



Writing the perfect CV

A Roevin Engineering Recruitment guide

About our guides

These guides are part of Roevin's commitment to providing specialist recruitment expertise to companies and engineering professionals. As experts in recruitment within the engineering industry, Roevin is ideally placed to enable you to manage your recruitment challenges head on and over the coming year we will use that expertise to develop additional guides and offer best practice advice.



Writing the perfect CV

There are many types of CV out there, functional, chronological, skills-based etc, but really all that matters is finding the most effective way to showcase your skills and expertise, after all these are what will make you a strong candidate.

The simple rules

There are a number of rules that you should consider whenever you are writing or editing your CV. They are simple rules but ones that will guide you well in the future:

Put yourself in the employer's shoes

Before you apply for any role you'll have gained some understanding of the type of person the employer is looking for. That understanding could have come from a job advert, person specification or conversation with a colleague, consultant or even a friend. Wherever that knowledge came from, use this information as a blue-print for your CV. The more effectively you show a clear match between the skills required and those you possess, the more likely you are to get to interview stage.

Be honest and factual

There's the old adage that "everyone lies on their CV". Just because this is true for some, doesn't mean it's the right thing to do. Your CV will typically be used to structure the interview and could be the foundation on which the job is built and so providing inaccurate information will only lead to problems further down the line. So give yourself the edge and use your CV to accentuate your real skills and abilities.

Making your CV stand out

Focus on value

Remember, the reader is asking themselves two basic questions: can you do the job advertised and will you fit their organisation?

- Introduce yourself with a strong positioning statement that sums up your personal and professional attributes, taking into account the role blue-print. This should act as a focused summary of what you offer and is designed to grab the reader's attention and highlight what is to come. Keep it simple and snappy.
- Focus on how your involvement with projects showed return on investment. It's no good just saying "I ran a team of three people". Instead think about what your management did for that team:

Make yourself easy to contact

It's seems obvious but not everyone does it! Have all your contact details easily available on all pages – you never know if your CV will get split up. Always include your name, address, telephone number (with an alternative number, if available) and e-mail address.

If you have your own website and you think it will add value to your application, include that too.

Check the format, grammar and spelling – then check again

Remember that employers and recruiters may get hundreds of CVs crossing their desk and yours needs to be one that stands out. Make sure each area is easy to read and that the points you want to stand out, do stand out.

Use a universal font such as Arial, Times New Roman, Palatino or Courier rather than one that may not be available on their recipient's computer.

Always check the CV for spelling and grammar errors. If in doubt ask someone else to double-check it for you and then check it again.

Ensure you always include a covering letter

- Did it improve productivity?
 - Was the team responsible for rolling out a new programme?
 - Did your management result in cost-efficiency savings?
- Every statement you make should focus on your achievements and successes such as cost savings, improvements in business processes. Try and support each statement with numerical evidence, such as "reduced downtime by 15%".
 - Your CV should be a living document. To make the most of it you'll probably need to adapt it to specific roles or blue-prints. Hard-pressed employers don't have time to read between the lines, so



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the more you do to promote your suitability, the greater chance of success. Make it easy for them by:

- Moulding your CV to their requirements
- Highlighting where you match their needs
- Bringing out the added value that you could bring to their organisation

Mind your language

- Keep things concise and jargon-free
- Use short sentences and bullet-points. You can expand on these at the interview
- Don't refer to yourself as 'I' or by name
- Use verbs and nouns on their own (e.g. 'increased sales by £50k...' or 'Major achievements include...')
- Use the past tense to describe your career ('Led a team of...') but the present tense for your transferable skills and competencies ('Offers experience in...')
- Quantify outcomes in numbers, not words ('Retained 100% of staff...'). It's quicker to read or scan
- Always double check it for typing and spelling errors

Layout

- Use an uncluttered layout with plenty of white space and wide margins
- Choose a single, common typeface such as Times New Roman, Arial, Palatino, or Courier
- Follow best practice: 10-12 point body text, 16 point maximum for headings, no capitals (especially on internet CVs where capitals are seen as SHOUTING), use bold for headings rather than underlining or capitals
- Don't reduce the font size or margins to fit more in. If you need another page, use one
- Just print on one side of the paper (and number the pages if there are two or more)

Structure

Personal information

Name, address and contact details (email addresses and telephone numbers) are a must.

You might want to add these details to the header or footer of your CV in case pages go missing!

Future proofing

Remember to keep updating your CV, even when you are no longer looking. You will be thankful when the time comes for you to have it.

Work experience

- Employers are usually interested in your most recent jobs, so concentrate on your last two positions – although you might occasionally want to highlight earlier roles if they are relevant to the role you are applying for
- Start with your most recent position and work backwards
- Provide a job title, when you started and left the job, the name of the company and a brief description of what they do. Treat a promotion like a separate position and add content accordingly
- List any of your main responsibilities, achievements, duties and skills that relate to the role you are applying for
- Describe the scope of your job and level of responsibility rather than listing a job description
- If you've had many different roles or a long career, you might want to summarise the key points such as 'Previous employers' or 'Earlier career.'
- Make sure you cover any significant gaps. It's best to tell people what happened than let them use their imagination to decide for themselves - at least you have control.

Qualifications, education, training and development

- Usually these come near the end, but if particular qualifications are essential for the job and make you more marketable put them on the first page after your profile or key skills
- Include relevant professional qualifications and academic ones, but don't include 'bought' memberships
- List degrees or any executive programmes you have attended and give the subject, awarding body and year. Be honest, it may be checked.
- Add any relevant skills such as languages, technology, vocational or on the job training
- Include any relevant training or skills acquired while unemployed, on sabbatical or doing part-time or voluntary work

Reference and client endorsements

- You may want to include the names and contact details of your references on your CV but there is no obligation to. Whether you do include them or not, it's wise to have your referees ready and willing to represent you.
- Include client endorsements and recommendations in the achievements section of your CV – for example 'Given a special award by ABC for contribution to ABC project'

It will also prevent you forgetting important dates, details, projects or successes.



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Future guides

Throughout 2010 we will be producing a series of guides focusing on the key areas of jobs, careers and recruitment.

If you would like to get involved in any of these we'd be delighted to hear from you.

Contact raymond.murray@adecco.co.uk

About Roevin

Roevin Engineering has been a specialist engineering recruiter for more than 40 years, helping exceptional engineers find jobs in SMEs, large blue chip organisations and FTSE 350 companies.

We help engineers find jobs on a permanent and contract basis and across the whole of the engineering industry; from aerospace, architecture and automotive to nuclear, renewable energy and pharmaceuticals.

It is this focus and specialisation that has enabled Roevin to become a key partner for engineers looking for jobs across the UK, Europe and internationally.

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