Twitter Thread by Mads Brodt

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I've applied for a total of 10 development jobs in my life:

- 7 lead to interviews
- Of those 7, 4 was a good fit for me
- Of those 4, 3 offered me the job
- In all 3 cases, I negotiated a better deal

■ on what worked for me and what YOU can do to get similar results ■

1. Apply for the RIGHT jobs. Look for midsize to large companies, not necessarily tech related. These tend to get way fewer applications than traditional tech companies, so it's easier to get your foot in the door - and they also tend to be great environments for learning.

2. Spend time on your application. Make sure your resumé and written application is tailored to the exact position. Recruiters or hiring managers can smell a copy/pasted resumé from miles away. Use as many words from the job spec in your application as possible.

3. Have a portfolio. Show off your skills and some personality on your website. This is a nobrainer for front-end devs, but it's true for other areas too. It's a great way to stand out over other candidates by actually *showing* the value you can create and your experience.

4. Establish personal contact. Send a quick message or make a phone call before applying. Just introduce yourself to the person in charge of hiring and ask a simple question. It's the best way I find to make them remember your application when you submit it.

5. Move quickly and professionally. Answer every email / phone call right away, and use well-written and professional communication. This shows that you're proactive, take initiative and can communicate in writing - All great skills for any employee to have.

6. Prepare for the interviews. The first tends to be informal, but have a few questions ready for them. For technical interviews, practice beforehand - and make sure you focus on sharing your thought process and showing your problem

solving skills.

7. Negotiate. Never reveal your current salary, and try to make them say a number first. Provide a salary range, with the minimum being what you'd accept. Use other parameters like extra vacation days or WFH opportunities if they can't provide the salary you want.

Thanks for reading! Remember that you're also interviewing the company, so try to stay confident through the entire hiring process.

If this thread was interesting to yo, I go a bit more in-depth on some of these subjects in a blog post here: https://t.co/AASK9YayR0