

[UNMC Postdoctoral Association](#) invited Insight Recruitment to present to their team. This article is a version of the presentation that explains how to be visible to recruiters, the advantages of using a recruiter, resume advice and more.

Advantages of Working with Insight Recruitment

Insight Recruitment is a boutique style executive search firm, we partner with you, the job-seeker, every step of the way during your search. We provide feedback and transparency throughout the entire process. Our goal is to develop a lasting relationship with you. With all of the uncertainties the job market is facing, we want to share our industry insights with you as well as any market demand information we have. We want to help you during these difficult times and want to keep you up to date on opportunities when you are ready to make your next career move.

How Our Process Works

Our goal is to find the right talent for our clients. Our partnership approach with both our candidates and clients is what drives our 22+ years of success. How our process works: we typically start with a review of your resume and schedule a call with you to discuss any opportunities we might have and determine if there is a mutual fit. One of our recruiters will then discuss the details of the position, including the backstory behind it, what the hiring managers are particularly looking for in that role, and everything else we can share about the company, their culture and why the position is open. Once you are on the interview ladder, we provide you with feedback and interview preparation tips to help ease your nerves and to better prepare you for the interview process.

We are here in a coaching capacity to help you every step of the way, all the way through to accepting an offer. We can provide resources and guidance through the resignation process, and even how to handle a counter offer. But we don't stop there. We help with the transition to your new job with resources to help ensure you are keenly aware of what to focus on in the early days and weeks. We check in with you and your manager periodically to see how everything is going, and we share that feedback with you. This is feedback most are very happy to get as they are still new to the job and curious about how they are being received by their team.

Being Visible to Recruiters

Feel free to call, email or send a LinkedIn connection request to one of our specialized recruiters letting us know exactly what you are looking for. When you reach out, make sure to send your updated resume and any other details that you want us to know about you. If you are actively seeking a new job, always be looking at our [career site](#) for any open positions and check in with your recruiter every couple of months. Feel free to apply for jobs that you feel are a good fit for you and keep a list of places that you have applied. Lastly, don't rely on your LinkedIn profile to be a substitute for your resume, make sure your profile is complete as well as your resume always being up to date. That way in times of change, you will be one step ahead of the curve.

What is a Good Resume?

This is where we will start when working with a job-seeker. Does your resume look clean and modern? Is it targeted for a specific position? Make sure you tailor your resume for each job that you apply for. This makes it easier for the hiring manager to know what job you are looking for and what you are most suited to. Use a captivating headline, highlight your superpowers and show your personality. Make sure your resume is easy to visually scan and is written in natural language. Be careful about using images in your resume as that can cause parsing issues with many ATS's (applicant tracking systems) that companies use to track applicants.

To differentiate yourself from other job seekers you want to quantify your accomplishments on your resume. Always make sure your resume highlights your wins. Use concrete examples with metrics to articulate the message you are trying to convey. A clear resume speaks volumes about your communication skills. On average, a hiring manager only spends about seven seconds reviewing a resume. If they can't find the information they need easily or cannot understand your message, they may pass on you. Lastly, when you are writing a description of your role in past positions, consider answering the question of what was your most significant accomplishment during your time in that position. If you lead with that strength you are more likely to keep the reader's attention, because you are telling them what value you brought to your employer(s) which will increase the likelihood of being invited for an interview.

Contact Insight Recruitment

If you are interested in working with a recruiter who partners with you through each step of the job hunting process, someone that coaches you on specifics that matter to you, provides useful feedback from hiring managers, and helps you make the best decisions for you, or if it has been a while since you last updated your resume, and you need some help then please feel free to reach out to us, as this is what our team does every single day. Our small but mighty team of recruiters are happy to speak with you and provide you with some valuable resources, absolutely free to help make your journey a far more pleasant one, [contact us](#) today!