



how do I get my first job in IT?



At Randstad, we're committed to your professional advancement. To support your success, we developed a guide filled with tips from recruiters that specialize in the IT sector.

This eBook will help you take all the steps to get the IT job you really want!

topics covered:

1. How to analyze the job market
2. Tips for a standout resume
3. Managing your online presence and profiles
4. How to begin your job search
5. Interview prep advice
6. Tips for targeted, effective networking
7. How to round out your work experience
8. What can our recruiters do for you?

research, aim, fire

Before you land your first job in IT, you need to know what you're in for! It's important to stay up-to-date on industry news and employer requirements.

You've probably already noticed that change is the only constant in the world of IT. Even if you're a new graduate, or if you've been at your job for a short while, it's important to keep tabs on how the market's needs are evolving.

here are recent IT highlights:

- Full-stack developers are the most sought-after developers.
- The most in demand skills employers look for are Java, Linux, Python and JavaScript
- In 2018, the number of IT jobs increased by 11,500, making it one of the fastest-growing sectors in Canada.
- IT jobs offer extremely competitive salaries, with a median income of \$83,500 – up \$2,000 compared to 2018.

5 steps to stay on top of the IT job market's needs

Before kicking off your job search, analyze the positions you want and verify whether or not you have what it takes to get hired. This reality check can make all the difference in helping you determine which jobs are a good fit for you.

1. Make a list of 2 or 3 jobs that correspond to your skill set.
2. For each job type, print out 5 job postings that interest you.
3. For each posting, highlight the skills you have in green, and the ones you don't have in yellow.
4. Create a document with two columns: one for green skills, one for yellow skills. This will act as a summary of your strengths and weaknesses for this particular job opportunity.
5. Make a plan to fill the professional gaps that were revealed by these job postings.

[Download the technology salary guide](#)



create an outstanding resume

Your resume shouldn't just be up-to-date: it needs to clearly demonstrate your abilities and accomplishments. Think of it as a sales tool! Beyond simply listing your skills, it should showcase your professional wins as well.

In order for your resume to pass the skim test (an overview that lasts no more than a few seconds), you will need to grab the reader's attention with clear and concrete elements. Here's how.

- Organize information properly using titles and bulleted lists.
- Make sure that the first half-page is especially impactful.
- Remove any skills and experience that are not relevant to the job you are applying for.
- Opt for a neat page layout that promotes readability.
- Limit yourself to 1-2 pages.



don't forget your cover letter

Did you think that cover letters had gone out of style? Think again – they can often make all the difference when you're looking for your first job in IT. Here are the 3 elements you'll need to include:

1. Introduction: explain why you want the position.
2. Body: demonstrate that you have the skills they're looking for.
3. Conclusion: thank the hiring manager and mention the follow-up you plan on conducting.

Always aim for clarity and conciseness. Be as convincing as you can – use your cover letter to set yourself apart from the other candidates.

Check out [this article](#) for even more advice on creating your cover letter!

must see content

[does your resume pass the 6-second skim test?](#)

[how to proofread your resume like a professional editor](#)

polish your online presence

Your resume and cover letter are integral parts of each job application, but your web presence is equally important. Before you apply, take a look at the following facets of your online presence to make sure you're putting your best face forward!

your linkedIn profile

5 elements to refine:

- Claim a personalized URL
- A title with a touch of personality
- A professional photo
- A powerful summary
- Recommendations

your personal website

5 elements to verify:

- Is it up-to-date?
- Does it accurately reflect your personal brand?
- Is the content in line with the jobs you're applying for?
- Does your 'about' page mirror your resume?
- Is your contact information accurate?

your professional profiles

Sweep your entire digital ecosystem

- GitHub
- Twitter
- SlideShare
- Blog publications
- Etc.

your social media

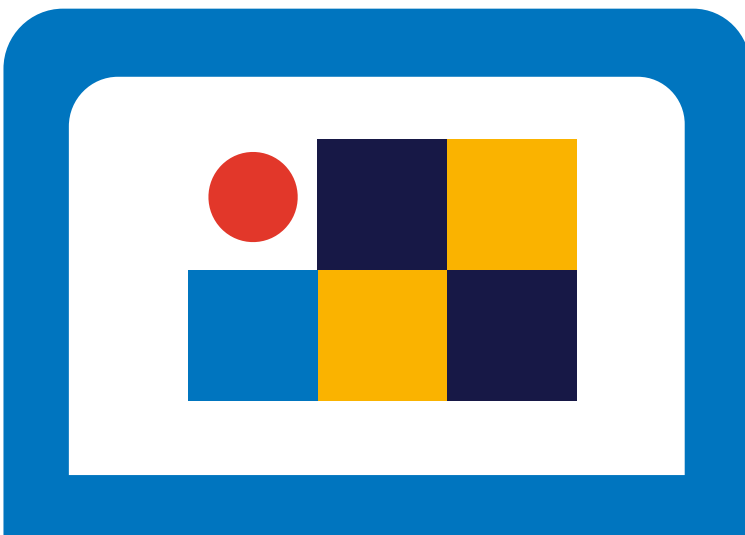
Clean up your digital footprint including:

- Social accounts, such as Reddit
- Content platforms like Hacker News
- Feedback sites like Google Reviews
- Etc.

keep exploring:

Article: [Give your LinkedIn profile a facelift](#)

Article: [Creating your personal brand](#)



ready, set, search

You're officially ready to get started!

