

# Writing CVs and Cover Letters

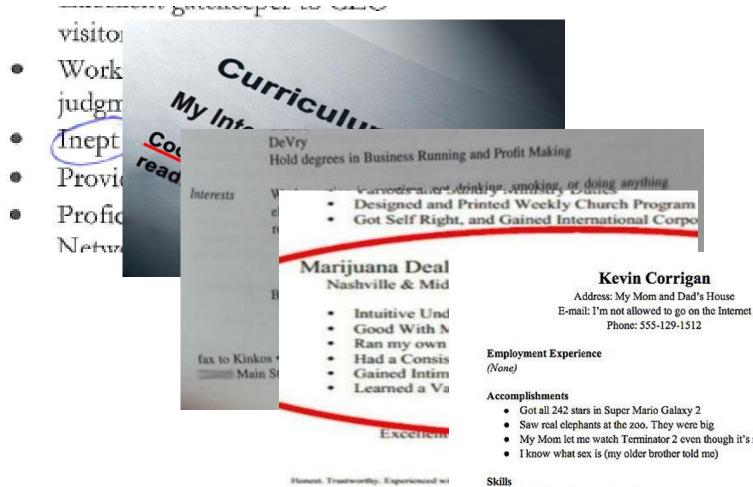
UCL Chemistry Undergraduates Internships

Dr Tracy Bussoli



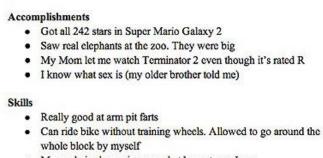
# CVs





# How not to do it!

**CareersGroup** University of London



- My uncle is always impressed at how strong I am ٠
- I sleep without a night light and I'm not scared ٠
- Have an older brother and he drives .
- Saying 'No' to drugs

# We will Cover

- CV Conventions
- What should a CV contain?
- How to lay it out
- How to **tailor** your CV for the job focussing on UCL internships
- How to **sell** yourself using specific **evidence** of your skills
- How to write a profile include or not?
- What to put in the interests section
- Know the importance of:
  - ✓ Accurate spelling and grammar
  - ✓ Consistent formatting
  - $\checkmark$  Making it easy for recruiter to retrieve relevant info

# **Exercise 1: Comparing CVs**

- You have a handout with a Job Description, two CVs and a marking scheme
- Go through each CV and use the marking scheme to assess each CV
- Feedback your comments which CV is best, what is effective about it etc?



# How much time to make an impact?

How long do recruiters (am busy academics) spend looking at your CV to make an initial "yes"/"no" decision?

- a) <10 seconds
- b) 10-30 seconds
- c) 30-60 seconds



https://www.theladders.com/career-advice/you-only-get-6-seconds-of-fame-make-it-count

Ender Fander and

#### 1. Professional caperience

Name and Address of the owner, or other

And if has been been been to have been and the set of t

#### station of stations

a fact of the comp of the base of the second second

and statistic forces of the company of and projection of the state of

and with the second sec

indust and requirements of fighters effect to surport.

the subscreek application.

source the desire product addressing the needs of the market.

#### Terrations and Arrange

- 2 Deanit saw casterner wins (via characts) in Surage and Middle East which were only if in exercising the company is 2009/2018.
- commencial in acquiring and managing channel partners worldelide straining "priming the party".
- Interpretend in an article many and bear input andy choirs projects counting in proves of articles resistent
- Managed the solutions development team team was distributed hereaven VS and China.
- 4 Denvir sugmenting product requirements based on contained and partner injugations.

