

Getting a job and being promoted in software engineering

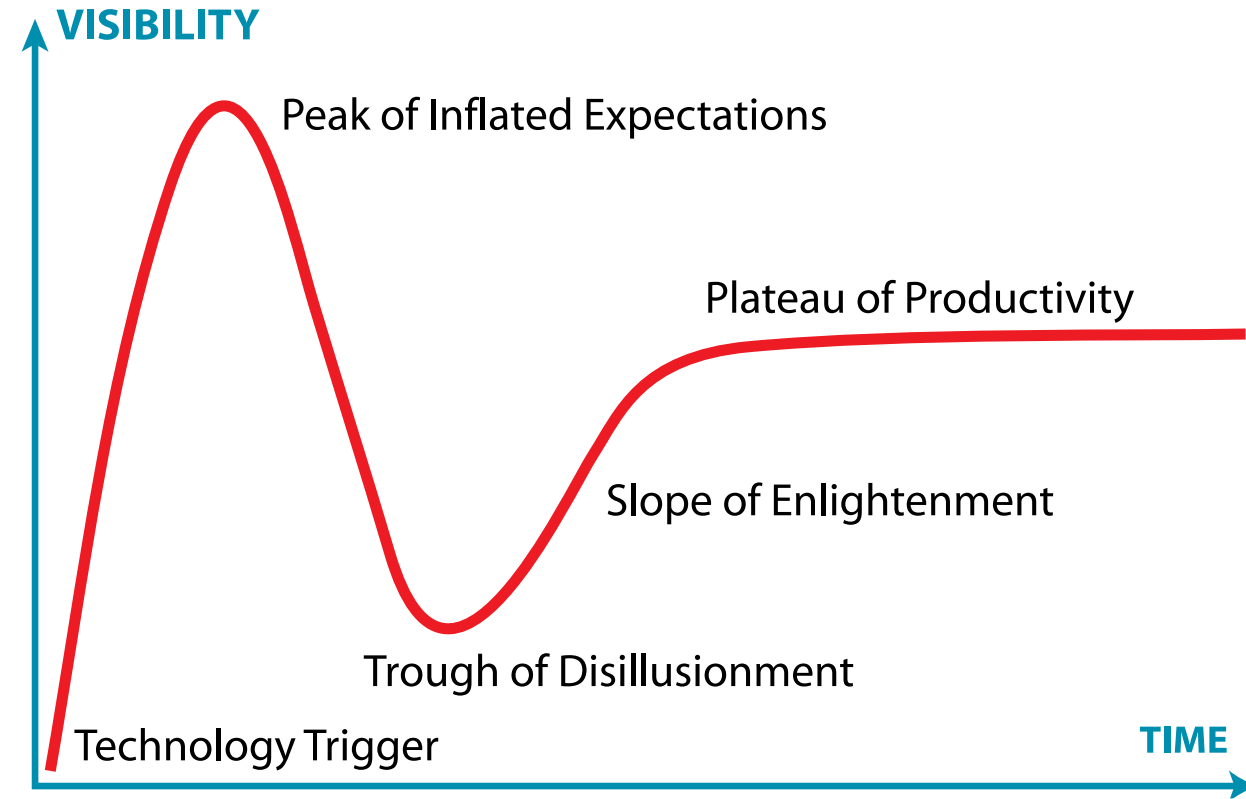
Personal views based on my experiences,
Brett Douglas, Avaloq Innovation Ltd

Agenda

- Getting a job in software engineering
- Being promoted in software engineering

Getting a job in software engineering

- Many people in jobs, and going for jobs are worried about AI
- Those who know AI coding have less to worry about
- AI is at the early stage of the Hype curve
- Some jobs will be replaced permanently – like technology has done throughout history
- Some jobs will be replaced, only for the realization that AI can't do the job, and those jobs will return
- Your humanity cannot be replaced
- Human skills (aka Soft skills) are in demand



What are employers looking for?

