

## Reaching the interview stage at Resights.



Halløj 🙌 I'm [Rex](#) and I lead people efforts at [Resights](#).

This is my first attempt — in a series of posts — to help talent get hired at Resights (or any other amazing company really). Unfortunately, most candidates use the same CV templates and “best practices” for job applications. However, these methods are broken and outdated. This is my humble attempt to affect the course.

Too often, the vocabulary around recruiting processes sounds like a game you have to play and hack. It's not. There are no shortcuts, tactics, or bonus points.

Every person has a unique set of talents. Myself, I'm a great executor, but horrible at delegating. At Resights, we simply want to understand if your talents fit the role and culture. You don't have to exaggerate your strengths or hide your weaknesses. We all, believe me, have both.

As a “recruiter”, these are my best pieces of advice for applications...

**1. Show, don't tell.** This is by far the most important thing you should do! Since we read thousands of applications every year, we get fatigued and stop putting much credit to your achievements. In other words, resumés have become untrustworthy, because most people play resumés like a game.

If you are a designer... show us your portfolio and thought process.

If you are a salesperson... call us and make a pitch.

If you are a writer... show us your abilities in a stand out application

If you are an engineer... demonstrate an application you have built

And so forth. When applying for a job, spend at least 3/4s of your time trying to nail this element.

**2. Make it easy to read.** This is the nitty gritty stuff - so let's keep it short.

- Send in PDF format and as a merged file
- Keep your resumé to a single page
- Attach grades if you are a student
- Keep the design simple

**3. Narrow down your box.** One of the most untrustworthy things a candidate can do, is to say they can sell sand in Sahara and the second after, claim they are experts at data analysis as well. The talents for those tasks are very opposite. Be honest and double down on the things you are actually good at. If you are early in your career, tell us about your personality traits and attitude instead.

**4. Never send the same application twice.** Stop copy-pasting company names into the same generic application. Find a single (or a couple) company you would love to work for and spend an entire day researching them. Utilize this knowledge to make a highly targeted application. Then you will become a subject at their lunch - I promise that.

**5. If the door is locked, crawl through the window.** There will likely be candidates with a more impressive CV than you. But in the end, attitude is more important than experience. Record a video, send a homing pigeon, or whatever you believe works - stand out. Then we will quickly forget that you didn't exactly have +3 years of experience.

On the last note. Every talent at Resights has been in your position before, and I hope this fact helps; we are genuinely rooting for you to succeed (!!!).

This note is highly inspired by my talented predecessor, [Christian](#), who is currently working on some very interesting new projects..

// [Rasmus Rex](#)