

SEO Your Resume Like a Pro



Platinum member



AGENDA

- Keys to a Great Resume
- Placement & Frequency of Keywords
- How to Send your Resume
- Key Words are Mandatory



Keys to a Great Resume

- Consistency of resumes sent to recruiters
- **Clear and concise resume** – maximum 6 pages
- **Complete contact information** – not in the header/footer
- **Include your full name** – use both first and last name
- **Don't assume that others will assume** – not on your resume = you don't have it
- **Ensure everything on your resume is verifiable** – including education and certifications
- **Proofread** – check spelling and grammar every time
- **Over bolding key words** – skills, technologies should not be randomly bolded
- **Remove tables or complex formatting** – this ensures ease of editing



Placement & Frequency of Keywords



Keyword Use

Include relevant keywords throughout the body of your projects and not just the summary



Repetition is necessary

Key skills in jobs should be mentioned 6-8 times in your last 5 years of work



Technical Skills

These should be included with each project and not in a summary at the top or bottom of resume

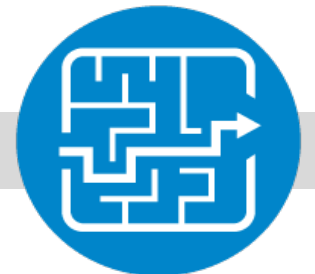


Keyword Placement

Keywords used early in the resume are valued higher than those lower in the resume

How to Send Your Resume

- **Send a Word format of resume** – speed to market is key and your resume is edited for every role
- **Provide a complete address** – include your Street, City and Province and Postal
- Radial search is driven off of postal code
- Remove from header/footer and place in the body of the document as parsers do not see this information
- Non abbreviated form of Province are better for search
- Remove graphics, logos and pictures



Key Words are Mandatory

- **Long Form and Abbreviation (bracketed)**
 - Project Management Professional (PMP)
 - Systems Requirements Specifications (SRS)
- **Industry** – include the industry within the text of the assignment (Financial Services, Banking, Insurance, Retail)
- **Sub segment experience** – include keywords that are associated with the industry segment that further narrows your experience (Wealth Management, Capital Markets, Property and Casualty (P&C))
- **Additional key words that may be associated** – i.e. Capital Markets- derivatives, securities, trading systems (Charles Rivers), stock/bond issues
- **Relevant law and regulations** – include experience or training with specific laws or regulations (Basel, Volcker, Dodd Frank, SOX, etc.)
- **Be inconsistent and creative with words** – i.e. Social media, social networks, social networking, Facebook, Twitter, LinkedIn, Pinterest, Instagram
- **Include languages** – Bilingual – French and English (state the language and your fluency)
- **Include size and scope of projects** (budgets and # of resources)
- **Job titles** – don't change your title but hyphen to an industry recognized title or include two job titles if dual role held. (i.e. Senior Consultant/Java Developer or Business Analyst/QA)

Role Match

Your target job title should be compatible with the title that's being advertised

Value Match

Find overlap between your previous responsibilities and qualifications

Skill Match

Identify the hard and soft skills from the job opening and mirror the same language in your resume.

Job Description

JAVA DEVELOPER

As Java Developer you will be part of the overall Build team for the program. You will be responsible for design and application development of Java components for the Reporting and Control application. You will liaise with the Enterprise Architecture team to ensure that the software developed is supportable, maintainable and follows bank architectural and software standards.

Must Haves

- The role is a good combination of design (40%) and development (60%)
- 6+ years of experience as a Java /J2EE Developer in a large enterprise wide projects
- 5 years hands-on experience with Java/J2EE
- 6 years with Spring, Hibernate, Tomcat, JUnit, Ant, Maven, Eclipse, Web services/SOAP/REST, Multithreading, Performance Tuning
- 3 years with Solid team lead exp and a consultative approach
- 5 years with DB2 and MS SQL
- 5 years in Banking and Financial Services
- Proficiency working with different source systems.
- Solid exp working with Dodd Frank, Compliance and Regulations
- Excellent understanding of SDLC lifecycle including waterfall and agile methodologies
- Strong communication skills (verbal and written) in order to communicate well with the technical team and the larger global team
- Excellent analytical skills required to facilitate strategic database planning and solve tactical technical and business problems
- Strong understanding with Agile and Waterfall.
- Ability to multitask and work under pressure
- Self-motivated and ability to take initiative

Nice To Haves

- Frontend expertise like JQuery is an asset
- Capital Market and Foreign Exchange

Job Requirements

- Participate in peer reviews of business requirements
- Design, develop and unit test Java components
- Document and maintain design diagrams
- Responsible for task estimation
- Interact with team leads to ensure designs are thorough, consistent and meet long term design objectives
- Troubleshoot functional and performance issues in development and test environments
- Communicate risks and issues to the team lead in a timely manner.
- Comply with mandated policies and procedures and contribute to procedural improvements.

Resume

JOHNNIE DO | SENIOR JAVA DEVELOPER

3120 Noble Autoroute | Regina Beach, Manitoba, R2M-4S7, CA | gincognito@gmail.com | (204) 395-3212

Summary of Qualifications

A Senior Application Java Developer and Technical Team Lead with extensive experience in all phases of software development as well as customer service who contributes to the design, development, implementation, verification, testing and delivery of high quality products in a team-based environment.

- Two years of architecture design in the capital market systems: settlement, market data, counterparty credit risk
- Six years of progressive Banking and Financial Services experience
- Ten years of professional experience in design and development of production software:
- C++, Java under UNIX.
- Self motivated individual with strong analytical, problem solving, and coaching skills with an ability to learn quickly and to take the initiative to meet customer needs.
- Extensive knowledge and experience including:
- Enterprise Architecture Framework
- C++, Java/J2EE, Perl, PL/1, Python, UML, XML, PL / SQL, Maven, ANT, Spring, Hibernate, Tomcat, Eclipse
- UNIX, Linux, WebSphere Application Server (WAS), Stratus, MS Windows, Solace, Triarch SSL, Tuxedo, Sybase, DB2, MS SQL Server.
- STAMP, TBF, CBF (TSX), FIX, SMTP, MQ Series, WAP, OOA/OOD/OOP, TCP/UDP/IP, EFT, ISO 8583, Multithread

Professional Experience

BANK OF TORONTO, Toronto

October 2012 – March 2015

Sr. Java Developer and Technical Team Lead

Worked in \$1.5M, 24 person Market Analyst Project (Financial Services and Banking)

- Designed new features of real-time Risk Management application; integrating core Java components with C# .NET framework subsystem in both Windows Server and Unix.
- Responsible for the documentation and maintenance of the design diagram and ensured compliance with long term design objectives
- On the Java side, developed with Spring framework and Oracle database.
- Develop multithreaded Web Service (REST) and WCF to communicate between RiskOrigin (Java/J2EE) and RiskAnalyst (C#)

DJK SECURITIES, Toronto

March 2011 – September 2012

Senior Java Developer/Technical Team Lead

Worked in a \$1.2M, 11 person Foreign Exchange Technologies team (Financial Services and Banking)

- Developed new features of the Wall Street System (WSS), working Foreign Exchange (FX) NFR and Swap for Dodd Frank Act Regulation, using core Java based on XML, Linux, TIBCO EMS and Oracle 11g for real-time, multi-threaded capital markets trading applications (FX) in both Windows Server and Unix.
- Migrating Foreign Exchange (FX) trading channel from TIBCO to Solace to enhance trading performance.
- Automated application build process of core Java-based new WSS modules in Ant