#### Texter

- and the algorithms in the Rova product. S investigation
- a susception in the BF control and management algorithms in the Basis
  - The manufacture of Laws level Brasher Protocol (LLBP) a works all back for reader interface promovil. This standard involved consolinating g with and driving members from 80× companies an effect was of within a year which was a record time perspective. House, which was a record time in the GST Person of the four award in an effect.
  - schair of the Reader Protocol group in GSL/EPCGohal.
- Colled the manifest technology demonstration of a new European ETSI. Randard that led to the explosive growth of RFID in Europe. This also paved the way to acquiring Matro - one of Revia's largest customers.
- is been rid to secure

### Careers Group

http://www.businessinsider.com/heres-what-recruiters-look-at-duringthe-6-seconds-they-spend-on-your-resume-2012-4?IR=T

### What do you notice about how recruiters read a CV?



Construction from of Lance level. Brandser Produced (ELBP) - a search of the first standard interchent contributing with and driving members from 80% companies of with a space which was a incord time of produce two Honore and the first standard in the first award in for that effort.

citate of the Reader Protocral group in GSL/EPCGlobal.

CareersGroup

- Coled the manifer technology demonstration of a new European ETSI, Standard third lod to the explosive growth of RFID in Europe. This also paved the way to apparting Motro - one of Reva's largest customers.
- a hetric and is securing partnerships with the key technology readers.

### They left hand scan!

# **CV** conventions (UK)

### Formatting

Font size 10/11 for content

How long? 1 or 2 pages max (1 page for finance)

### **National Legislation**

Do not include: Age, Gender, Nationality, etc.

## **CV Fashions**

No photos, no grids, no 'Curriculum Vitae' Profile or no profile – personal preference (but if you include one, make it count!)

# What should it contain?

ORDER		CONTENT
1 <sup>st</sup>	Name & contact details	Address, email, mobile (LinkedIn/Twitter)
2 <sup>nd</sup>	Personal Profile	OPTIONAL: 3-5 skills with examples
3 <sup>rd</sup>	Education	UCL – High School: reverse chronological
4 <sup>th</sup>	Employment History	Split into 'relevant experience' and 'other employment' if necessary. Reverse chronological. Include family business/own enterprise
5 <sup>th</sup>	Volunteering	If you have it
6 <sup>th</sup>	Skills	I.T, languages
7 <sup>th</sup>	Extra curricular activities/ positions of responsibility	Anything at School/UCL outside of your course
8 <sup>th</sup>	Interests (& awards)	
9 <sup>th</sup>	References	Listed / 'available upon request'

# How do I lay it out?

#### John SMITH

#### PERSONAL DATA

PLACE AND DATE OF BIRTH: Canada | 20 November 1987 123 Broadway, City, State, Canada ADDRESS: PHONE: +1 111 1112 EMAIL: john@smith.com

#### WORK EXPERIENCE

Current MAR 2012	1 <sup>st</sup> year Analyst at LEHMAN BROTHERS, London Commodities Structured Trading
	Developed spreadsheets for risk analysis on exotic derivatives on a wide array of com modities (ags, oils, precious and base metals), managed blotter and secondary trades or structured notes, liaised with Middle Office, Sales and Structuring for bookkeeping.
JUL 2010-OCT 2011	Summer Intern at INTECH INC, Chicago
	Received pre-placed offer from the Exotics Trading Desk as a result of very positive review Rated "truly distinctive" for Analytical Skills and Teamwork.
JAN-MAR 2011	Computer Technician at BUY MORE, Burbank
	Worked in the Nerd Herd and helped to solve computer problems by asking customer to turn their computers off and on again.

#### EDUCATION

- JULY 2012 Master of Commerce in FINANCE, The University of California, Berkeley 110/110 First Class Honours | Major: Quantitative Finance Thesis: "Money is the Root of All Evil - Or is it?" | Advisor: Prof. James SMITH GPA: 8.0/9.0 Detailed List of Exams
- JULY 2011 Undergraduate Degree in BUSINESS STUDIES 110/110 Commerce Specialization, The University of California, Berkeley Heavily specialized in mundane paperwork Advisor: Stefano BONINI GPA: 7.5/9.0 Detailed List of Exams
- FALL 2008 Exchange Semester at University of Southern California, Los Angeles GPA: 8.0/9.0 Detailed List of Exams
- JULY 2006 Liceo Classico "E. Duni", Matera | Final Grade: 100/100

