



“Learn to Hunt” – Job Search **How to successfully find your next job**

Advice and techniques from an Executive Recruiter
“The Unicorn Hunter”

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Do you have the skills required to master a successful job search?

300+ years ago if you wanted to survive you needed to learn to hunt. The skills required to hunt are not natural inborn, innate, abilities for humans. The most skilled hunters learned from mistakes, they learned from others, and they shared information to prepare for the hunt. Practice and skill development were important to a successful hunt. Finding the prized target is the result of a focused, planned effort often requiring the help of others.

Conducting a job search to find “the right job fit” requires skills that can be developed. *“Learn to Hunt”* follows a process of progressive skill development and preparation. Developing hunting skills can be critical to avoid a costly misstep and a missed critical opportunity in the search process.

The hunter should be aware that they are competing with other hunters for the same target role. The advantage often favors the best prepared, skilled hunter. The employment market place is a highly competitive environment. Gaining an edge to land a target role can have significant long term career implications.

“Learn to Hunt” will prepare you for your job search, to find opportunities and respond appropriately when you encounter that prized target position. *“Learn to Hunt”* is a guided process of skill development to help you learn to hunt for a new job.

“You can’t just wing the job search to be truly successful.”

Learn while avoiding the harsh lessons from mistakes

Often the inexperienced hunter will be anxious to rush out and begin the hunt. They rush to prepare a resume based on some preconceived understanding of what they think is expected on a resume. They begin responding wildly to job postings. They likely have not considered the techniques used by employers to find and select talent. They have not followed a process to clearly understand the target role and the steps required to get there. They often start with little to no preparation.

Preparation

Embrace the concept of Stephen Covey from the Seven Habits of Highly Successful People, “Begin with the end in mind”. Many job hunters have not considered the entire search process. They are clumsy, stumbling from one step to the next. They learn as they go often from hard lessons through critical mistakes. They start running in a direction without thinking about what will be required and the best way to achieve those goals. When focused on a narrow industry in a small geographic market these mistakes can be a major setback. “Winging it” can result in botched interviews and squandered networking meetings. Preparation for the hunt is an important step in the search process.

The unprepared job hunter will share words like, “I’m looking for a job.” When asked what kind of job they ramble things like I want to use my skills, I want a stable company, I want it to be close to my home. The lack of preparation can result in painful lessons that may derail the search by damaging their brand image. The more senior the target role, the more critical the need is for preparation for the search.

Preparation is about understanding the entire job search process from considering a job change to the on boarding process. This is a high level overview of the process.

Strategy – The target role and path to the target

Resume and Profile – Marketing documents

Mind Set – Are you ready to hunt?

Network – Learn to effectively network. 80% of the available jobs are not posted.

References- Who, why, how and when

Interview Preparation - Phone, Video, On-site

Job Offer – The entire package

Onboarding – The critical first steps – build a 90 day plan

Follow up – Search close and follow up

This program includes proprietary details not listed here.

Excerpt from the: **Chapter: Resume**

Is your resume doing its best work for you? What do you want the resume to accomplish for you? Is the resume focused on a target role or is it a dense career summary chronology replete with bulleted tasks hopeful that some experience may resonate with a possible employer?

If you ask 100 people advice about a resume you will likely get 100 different responses or more! *The resume is a marketing document in the job search.* It should be written to invite a conversation with those you are interested in working with to further the development of the relationship. How a resume is prepared reflects a sample of your skills and it is often the first sample of your work a hiring organization sees of your capabilities. The resume, alone, will not likely land you the job but it is an important step in starting a conversation to build the relationship that *will* land you the job.

Throughout the centuries, effective hunters have observed nature and have learned and applied the techniques used by animals to hunt. Are you writing your resume to conform to follow the herd migration like a wildebeest or are you focused on a target, hunting like a cheetah?

It is important to see and to understand the entire search process and your target before you write your resume. The resume should fit into your overall job search strategy. What are you hunting? Have you defined the target role? The resume should focus on your target role and should be clearly defined to the target reader.

More critical details to gain an edge as a hunter follow...

Contact me to ***“Learn to Hunt”***: Network.and.Grow@TartanGroupLLC.com