

## **How to 'Rev Up' a Stalled-Out Employment Search.**

*By Robert Half/Accountemps*

You've sent out what seems like a mountain of resumes, hoping to take advantage of the improving employment market. But no one is calling you for an interview. What are you doing wrong?

If you've been in the job market for several months, or longer, and you're not connecting with possible opportunities, your problem may be more than the lukewarm economy. While you may not be doing anything "wrong," you may not be doing enough of the right things. Here's some advice for breathing new life into a stalled-out employment search.

### **Reassess your resume**

No matter your experience level, your resume should be a reflection of the current you. It should highlight the skills, talents and accomplishments that will make you most marketable and valuable to an employer today. Try to quantify your achievements whenever possible; for example, show how your efforts helped your previous employer improve efficiency or reduce costs.

If you're a seasoned financial professional, focus on showcasing your most recent positions, and not all the fine details of your career. This will help you to avoid appearing overqualified, which could keep you from being considered for a position.

Also evaluate the format of your resume. For instance, an executive summary that succinctly highlights your most relevant, notable qualifications and accomplishments often replaces the traditional "career objective" today. This gives hiring managers a snapshot view of what's most important to know about you as a financial professional. Accountemps provides information on current resume trends at <http://www.accountemps.com/Career-Advice>.

### **Broaden your network**

The depth and breadth of your professional network really can make a difference when you're looking for work. So, if your network is light on contacts – or consists primarily of peers also looking for jobs in the field – it's time to increase your visibility and meet new people in your industry.

Take advantage of networking events and other activities offered by local business organizations or professional associations, such as the CPA. Online networks, like Facebook, LinkedIn and Twitter, can also help you make connections with potential employers.

Just keep in mind that whether you choose to network online or in person, you must be strategic. Taking a shotgun approach simply wastes your time. Focus on cultivating contacts who can introduce you to hiring managers or other key decision-makers at the companies you're considering.

### **Seek professional guidance**

Maybe you've been close – more than once – to landing a great job, but for whatever reason, you didn't get the offer. The hiring process can be an emotional rollercoaster even for professionals newly exploring opportunities; for those who've been out of work for some time, a rejection after nearly securing a position can be extremely discouraging.

Don't give up. Many skilled financial professionals are experiencing prolonged employment searches right now. Consider seeking the advice of a career coach or professional recruiter. They can recommend next steps, help you target your search, or direct you to job leads you've not yet uncovered. A career coach can help boost your confidence, and provide advice for clarifying your professional goals. A specialized recruiter can offer similar guidance and assist you with finding temporary positions, so you can earn income – and keep your skills fresh – while you continue to seek permanent employment.

By fine-tuning your resume, expanding your professional network strategically, and seeking advice from reputable career consultants, you'll likely shorten the wait to your next interview – and more importantly, to your next job offer.

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