#### SCHOLARSHIPS AND CERTIFICATES

SEPT. 2012 Faculty of Science Masters Scholarship (\$30,000) JUNE 2010 GMATO: 730 (Q:50;V:39) 96th percentile; AWA: 6.0/6.0 (89th percentile)

#### LANGUAGES

ENGLISH: Fluent ITALIAN: Mothertongue FRENCH: Basic Knowledge

#### Punit Patel

7 Download Road, London SE1 6GT e: p.patel@gmul.ac.uk in: linkedin.com/in/punitpatel m: 07745 631255

#### Profile

- Motivation for Banking; selected to take part in five workshops run by J.P. Morgan, Morgan Stanley and Credit Suisse at their offices

 Client relation hip-building: responsible during internship for sales of the new 'E Brokerage' facility offered by Citibank, securing a £5000 investment from a client.

- Analysis: analysed sales data and presented findings to Head of Business Development at Citibank

#### Education

BSc Economics, Statistics & Mathematics, Queen Mary University of London Sept 2013-June 2016 Relationship building: built working relationships with three team members to undertake two group projects, presenting results to seminar groups (68% and 70% marks achieved).

#### St Dominic's High School

Sept 2006-June 2013 A-levels: Economics (A\*) Mathematics (A\*) History (A) AS Level Geography (B) 10 GCSEs: Grades A\*- B including Maths (A\*) and English (A)

Finance Experience

#### Sales and Business Development Intern, Citibank, London July-Aug 2015

 Client relationship-building: responsible for sales of the new 'E Brokerage' facility offered by Citibank, securing a £5000 investment from a client.

 Analysis and creative thinking; analysed the geographic sales profile of Citibank in comparison with its competitors: presented recommendations to the Head of Business Development for potential new initiatives to close the gap with competitors.

 Written communication: analysed client feedback and wrote a 10 page report on findings. ELBA Insights Club, London Oct-Nov 2014

- Commercial awareness: learned about trading floor functions, operational support around Compliance and Risk and about current sector issues; networked with employees.

 Working under pressure: came 3<sup>rd</sup> in a business competition, working in a team of two to assimilate information and complete multiple tasks in a very short amount of time.

#### Other Experience Gap, London

Nov 2013-present

 Customer service & communication: answer customer gueries and advise them on clothing; identify where items desired by customers are stocked in other GAP stores, to assist with sales. - Team work: work closely with seven colleagues to cover all shop floor functions.

#### Extra-curricular Activities & Achievements

Vice President of the Gaming Society (2014-15). Project management & innovation: ran the first University of London inter-College gaming competition, with 860 competitors. Led the project team of three and coordinated all aspects of the competition from marketing to technical logistics. Avid gaming enthusiast. Drive: ranked 111th in the world in the FIFA 2012 game on PlayStation 3.

References: Available upon request

## Tailor your CV to match the Job Description

One size does **not** fit all... tailor your CV to the role (& employer)

**Identify** all the skills & attributes required in:

- Person specification, and/or
- Job description/job advert



# Show you meet the requirements

- Address all the skills they ask for especially if Essential rather than Desirable!
- Use one *specific* example that shows **how** *you* used each skill
- Use numbers to **quantify** your examples
- Show outcomes where possible: where did you add value?
- Reflect their language if they say team work don't say 'working with others'
- Use **all sections** of your CV to demonstrate your skills e.g. education, work experience and interests.

#### UNIVERSITY COLLEGE LONDON

#### Department of Chemistry

This is a specification of the qualifications, experience, skills, knowledge and abilities that are required to effectively carry out the responsibilities of the post (as outlined in the job description) and forms the basis for selecting a candidate.

