Three things recruiters wish you knew

Whether you're a victim of the recent onslaught of tech layoffs or are looking for a new opportunity in your current field, looking for a new job can be a time-consuming and insecurity-inducing experience.

According to data compiled by online CV builder Zety, on average you need to _send between 30 and 50 applications_ to get hired, and only 10% of job applications result in interview invites.

That's because there's a science to it, and if you're unfamiliar with how the process works, you'll probably be left scratching your head, wondering where it all went wrong and why you're not getting call backs.

Below we're looking at three of the most common tactics job hunters need to know about to not only secure an interview but ace the interview and ultimately, get a job offer.

1. Tailor your application

From including keywords to beat the applicant tracking system (ATS) bots to writing a cover letter, every job application you make should be specifically tailored to the job description of the job you're applying for.

Data shows that _75% of recruiters_ or hiring managers are now using some form of ATS to filter applicants and automatically discard resumes that don't match up with the job description. Then there's the cover letter to deal with: while a

lot of job hunters incorrectly assume cover letters aren't that important, Jobbio's _Hiring Intelligence Report 2022_ found that 46% of hiring managers say a well-crafted cover letter immediately sets an applicant apart from the competition.

2. Ask questions during the interview

Rather than thinking of interviews as interrogations, view them as a two-way conversation between you and the hiring manager. As such, prepare questions to ask your interviewer as this gives you a chance to find out additional details about the company or job you're going for.

It also presents you with the opportunity to further embellish your own skills and experience in the context of the job you're applying for, and highlight the research you've already done about the company. Your questions should revolve around what it's like to work there, what challenges you should expect, and if you can provide anything further to aid your interviewer in their decision.

3. Follow up with a thank you

Thank you notes can often be overlooked by job seekers. Make them a priority if you get to the interview stage. Ideally, send your thank you note (email is perfectly acceptable) within 24 hours of your interview taking place and keep your note brief.

Forget small talk and start thinking strategically about what you want to say, referencing topics you discussed during the interview. Research conducted in the U.S. found that _20% of hiring managers_ and recruiters have dismissed a candidate in the past if they didn't receive a thank you note. While it might seem extreme – do you want to take the risk?

Now, if you're ready to put your insider knowledge to the test and accelerate your career, the _Maddyness Job Board_ has hundreds of openings in companies that are actively hiring, just like the three below.

Site Reliability Engineer, GoCardless, London

London-based fintech GoCardless is looking for a _Site Reliability Engineer_ to join a small team that sets the direction of the GoCardless core stack. In this role you'll work with every other team within engineering, from product to data, and will help build and scale the global platform GoCardless products sit on. As the engineers use a large list of technologies, the ideal candidate will be excited about learning new technologies and while you should have proficiency in at least one programming language, you'll predominantly be using Go and

Ruby in this role. *See the full job description here*.

Data Analyst, Zilch UK, London

Zilch is a UK-headquartered fintech that allows merchants to offer savings, deals and discounts to customers using its virtual Mastercard product. As a *Data Analyst*, you'll be part of a collaborative team and work alongside data scientists, data analysts, data engineers and analytics engineers to support business requirements for model and report building. You'll also assist with ad hoc development and data dictionary duties and maintain metric definitions. A strong SQL background is the main requirement, along with experience in data visualisation, and three-plus years' of experience working as a data analyst in a fast-paced environment. *View more details here*.

Business Development Manager, eClerx, London

In this *Business Development Manager* role, you will identify, develop and build new business for eClerx Digital, particularly distributors and manufacturers, focusing on key products and services. You will identify client needs and pain points and work in collaboration with practice leads, solution leads and a team of digital consultants to deliver meaningful improvement to clients. Applicants should have a Bachelor's degree and a minimum of five years' of experience in a direct client-facing role along with experience working in a services or platform environment, specifically with distributors, manufacturers or other B2B organisations. *Apply for this role here*.

For more roles across tech, fintech, business and finance, visit the Maddyness Job Board today.

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