



Getting a job

With construction being one of the hardest hit industries during the credit crunch, here are the five top tips.

1. Tailor your CV

There are a few things that are more dispiriting for a hiring manager than to see that no effort has been made to provide a targeted response. You need to demonstrate an affinity with the requirements of the role and how you can add value to the organisation. Evidence your commercial acumen – the employer is interested in your individual contribution.

2. Focus on relevant work experience

According to recent research by Hays, the majority of employers (58%) said that key skills were the most important parts a CV, followed by employment history (38%). Combine the two and outline the projects you worked on, skills involved and include details about the architect and value of project. Use the same format for each project or role.

3. Do your research

Employers expect jobseekers to glean company information from a range of different sources, including company and industry websites and to have read recent news articles and company reports. This will enable you to showcase your knowledge of major contract wins and market trends at interview – a lack of knowledge of the organisation was highlighted by 54% of employers.

4. Prepare for interviews

The research also revealed that nearly three quarters of employers (72%) use the competency-based interviewing technique, in which past behaviour is seen as the best indicator of future success. Refer back to the person specification and think strong examples where you demonstrated competencies, such as commercial awareness. Explain the expectations, actions and outcomes of each scenario.

5. Make a positive impression

Do not underestimate the importance of having the right attitude – four in 10 employers have rejected a candidate on the basis of a lack of enthusiasm. The power of body language also tends to get overlooked; the key is to relax, maintain an open posture, lean slightly towards the interviewer and maintain eye contact throughout.