

# Professional Impressions

## Resume Writing & Career Coaching

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### VIP CLIENT/NETWORK - CAREER SERVICES & COMMUNITY NEWSLETTER

#### Networking Corner

Meet Professional Impressions clients looking for a new opportunity....

Who do you know with an opportunity to connect them to?

Congratulations on the new job  
Mike & Kristen!

- Senior Business Analyst
- Compensation Director
- IT Executive – 2- CO, 1 CA
- QA Director - TX
- Sales/Biz Dev/Acct Exec (5)
- Sales Executive Healthcare Leader
- Systems Admin/ Tech Project Lead
- Technical Support Analyst (MI)
- System Engineer -NJ
- Customer Success Manager (2)
- Product Development Manager
- Process Automation Consultant
- Executive Admin & Admin Assistant
- Museum Exhibit/Project Designer
- Accounting Executive
- ETL Developer
- Sales Support/Data/Reporting Analyst
- Project Manager (3)
- Business/Technology Executive
- Tax Manager
- Restaurant Operations Consultant
- Project Analyst
- Clinical Strategist – TX
- SAP/Hybris Architect
- Program Manager
- Director of Operations- manufacturing
- VP – Product Delivery
- Strategic Marketing Exec
- D&I/Cultural Transformation Expert
- Incident/Problem Manager
- Global MSP Executive/Partner Strategy
- Technical Writer

Please let me know if I missed anyone. And if anyone has found a job that I have included, let me know.

Hello,

Wow! This year is flying by already. Can you believe it's almost May? I love this time of year as we get into spring and summer and the days warm up.

**Is it time to heat up your job search?** I have recently made some awesome new connections with some of the top companies in Denver as well as Recruiters in the area who are eager to fill positions. I read a staggering statistic today—did you know that only 1 person out of 150 found a job by applying online? WOW!

Please let me help you build your network and simplify this process by taking out the frustration of applying online and getting zero response!! One of my new Corporate Talent Acquisition connections told me today that it is critical for job seekers to stand out in their resume. You cannot just throw anything together and hope to get a job. It must be compelling and sell them on why you are a fit for their job with a format and content that shows your achievements, and it must be tailored to their description. If you are applying for jobs that are only partially a fit, you are going to wind up very frustrated.

LET ME HELP YOU! I can prepare your resume and make connections!

**Are you a consultant thinking of starting your own consulting business? Not sure how to market yourself?** I can help you prepare your LinkedIn profile to showcase your business branding, Executive profile for marketing, website content editing, business name, networking etc...

Thank you for your referrals and recommendations! I appreciate you all so much!

*Nicki Massman*

#### 10 ways to Spot a Disorganized Organization During the Interview Process

1. If they are rude and dismissive with you during the hiring process, that's a bad sign.
2. If they demand your salary history or current salary details, they do not value talent as much as they think they do.
3. If they inform you of your scheduled interview time versus asking you what date and time would be convenient for you.
4. If the recruiting process is full of extra steps, tests for you to take, unexplained delays and terse, auto-response messages, it might be a sign of things to come.
5. If you meet your hiring manager and you don't like them, your gut is speaking. Pay attention!
6. If you're not allowed to meet with your prospective coworkers "because they're too busy," you know a lot about the culture (and it's not good).
7. If they ask you a lot of questions but don't give you time to ask them questions.
8. If they won't tell you flat out what the salary range is, run away!
9. If they keep bringing you back for more and more interviews but never explain when their recruiting process will conclude, take off. They don't deserve you. They may be stringing you along just to steal your ideas.
10. If your trusty gut won't let you fall asleep at night, then this is the wrong job for you. Always trust your gut. It knows what's best for you!

#### Hot Jobs

2-3 IT Recruiters, Salesforce Developer, DevOps Engineer, PM, Ruby on Rails Developer, Business Systems Analyst, Data Conversion Engineer, C#.NET Developer, Group Controller – Boston, Tax Partner, COO (2), CFO, Controller, Brand Creative Director, Director IT Operations.

*If you or someone you know are interested in any of these jobs, let me know and I will connect you with my Recruiter contacts.*

**Refer a friend to me to write their resume or for career coaching and receive a gift card as part of my Referral Program.**