E = Essential

D = Desirable

Job Title: Chemistry Undergraduate Summer Internship (Year 1 Symmetry)

	E	n	1	
Knowledge and experience Completion of the CHEM1006 Chemical Skills module.	E	0		EDUCATION
GCSE English and Mathematics at Grade C or above or equivalent qualification. A grade of 70% or above in the CHEM1006 symmetry coursework (2016/17).	x			BSc Chemistry September 2016 – Present
High confidence of symmetry operations and point groups.	х			University College London (UCL)
Confidence in using Moodle. Ability to edit websites (for example, HTML). Good knowledge/experience of photo-sharing applications.	×	× x		<i>Verbal and Written Communication</i> – Completed two written assignments achieving >70% in both. Gave a presentation to 5
Skills and/or Abilities Excellent verbal and written communication skills.	x			chemistry staff and 20 students entitled 'What is so interesting about oil anyway?'
Good interpersonal skills and the ability to liaise with a variety of people, including the ability to relate to staff and students in a teaching and learning context. Ability to interact with small and large groups of students with differing abilities.	Â			
Ability to prioritise and organise own workload.	x			
Ability to work under pressure and to meet time-oritical schedules. Ability to work independently and as part of a team.	x x			
Personal Qualities Commitment to developing high quality skills in web-based chemistry exercises	x			



#### UNIVERSITY COLLEGE LONDON

Department of Chemistry

This is a specification of the qualifications, experience, skills, knowledge and abilities that are required to effectively carry out the responsibilities of the post (as outlined in the job description) and forms the basis for selecting a candidate.

E = Essential

D = Desirable

#### Job Title: Chemistry Undergraduate Summer Internship (Year 1 Symmetry)

÷ E D WORK EXPERIENCE Knowledge and experience Completion of the CHEM1006 Chemical Skills module. х GCSE English and Mathematics at Grade C or above or equivalent gualification. х Barrister September 2015 – Present A grade of 70% or above in the CHEM1006 symmetry coursework (2016/17). х **Costa Coffee** High confidence of symmetry operations and point groups. х Confidence in using Moodle. х **Prioritise and Manage Workload** – Work for 20 hours each Ability to edit websites (for example, HTML). х week whilst continuing to meet deadlines for assignments, Good knowledge/experience of photo-sharing applications. achieving more than 70% in most assignments. Was awarded Skills and/or Abilities 'Barrister of the Month' in October for outstanding customer Excellent verbal and written communication skills. feedback. Good interpersonal skills and the ability to liaise with a variety of eople, inc the ability to relate to staff and students in a teaching and lea ig cont Ability to interact with small and large groups of stud fering abilities. х Ability to prioritise and organise own workloa Х Ability to work under pressure and to meet time-critical schedules. х Ability to work independently and as part of a team. Х Personal Qualities Commitment to developing high quality skills in web-based chemistry exercises

Last updated 23 Jan 17 SEP



#### UNIVERSITY COLLEGE LONDON

#### Department of Chemistry

This is a specification of the qualifications, experience, skills, knowledge and abilities that are required to effectively carry out the responsibilities of the post (as outlined in the job description) and forms the basis for selecting a candidate.

E=Essential D=Desirable

Job Title:	Laboratory	Teaching	Fellow
------------	------------	----------	--------

÷			
	E	D	OTHER SKILLS
Knowledge and experience			
Studying for an undergraduate degree in Chemistry or relevant related discipline.	×		
GCSE English and Mathematics at Grade C or above or equivalent qualification.	×		<b>Computer Literacy</b> - Frequently use MS Excel to
Familiar with safety procedures, use and operation of chemicals and equipment typical to chemistry laboratories. Training will be provided.		х	record and analyse data, keep personal finance
Experience in completing laboratory courses at undergraduate level.	х		records and manipulate data for presentations.
Experience in completing assessment of laboratory courses at undergraduate level.	x		
Conscientious and meticulous with practical work and data recording.	x		
Familiar with principles of experiment development and validation. Training will be provided.	•	х	
Skills and/or Abilities			
Excellent verbal and written communication skills.	X		
Computer literate, for example use of spreadsheets.	x		
Ability to work with supervision, independently and as part of a team.	x		
Good time management skills and ability to work to deadlines.	x		
Highly motivated.	x		
Willing to get involved with new ideas and initiatives.	x		
Personal Qualities			

