

We're Storm2

WRITING YOUR CV FOR FINTECH

INTRODUCTION

On average, 250 people will apply for every corporate job. And out of those applications, only 4-6 people will be interviewed (Glassdoor).

That means your CV really needs to stand out in order to be considered to move forward for an interview.

In this Intel, we will look at some tips and tricks of things you can do to give yourself the best chance of being invited for an interview.

We know there is lots of information out there on this, so we have tried to include some advice you may have not seen before.

THE FIRST HALF-OF-A-PAGE IS KEY

The recruiter will be looking at 250 CVs per position on average. They don't have time to read through every CV.

They will therefore normally read through the first half of a page, and then scan read the rest.

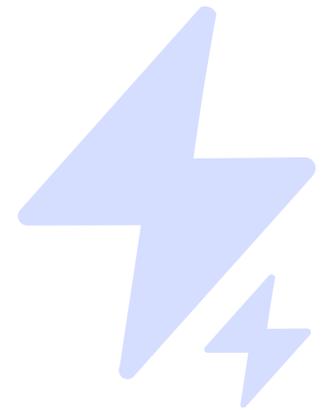
So in order to be considered, the first half of a page must really explain why you are the right person for the role.

Therefore, make sure every single bit of space is used as effectively as possible.

It's a great idea to have a short "CV Summary" right at the start with any headline technical skills. This way you can explain how your skills and experience meet the job requirements early in the CV.

Help show the recruiter how often you have used those skills in each recent position.

Then make sure your current role is clear and demonstrates the experience that you need to be considered for the new role.



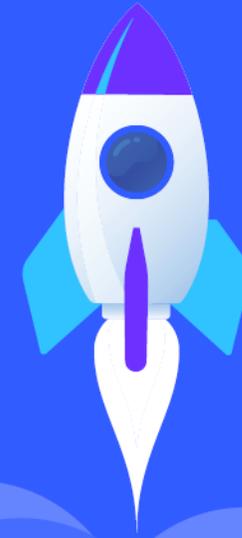
RESPONSIBILITIES AND ACHIEVEMENTS

Recruiters have a strong knowledge of what different people do in their respective jobs and will know a lot of your responsibilities based on your job title.

What they want to know is how good you were at the job and the impact you could have in their business.

So for every role you've worked, list your responsibilities and at least 3 achievements.

Tailor these achievements to what the job description / advert says the client is looking for.

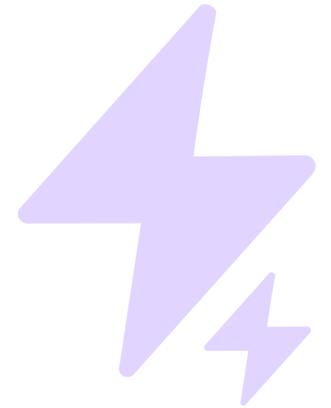


RESPONSIBILITIES AND ACHIEVEMENTS - WHAT FINTECH COMPANIES ARE LOOKING FOR

When writing your responsibilities and achievements, it's important to really think about what FinTech companies are looking out for.

Whilst each company is different (which we talk about later), we tend to see common trends in some of the language that FinTech recruiters are looking for. These are:

- A "growth mindset" - where you have the capability to scale a team and help the company grow
- Agile work style – as companies grow, things change, and you must demonstrate an ability to go with the change
- Innovation – the ability to create and implement new ideas
- Technical and people skills – to be able to lead groups whilst still carrying out your own role



RESPONSIBILITIES AND ACHIEVEMENTS

- WHAT FINTECHS COMPANIES ARE LOOKING FOR

Below are two examples of writing about your current or previous roles on your CV, one that we commonly see on the left side and one that would be more suited to the FinTech sector on the right



Lead Data Engineer, FinTech Co, Stockholm – 2013 until Present

Responsibilities

- I was responsible for lead the data engineering function
- All of the coding I carried out was in Python
- I reported directly to the CTO



Lead Data Engineer, FinTech Co, Stockholm – 2013 until Present

Responsibilities:

- Joined as the 2nd developer and scaled the team under me to 10 people
- Responsible for all commercial decision making for the data team
- Lead the team as well as 70% of time being spent on hands-on coding
- Partner with the CTO to adapt our product and answer business needs using data



REMOVE THE UNNECESSARY

You want the skills and experience that the organisation is looking for to really stand out on your CV.

Therefore, anything that isn't is unnecessary and damaging your chances of being invited for interview.

Try and avoid generic terms such as "hard-working" or "enthusiastic". They don't say much, and the company would hope you demonstrate those characteristics.

Something else that is common is "References available on request". That should really be a given, so either include the names and contact details of references, or don't write anything at all.

MAKE SURE IT LOOKS GOOD

Obvious traps to avoid here are spelling and grammar errors.

However, make sure the CV looks simple and is easy to read. Avoid images, graphics and lots of colours.

The way your CV will stand out is if the experience matches what they are looking for and that is clearly presented.

An easy-to-read font, headings in bold and everything in black and white will make your CV look crisp and clear.

EDIT FOR EVERY APPLICATION

The most common mistake is to use the same generic CV for every single position you apply for.

We get why that is - you can spend a lot of time editing a CV only to not be invited for an interview and it be a complete waste of time.

However, if you use a "CV Summary" at the start of your CV, you can edit this relatively simply before you apply for each position. Combine that with editing your achievements in your previous role descriptions, and this should be really help with making your CV stand out for every position.

WRITING A CV FOR FINTECH - A CHECKLIST

- ❑ Make sure the first half-of-a-page covers all of the reasons why you would be a good fit for the vacancy you are applying for
- ❑ Make sure that for each of your jobs you have listed both your responsibilities
- ❑ Make sure for each role you have listed at least 3 achievements
- ❑ Make sure those achievements are relevant for the role you are applying for
- ❑ Remove all unnecessary terms such as "hard-working" or "enthusiastic"
- ❑ List your references, or do not have a reference section at all
- ❑ Remove all pictures and graphics
- ❑ Make sure the text is in black on a white background



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