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BUF 4900

## Professional Development #2

The workshop “From the Recruiters Point of View” took place on Thursday, May 5th, 2022 from 5:00 pm till 6:00 pm. It took place over a Zoom meeting. The link for it was <https://us02web.zoom.us/j/86420702225?tk=J0xShR1H0nx55JBfgZ4VHAbFt2RzfZN7Qsrj5m5Z5uM.DQMAAAAUHxNEERYzbWdISk9HRVI3R2dhVjIEMzBZRG1BAA&pwd=NUdVTEpJT3pYN3o5bHE2eDINcExEUT09#success>. It was hosted by Tanika Taylor. She is the Academic Internship Manager for the Professional Development Center at The New York City College of Technology (CUNY). There was a guest speaker, Andrew Baker who is a recruiter for the Home Depot. To provide insight on what recruiters look for in candidates.

The takeaway from the workshop was that one must be confident and should also conduct research on a potential company that one wants to work at. Andrew Baker also pointed out that recruiters are not only interested in candidates that meet all the requirements but also want to see what people are doing in their free time, and how they give back to the community along with personal interests. Hobbies such as painting and dancing set an individual apart from the crowd. Having knowledge beyond the scope of the job may in the future be applicable to some aspects of the job. More insight that was provided was that on a resume a company will never find a person that fits 100 percent of what they are looking for. Recruiters do not even look for someone who fits everything exactly as there will be no room for developing the person. They want to be able to teach the employees what the individual company is about. Also so there are some challenges within the job. If an employee already knows everything and there is no new knowledge to be learned then employees will lose interest. Which will lower the work motivation, therefore, leading to a potential loss of an employee. Another important detail that was conveyed was that when a job is posted there is the job description and then there are preferred qualifications. The preferred qualifications will be a little lower than the minimal requirements for the job. These are usually what a recruiter will pay more attention to. Also, resumes were described as reading a book. If the beginning of the resume catches the attention then the recruiters are more likely to continue to keep reading as they want to learn more about the individual.

This professional workplace contributes to my learning and career as insight from the recruiter's point of view was very beneficial to be made aware of. The knowledge learned from the workshop can be applied to creating resumes and what to say during an interview. For example, picking an aspect of the company that is intriguing and then doing research on it so that information can be used in the interview. Letting the employer know that I am taking a personal interest in the company's goals. Which will show I am interested and invested in the company giving reason to the recruiter to take more interest in me. It also shows that I am able to take

initiative and go beyond the basic requirements. The differentiation and learning that the preferred qualifications may be lower but that is what recruiters pay more attention to is very essential. Normally for a job description I would put all my attention on the job requirements since I thought those were more important. Tailoring my resume to the keywords used within that overlooking the preferred qualifications. Now I know that I should incorporate ideas from the preferred qualifications as well. While also researching a specific aspect of the company as opposed to the company as a whole. So that I may show I am invested and motivated to help the company progress not just in my field of work but on a larger scale.