

# “Don’t get lost in the crowd”

Tips for securing your next role



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# The CV

- ▶ Biggest mistake is not providing enough information
- ▶ Show on your cv how you can add value – projects & achievements under relevant roles
- ▶ Show on cv how you can work with other areas of the business (partner)
- ▶ Don't assume the reader knows your industry/employer or your job, provide contextual information (size of business, who you report to, details of direct reports, background on company)
- ▶ Do provide quantitative results of your work
- ▶ Don't exaggerate (achievements must be verifiable with referees)
- ▶ Don't make your reader dig for information (professional memberships, qualifications, interests / hobbies should be on page 1)

# The Interview

- ▶ Build rapport with interviewers - establish a connection
- ▶ Be prepared to initiate conversation
- ▶ Be prepared to talk the small talk (the weather, your interests/ hobbies if asked)
- ▶ Show you are prepared – bring copy of PD, print of relevant information from company website, written questions to ask
- ▶ Demonstrate your interest & enthusiasm for the role with good questions

# Commonly asked interview questions

- ▶ Why do you want to work for our company?
- ▶ How can you add value to our business?
- ▶ What are your future career plans?
- ▶ Please talk us through your career?
- ▶ Describe a work situation where you encountered a problem/difficult person and describe how you resolved the situation
- ▶ How would your current manager describe you?
- ▶ Why should we offer you this role?

# Questions to Ask in an Interview

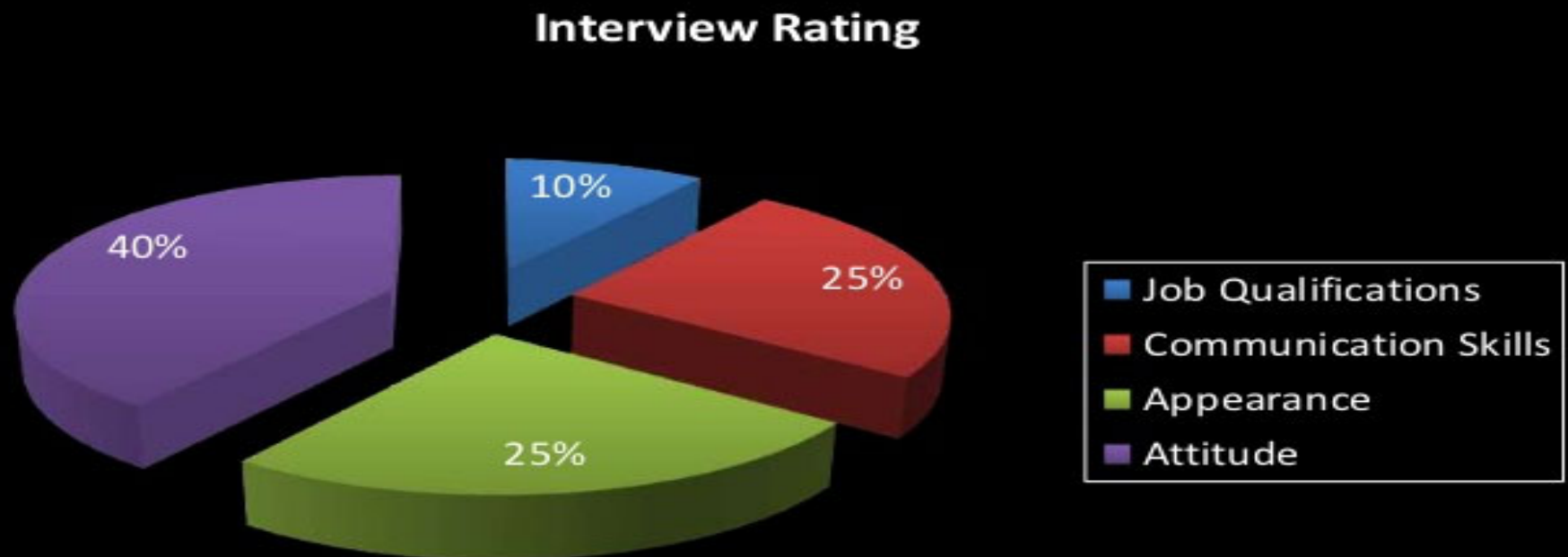
- ▶ Who would I report to and who would I be working with?
- ▶ How many people in the department/team I would be working in?
- ▶ Does the company offer any training opportunities?
- ▶ What qualities do you want to see in the ideal candidate?
- ▶ Are there any criteria you feel I don't meet?
- ▶ What do you feel would be the greatest challenge for me?
- ▶ What is the selection process/timeline from here?



# Why candidates are not hired

- ▶ A candidate with more relevant experience was offered the role
- ▶ Inability to demonstrate they can add value
- ▶ Poor personal appearance
- ▶ Asks no questions / lack of preparation
- ▶ Inability to communicate clearly, poor voice, and grammar
- ▶ Lack of planning for a career.....no purpose or goals
- ▶ Lack of enthusiasm and confidence shown in the interview
- ▶ Badmouthing past employers
- ▶ Failure to look the interviewer(s) in the eye
- ▶ Limp handshake
- ▶ Late to the interview

# Average Interview Ratings



Source: Prof. Eric Machan Howd, Ithaca College ([School of Humanities and Sciences](#))

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