г



## **Be Specific with Your Evidence** Which is more convincing?

Team work: Group presentations on my course

**Team work:** collaborated in a team of 4 over 2 weeks to develop and deliver a presentation on [topic], which received a mark of 75%

## Remember to Quantify and Show Outcomes

### **How Many?**

• Tell the reader how many e.g. I saw 10 customers every 15 minutes

### What Difference did you Make?

• Tell the reader what difference your input made e.g. the social media campaign resulted in a doubling of users.



### **Skill +** Evidence + Quantification



# **Writing Personal Profiles**

Only write them if you can make them strong.

No profile is better than a weak profile!



# **Personal Profiles**

I am a dedicated student with excellent communications skills and team working skills. I am keen to work in industry and feel that I have the right skill set for this. I am interested in cleantech and feel I would be a good member of the team.

**Weak profile:** does not address any of the skills from the person specification and does not give any supporting evidence.

# **Personal Profiles**

*Experience of analytical chemistry* - studied principles of chemical equilibrium and accuracy of measurement including high performance processes like GC/MS; achieved a 1st for this module.

*Comfortable with pressures of a start-up* - - commended for my dedication and drive by co-founder of Chemtech during my STEP Summer Placement, May 2015.

*Lab experience* - experience of working in commercial research and academic laboratories where I worked well under pressure and delivered to tight deadlines.

**Good profile:** highlights three key skills from the person specification with specific examples of how they used the skills

# What do you include in interests?

"I like books, films and spending time with friends and family"

"So does almost every other human being in the western world. If you're going to talk about your personal life, at least make it interesting... List *key personal projects*..."

### **Quote from recruiters at Quora**

http://www.telegraph.co.uk/finance/jobs/11315840/Eight-reasons-employers-are-binningyour-CV-without-reading.html



# What do you include in interests?

### **Community Interest**

• **Team work:** worked in a group of 12 undergraduates, talking to school age children about the benefits of doing a science degree at University

### Sport

• **Organisation:** successfully organise five-a-side football tournaments, including managing all bookings, venues and participants and helping coach my own team

# Readability

- ✓Bullets: to make text easy to read
- ✓Clear section headings to differentiate different areas of CV
- ✓ Bold text or subheadings for skills
- ✓ Be succinct: e.g. avoid personal pronouns
- ✓Enough white space

# Grammar

Do not use 'I' (first person pronoun/personal pronoun)

### NO

"I was responsible for establishing a new student society." YES

"Was responsible for establishing a new student society.

• Use the past tense for historic stuff



# Accuracy

- NO spelling errors
- NO grammatical errors
- Past tense for things that have finished; present for things happening now
- Consistent formatting (consistent font for titles/content and margins)



# Label Skills Use them as subheadings

"Human beings are all **scanners** now: instead of painstakingly reading text, they scan the page looking for **relevant** or familiar words. Make sure that your CV is loaded with keywords that show your skills."

http://www.telegraph.co.uk/finance/jobs/11315840/Eight-reasons-employers-are-binningyour-CV-without-reading.html

# This is how the selection panel will assess your CV!



#### Marking Scheme for Chemistry Undergraduate Summer Internship (Year 1 Symmetry)

Name of Applicant.....

Date Assessed.....

