

ADVICE FROM ANDREW DUFFY (HEAD CV CONSULTANT WITH OVER 15 YEARS IN RECRUITMENT)

Dear Jobseeker in Need,

Jobs are no longer for life, in fact you'll be lucky to be in a job more than 3 years - either you'll get made **redundant** or get fed up on the **same salary**, in the **same position** and decide to move on.

Some of us are happy to **lose the opportunity** of more money, a better position and financial security. I wasn't. In fact in hindsight I'd wish I'd acted earlier....

After 6 years working in a UK bank the light finally went on after **redundancies** were handed out! Contractors were laid off; with 1 week notice after four years.....the "**lifers**" were worst hit since they felt untouchable. Just like me they'd never applied for any other jobs.....

It turned out bad for many with some being **evicted**, others having houses and cars **repossessed** and even a guy ending up having a **divorce**. Simon, one of my colleagues, did land on his feet with a **better job**, **more money** and a **senior position**. How did they do it? I rang him and found out.

The difference between a mediocre job and a fantastic job is, to put it mildly, being able to buy a **Ford Fiesta** compared to a **BMW** with **leather seats, cruise control and a private plate**. Not having the bailiffs knocking on the door and being able to afford a holiday in the sun and Xmas gifts that your kids **really** want. I couldn't believe what Simon's secret was.

So what was the secret? **"Practice makes perfect"** - he'd been looking for better opportunities ever since he started - nearly 3 years ago! With over 30 interviews, countless phone conversations and 10 offers he always had his CV up-to-date. When the redundancies hit he was about to hand in his resignation anyway!! His final words were **"be in the game"**, CV, interview techniques, negotiation skills and just stay sharp!

My CV wasn't right it didn't even get phone calls. I tried hiring a CV Writer - he charged me way too much and I still wasn't getting results. I started fixing up my CV - updating it - until it started getting me results.

My feelings of self-doubt, inadequacy and a lack of confidence all disappeared - just going to interviews made me feel good and I knew I was getting better. The job I did get **paid £10k** more than my last one, it took me 3 months to find it since I was playing catch-up with people like Simon - thankfully I never lost hope refining the process until I did succeed.

Optimise your job search process and print out the chart on the next page. Study it and put it into practice!! Of course it starts with a great looking, professionally crafted CV but once you wow them at the interview you'll be starting work in next to no time.

Make it happen.

Andrew Duffy

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