

What Do Hiring Managers Look for in Candidate Resumes?

BY MATTHEW DEERING

With operating a Consulting, Recruiting and Placement firm, I review hundreds of resumes a week, thousands a month.

I often receive the same question from candidates, job seekers, clients, family & friends...what do you look for in a resume? What are the key attributes that will allow you to place a candidate?

- **Employment Stability** – in today's fast paced economy, having multiple years of employment with a company illustrates commitment, maturity, confidence, and the ability to rise through the ranks. Hiring managers seek loyalty, they want people who they can train and mentor and develop without worrying about them jumping to a different company.
- **Upward Career Trajectory** – throughout your career, showing steady

increase in responsibility, promotions, achievements, movement within an organization, special projects. Capturing this upward flow on your resume is critical.

- **Education & Certifications** – Bachelor's Degree from a traditional 4 year, bricks and mortar University. Also important is having certifications within your industry, e.g. - CPA, CFA, PHR, etc.
- **Reputable Company Experience** – Gaining experience from well known, top companies always looks great on your resume and builds credibility. Top companies offer strong training programs, you will learn corporate policies & procedures, you will develop and establish long-term professional relationships.

- **Technical Skill Set** – Having a strong technical skill set is critical in today's technology driven world. Learning and maintaining top software (ERP Systems), social media platforms, digital media is a must to have on your resume.
- **Salary Expectations** – Having a good idea as to what your realistic salary value is within a specific geographical market will benefit you. Having some flexibility on your requirements will open up additional doors for you.

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Matthew Deering, Partner, Ascendo Resources

As Partner of Ascendo Resources, Matthew Deering leads a recruiting team with more than 50 years of experience in the finance and public accounting sector. By combining his experiences within multiple industry sectors, he provides the firm's clients – both job seekers and hiring companies – a unique and award-winning level of service

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