

# Job Search, Resume & Interview Coaching

## What IT Managers Are Looking For

### IT-Career-Coach.Net

In the IT industry, work gets done only if the person on the job knows how to do it and how to do it well. If a programmer can't code, there's just no way that software is going to get built.

So before hiring you as an analyst or a programmer or a technical lead, employers want to evaluate your level of knowledge or skill in the topic areas relevant to the position for which you're being considered. Your potential employer wants to know how much you know about hardware, programming languages, the software development lifecycle etc,

In addition to evaluating your technical skills, the interviewer is also judging other things that will be crucial to your success on the job. Consciously or unconsciously, your interviewer will be asking many questions other than: "Can this person write use cases?" and "Can this person write C# code?"

### Technical Mastery

First and foremost, your interviewer wants to know how well you know your stuff. Have you really handled the technologies on your resume? What level of expertise do you have?

Prepare to show off your technical mastery by discussing your technical skills in ways that prove to your interviewer you know what you are talking about.

One way to do this is to prepare to discuss at least one situation in which you used your technical mastery to achieve significant results on the job.

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## Love of Learning

You will need to have a deep knowledge of your technical material, but that alone is not enough to get you through the interview with flying colors.

Your technical interviewer will also be interested in your ability to learn and grow. No one wants to hire a professional who will confine him or herself to a narrow sphere. Employers want to see that you have a broad base of knowledge.

Show your interviewer that you plan to keep up with changes in technology by discussing your plans for training and certification. Also talk about books, websites and events that you've attended or plan to attend in the future.

## Experience

Experience is your greatest selling point as a job candidate. Make sure you are prepared to discuss in detail any and every job that appears on your resume.

Find ways to bring up your years of experience or downplay your lack of years by talking about your best projects. Be sure to emphasize hands-on experience not book knowledge.

## Leadership

Your interviewer will also assess what you will contribute to the team over and beyond the call of duty. No one wants an employee who just puts in the minimum required on the job.

He or she will evaluate how well you handle stress and whether or not you can deliver in a high-pressure, time-sensitive environment. When discussing previous projects, use examples that show that you can deliver in tough situations.

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Mention ways that you helped your previous IT team improve. Did you introduce new knowledge? Did you create a productivity tool that made your team perform better? Bring it up at the interview.

## Adaptability

Many IT Employers have had to deal with difficult and temperamental employees who feel that everyone should bow to their wishes.

Your interviewer will be looking for how willing you are to take on extra duties or work overtime when necessary.

In addition he or she will want to know if you are only willing to work on certain tasks or if you are willing to work on unfamiliar technologies or do maintenance tasks when required.

Find ways to show the interviewer that you are a team player.

## Communication Skills

IT managers want to know what your communication skills are like. Your entire interview will be an evaluation of your communication skills. How articulate are you? Do you meet the interviewer's eye when you speak? Can you explain concepts clearly and concisely? How good is your English grammar?

All of these are indicators of how well you will communicate on the job. You may be called upon to write documentation, or give presentations to users or management. Your interviewer will be looking for how well you will perform in these roles.

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## Social Skills

Gone are the days of the lone nerd producing marvelous software from his cube in the basement. Successful software projects take teamwork and a good team is built on good social skills from everyone.

How well will you interact with their customers and clients? How well will you relate to your co-workers? Your interviewer will evaluate how poised and personable you are, especially in a position like business analysis or project management, where you will have to deal with many people at all levels of the organization.

To show off your social skills, be relaxed and friendly in your tone during the interview. If your interviewer starts off with small talk, don't freeze him out. In addition, bring up previous team functions and events that you have been a part of.

## Creativity

Are you innovative? Can you think outside the box to come up with solutions to problems? How do you react under stress and pressure?

One way the IT manager will try to find this out is by asking you trick questions or taking special note of how you handle questions you don't know the answers to.

When you don't know the answer to a question, don't sweat it and just say so. In addition prepare to discuss how you've handled difficult situations on the job and the creative ways you've solved problems and achieved results.