E/D	Criteria	0	1	2	3	Points			
		points	Point	Points	Points	Awarded			
	Knowledge and Experience		1						
E	Completion of the CHEM1006 Chemical Skills module								
E	GCSE English and Mathematics at Grade C or above or equivalent qualification								
E	A grade of 70% or above in the CHEM1006 symmetry coursework (2016/17)								
E	High confidence of symmetry operations and point groups								
E	Confidence in using Moodle								
D	Ability to edit websites (for example, HTML)								
D	Knowledge/experience of photo-sharing applications								
	Skills and/or Abilities		_						
E	Verbal and written communication skills								
E	Interpersonal skills and the ability to liaise with a variety of people, including the ability to								
	relate to staff and students in a teaching and learning context								
E	Ability to interact with small and large groups of students with differing abilities								
E	Ability to prioritise and organise own workload								
E	Ability to work under pressure and to meet time-critical schedules								
E	Ability to work independently and as part of a team								
	Personal Qualities								
E	Commitment to developing high quality skills in web-based chemistry exercises and their	Assessed at interview stage.							
	design								
E	The desire to develop experience to support a chemistry professional or research career	7							
E	Enthusiasm to acquire new skills to support your work and a commitment to keeping skills	7							
	and knowledge up to date								
	Other								
E	Specificity of evidence – are the examples of skills and abilities clear and understandable?								
E	Use of outcomes - have they illustrated impact from their input?								
E	Quantify – have they quantified, where relevant e.g. how many hours of Moodle use?								
E	Readability – is it possible to read the CV quickly, retrieving relevant information?								
E	Font formatting – is font and formatting clear and consistent?								
E	Accuracy of spelling 0 errors = 3 points, 1 = 2 points, 2 = 1 point, 3 or more = 0 points								
	TOTAL POINTS		•						



Marking Scheme for Chemistry Undergraduate Summer Internship (Year 2 Development of Laboratory Workshops)

Name of Applicant.....

Date Assessed.....

E/D	Criteria	O points	1 Point	2 Points	3 Points	Points Awarded
	Knowledge and Experience	points	Point	Points	Points	Awarueu
E	Studying for an undergraduate degree in Chemistry or relevant related discipline					
E	GCSE English and Mathematics at Grade C or above or equivalent qualification					
D	Familiar with safety procedures, use and operation of chemicals and equipment typical to					
	chemistry laboratories. Training will be provided					
E	Experience in completing laboratory courses at undergraduate level					
E	Experience in completing assessment of laboratory courses at undergraduate level					
E	Conscientious and meticulous with practical work and data recording					
D	Familiar with principles of experiment development and validation. Training will be provided					
	Skills and/or Abilities					
E	Verbal and written communication skills					
E	Computer literate, for example use of spreadsheets					
E	Ability to work with supervision, independently and as part of a team					
E	Good time management skills and ability to work to deadlines					
E	Highly motivated					
E	Willing to get involved with new ideas and initiatives					
	Personal Qualities					
E	Commitment to developing high quality skills in experiment design	Assessed	at interv	iew stage.		
E	The desire to develop experience to support a chemistry professional or research career					
E	Enthusiasm to acquire new skills to support your work and a commitment to keeping skills					
	and knowledge up to date					
	Other					
E	Specificity of evidence - are the examples of skills and abilities clear and understandable?					
E	Use of outcomes - have they illustrated impact from their input?					
E	Quantify – have they quantified, where relevant e.g. how many hours of Moodle use?					
E	Readability - is it possible to read the CV quickly, retrieving relevant information?					
E	Font formatting – is font and formatting clear and consistent?					
E	Accuracy of spelling 0 errors = 3 points, 1 = 2 points, 2 = 1 point, 3 or more = 0 points					
	TOTAL POINTS					



