

Dear Recruiting Team:

Dear Comps-R-US:



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Objective

. Gain an entry-level job; contribute as a member of a low/mid/large scale team

· Bachelor of Arts, Mathematics, first class honors Kings College, 1930-1934

Focus: Cryptography, Mathematics Experience

Researcher, Theoretical Computer Science

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Dear Ms. Jenkins:

As a last resort write

To Whom it may concern:

as it might come across as a template letter

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The first paragraph should be short and sweet. Indicate which position you are applying for.



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If you've met the recipient in-person, or if an existing employee is referring you to the job, then be sure to say that.

Networking, Networking, Networking

Take advantage of your connections!

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In the body paragraph (at most two paragraphs), mention why you are qualified for the position. Mention work experience.

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- Fortran Model
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- Induction Unit Testing Complexity Theory
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 - Mathematical Logic

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Mention why you WANT to work for this company, and what you'd contribute ...

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Focus on the keywords in the job description and mention experiences specifically related to those keywords

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I look forward to discussing with you further my qualifications and can be reached at turing@enigma.com or by phone 509-963-9983.

Discuss plans (looking forward to hearing from), and if you intend to follow up in a specific way (visit, phone call, email, etc.) mention that.



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Reductions

 UML Diagrams · Turing Machines

Sincerely,

A. 17. 1 ming

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Closely with "Sincerely" and/or thank the recipient for their time, and provide a signature. If creating a PDF, "draw" the signature and save as a PNG, JPEG, etc. and place into the document



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Sincerely,

The same rules apply to the cover letter as to the resume.

- Write in active voice (you don't want to sound as if good things just miraculously happened to you ... you Make things happen).
- Take credit for your accomplishments
- Use active verbs



Resume and Cover Letter Workshop For Computer Science Students

Filip Jagodzinski

The slides for this presentation, as well as PDF of the handout, will be available for a brief while on my faculty webpage