When you're looking for your first job in IT, you need to juggle multiple things at once, without letting anything slip through the cracks. To get things moving quickly, you will need to set many plans in motion at the same time, while constantly keeping an eye out for important information.

Follow companies that interest you on LinkedIn and Facebook.

Sign up for [job alerts](#) using relevant keywords.

Reach out to your network to let them know you're looking for a job.

Check out [available job postings](#).

Apply to jobs that interest you and follow up diligently.

preparing for interviews

The interview is a crucial point in your job hunt! Make sure you're well-prepared to respond to questions regarding the path that lead you here, your accomplishments, and what's motivating you to work at the company in question. Here are some tips for ensuring peak performance!

- Thoroughly read the job description so you understand it inside out.
- Take note of your achievements that are in line with the skills required for the job.
- Read up on the company, its products, its services, and culture.
- Prepare answers for questions related to your personality and work habits.
- Write down a few questions about the position and the company.

must see content

[preparing for each step of the IT recruitment process](#)

[how to make an impression at a job interview](#)



managing stress the day before an interview

the day before

- Picture yourself arriving confidently and calmly.
- Prepare your outfit and double-check the commute.
- Go to bed early.

the day-of

- Re-read your notes.
- Take a walk or do some exercise.
- Leave sufficiently early.

15 to 30 minutes before

- Listen to relaxing music.
- Breathe deeply – clear your mind.
- Go over the names of the people you're meeting.

targeted, effective networking

You can't conduct your IT job search exclusively from your computer or phone! You need to put yourself out there in order to truly understand how the industry functions.

Here's how to network effectively during your job search.

attend recruitment events

- Consult Jobs Canada Fair
- Check the event calendar at local event centres

attend conferences related to your industry

- Search event platforms such as Eventbrite or Meetup
- Consult specialized sites, like Randstad

participate in bootcamps or hackathons

- Use forums and industry sites to find local events
- Sign up for the hackathons or other interactive events to test your IT skills



networking tips

quality over quantity

It's better to develop a handful of valuable connections than a laundry list of superficial acquaintances.

be a helper

Get to know the challenges facing different people and organizations, and whenever possible, offer your help "pro bono." This will earn tons of brownie points while highlighting your professional skills.

publicize your attendance

When you're planning on attending an event, post about it on LinkedIn. You should also try to find out whether any key individuals relevant to your job search will also be there.

flash your best smile

When you're networking, your attitude is your most valuable asset. Be open-minded and curious, and don't be shy to break the ice with people who seem to be looking for a friend.

publish an event summary

To further increase the impact of your attendance, write up a summary about the event. People may choose to share your content, which will boost your visibility!

round out your work experience

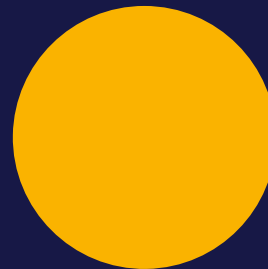
If you're a new graduate or at the very beginning of your career, you might be working with a fairly bare-bones CV. To start racking up accomplishments and experience, you'll need to create opportunities for yourself.

volunteer

One of the best ways to round out your professional journey is to donate your time to community projects or organizations. This will help you garner experience in a domain that interests you, minus the pressure that comes with a full-time or salaried role! In addition to helping out, you'll grow your network and make connections that may be very useful down the road!

See also:

[How volunteering can benefit your career](#)



never stop learning

Whether it's a webinar or online certification, it's always a good idea to keep adding to your professional toolbox. In IT, there are lots of training options available online that can be pursued outside of regular work hours. Check out some websites that specialize in tech training to find courses covering subjects that interest you.

LinkedIn Learning

LinkedIn Learning is one of the most comprehensive resources for picking up new tech skills. If you want to brush up on your skills or learn new ones, it's a great place to start.

Udemy

Udemy has 65,000 online courses, many of which are very affordable. Check out past user reviews to make an informed choice.

Pluralsight

This site will help you evaluate your skills and choose the right training courses for your needs.

take on a personal project

If you are self-taught, you can take on a personal project to expand on your existing skills or learn something new. Developing a game, an app, or a website in your spare time can increase your credibility with a form of technology that is highly sought-after by recruiters!

our team is on your side!

Did you know that our IT recruiters can help jumpstart your career?

Our services (which are free, by the way) can make all the difference in your job search.

With the help of our team, you can.

- access otherwise-hidden job markets;
- receive advice catered to your skills and personality;
- capitalize on our relationships with well-known companies;
- learn how to perfect your resume and your interview skills;
- and much more!

connect with us