#### Marking Scheme for Chemistry Undergraduate Summer Internship (Year 3 Online Skills Training Resource)

Name o	of Applicant		Date Assessed				
E/D	Criteria	O points	1 Point	2 Points	3 Points	Points Awarded	
	Knowledge and Experience	ponto	1 01112	1 01110	1 01110	rindice	
E	Anticipated to pass year 3 of undergraduate chemistry degree						
E	GCSE English and Mathematics at Grade C or above or equivalent qualification						
E	Confidence in using web based resources such as Moodle						
D	Experience of coding						
D	Confident in designing web based resources						
	Skills and/or Abilities			-			
E	Verbal and written communication skills						
E	Good interpersonal skills and the ability to liaise with a variety of people, including the ability						
	to relate to staff and students in a teaching and learning context						
E	Ability to interact with small and large groups of students with differing abilities						
E	Ability to prioritise and organise own workload						
E	Ability to work under pressure and to meet time-critical schedules						
E	Ability to work independently and as part of a team						
	Personal Qualities						
E	Commitment to developing high quality skills in web-based chemistry exercises and their Assessed at interview stage.						
E	The desire to develop experience to support a chemistry professional or research career	]					
E	Enthusiasm to acquire new skills to support your work and a commitment to keeping skills and knowledge up to date	7					
	Other						
E	Specificity of evidence – are the examples of skills and abilities clear and understandable?						
E	Use of outcomes - have they illustrated impact from their input?						
Е	Quantify – have they quantified, where relevant e.g. how many hours of Moodle use?						
E	Readability - is it possible to read the CV quickly, retrieving relevant information?						
E	Font formatting – is font and formatting clear and consistent?						
E	Accuracy of spelling 0 errors = 3 points, 1 = 2 points, 2 = 1 point, 3 or more = 0 points						
	TOTAL POINTS						



# **Cover Letters**

### Looking at the cover letter in your pack What goes in a good cover letter?



# Greeting

- Try to find a name as it sounds more personal and can show you have done some research about the company.
- If the job advertisement does not specify a name it is worth contacting the company to ask the name and the title of the person you should address the letter to.



# Introduction

The first paragraph needs to be very clear.

- Include who you are e.g. current 2nd chemistry student at UCL
- Why you are writing? i.e. to apply for internship X.
- Say where you saw the position advertised i.e. as advertised by email.



# Why Them?

Tell the employer why you want this internship

- Show your motivation and enthusiasm
- Demonstrate that you understand what the internship involves and that you have done your research
- Avoid vague statements and obvious flattery
- Be specific and illustrate your opinions with examples



# Why You?

Really emphasise why you are just right for this internship, in terms of skills, experience and character – refer to the JD.

- Illustrate your unique selling points with 2 or 3 strong examples, rather than try to cover everything
- Focus on the particular skills and experience the internship requires, using the JD.
- Use positive language and action words such as succeeded in or initiated
- This is also your chance to deal directly and positively with any gaps or weaknesses in your CV e.g. why did you need to resit an exam?



# **The Ending**

- Your closing paragraph is an opportunity to restate your interest and summarise your suitability.
- It is also a good place to state your availability for interview and to end on an optimistic note.
- Make sure you sign off in the correct way:
- 'Yours sincerely' if addressed to a particular person
- 'Yours faithfully' if you used Dear Sir / Madam



# Exercise 2: Checking Your CV Against the Internship JD

- Pair up with someone that is not in your year.
- You should have brought along your CV and the JD for which you are applying
- Exchange your CV with your partner, if you feel comfortable or check your own CV.
- You have a checklist using the checklist, ensure that your CV or your partner's CV fulfils all the criteria on the checklist.
- Add any comments at the bottom positive and negative.



# We have Covered

- CV Conventions
- What should a CV contain?
- How to lay it out
- How to **tailor** your CV for the job focussing on UCL internships
- How to **sell** yourself using specific **evidence** of your skills
- How to write a profile include or not?
- What to put in the interests section
- Know the importance of:
  - ✓ Accurate spelling and grammar
  - ✓ Consistent formatting
  - $\checkmark$  Making it easy for recruiter to retrieve relevant info