- Employers want graduates that will soon become valuable contributors
- For software engineers, technical skills are most important
- Intelligence is essential (but without arrogance)
- Soft skills are more important because of AI



Network

Network – even if you are an introvert

- Have a LinkedIn profile – and connect to friends and family to build up a network
- Go to work-related events, via Meetup or Eventbrite
- Talk to employers that come to the Uni

- Look for internships
- Get relevant experience – in a Uni project or in a volunteer role

When you are applying for jobs for real:

- Contact recruitment agencies
- Apply for jobs – this help recruiters to get to know you
- Even if you don't get the job, interviews are good practice



Study the companies

Research the company and the job

- Know what the company does, who its main clients are, and what its values are
- Understand what the job really entails

Look at who works there

- Some companies have profiles in the career pages
- You can see who works for a company through LinkedIn
- Read about their qualifications and experience in their LinkedIn profiles
- Glassdoor can give useful insights



CV/Resume

- Recruiters are noticing many candidates have almost identical CVs/resumes
- This appears to be CVs/resumes created by ChatGPT or a similar generative AI
- If your CV/resume is created by generative AI, then edit it to make it stand out from others
- The job market is not good at present – you have to stand out from other candidates in a way that will appeal to the hiring manager
- Highlight your human / soft skills
- Keep your LinkedIn profile, social media, and CV in sync



CV/Resume and covering letter

- Tailor your CV/resume to the job you are applying for
- Have a covering letter that highlights the key points in your CV that make you a good candidate for the job
- Not all jobs ask for a covering letter but a good covering letter helps

- Your CV/resume needs the keywords that Human Resources / Recruitment are looking for
- It must also appeal to the hiring manager

- Highlight your relevant experience, and reduce coverage of less relevant experience
- Put your skills into context of when and where you gained that experience
- Be able to find the CV/resume and covering letter you used for that job application when you have an interview



Create a narrative

- Your CV/resume should support a narrative you will explain in the interview(s)
- This narrative is essentially that your life has been leading up to this job
- Your failures were lessons learnt
- Successes showed you what was important

- You should imply this narrative subtly in what you write and what you say



Prepare and practice for interviews

- Write up responses to potential questions from interviewers based on your CV and using the STAR method
- If you have little interview experience, practice an interview with a friend
- Daydream the interview – your subconscious interviewer will come up with some unanticipated questions for you
- If you tend to be nervous, practice relaxation techniques to use before the interview



Phone/video pre-interviews

- These can vary from:
 - getting to know you and answering your questions to
 - having tough questions to screen out people
- Have your notes and CV available to read
- If it's a video call, keep your notes near the camera so it is not obvious that you are referring to notes
- Some interviews are recorded, and AI is used to summarize the conversations
- Don't be put off by this



Technical test

- Some recruiters will require that you complete a test
- Technical ability is important
- Mainly they want to see how you approach a problem
- When they talk to you during or after the test, discuss your thought process – they might like your approach even if they don't agree with your solution



What to expect in interviews

- Be more formal in clothing and behaviour than you would be when you are in the job
- The interviewers will usually go through your CV and/or use the STAR method
- If you are asked to talk about yourself, explain your CV
- Be an active listener – and try not to interrupt others
- A question that recruiters usually discuss after an interview is: “Will they fit in with the team?”



Have questions to ask

- Research the company and the job
- Have at least one question that shows you've researched the company and the job
- “You’ve already answered all the question I had” appears as a cop-out
- I often ask of interviewers: “What do you like about the company?”



Being promoted in software engineering

Company culture affects promotion prospects

You are more likely to be promoted when working in a company that is suitable for the type of person you are

- Some companies reward pushy and domineering people
- Some are very rank-oriented and hierarchal
- Diverse environments are most suitable to the LGBTQIA community and the neuro-diverse
- Some companies use Agile software development, and are usually most suited to the neuro-diverse
- “Agile” has become a buzzword and many companies that say they are Agile are not
- Read about companies in Glassdoor
- Look at employee profiles in LinkedIn



Software engineering is team-work

Become a valued member of your team

- Network within the company
- Ask questions, and appreciate the answers
- Help others, even it is sometimes inconvenient
- Seek feedback from colleagues about how you can help them
- Become a leader about a something useful (method, technology, client's business) and share that knowledge
- Participate in social events
- Participate in work-related interest groups – for example through Meetup – to meet people who are like you



Questions and discussion

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