

Résumé Rehab

Surviving the 6-second scan

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Why Bother Writing a Good Resume?

- There's a lot going on when someone reads your resume that you're probably not aware of
- It's frustrating enough getting rejected from jobs over and over again. But it's hellish getting ghosted by companies for months and barely landing an interview here and there.
- A good resume doesn't guarantee you the job. . .
 - . . . But it does increase your chances of getting that interview
- Also it goes without saying . . .
 - . . . But a bad resume *does* hurt your chances
 - . . . It's frustrating seeing people with impressive skills/knowledge get rejected because they can't express themselves in a way that's considered "correct"

The Three Pillars of Résumé Building

- ① Facts
- ② Aesthetics
- ③ Narrative

Pillars Explained

Facts

Can the reader glean important surface-level information and decide if they want to bother reading the whole thing?

In other words, the WHAT.

Aesthetics

Do you know how to present information and communicate ideas in a way that isn't annoying/loud/cluttered/rambly?

In other words, the HOW.

Narrative

Now that you have the reader's eager attention, how will you prove that you're a good fit? In other words, the WHY.

Essentially:

Does it look good?

Can I tell early on if I want to keep reading?

Do you make it easy for me to want to finish reading?

- Aesthetics shape how we perceive and understand narratives, and narratives provide a framework for interpreting facts and experiences
- The recruiter will never see you
- They will only see what you show them, and what they're looking for
- Recruiters make rules for applicants they don't like, and break rules for applicants they like

Pillar 1: Facts

- Anything you say on your resume is fair game for the interview
- Use keywords from the job listing to beat the ATS, but know what they mean
- Misspellings cost you credibility fast

Pillar 2: Aesthetics

- 1 page for early career, 2 pages only if highly experienced
- Do **NOT** put education at the top unless you have a two-column layout
- Max 5–7 items per list, 1–2 colours only
- Choose full sentences OR bullets, don't mix
- Be consistent

Pillar 3: Narrative

- The way you phrase your experience is a make-or-break factor
- Most people undersell themselves and don't go into as much detail as they should
- Try and follow the **APR format**: Action + Problem/Project + Result
- Be descriptive, but don't overwhelm the reader
- Most resume reviewers aren't actually the people you'll be working with

The Pareto Principle

Most people spend maybe 20% of their resume-writing time on narrative and APR... but in my opinion, it's about 80% of your resume's value

https://gradcenter.arizona.edu/sites/default/files/uagc_page/apr_method.pdf

Narrative: APR in Action

Bad

Worked on a hardware-facing API to improve performance

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Good

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Better

Streamlined a networked hardware API by compartmentalizing its design, resulting in a 45% reduction in job runtimes

Enter AI

Everyone's using it to write résumés now. And to screen them too.

AI Changed Both Sides of the Table

- Job seekers use ChatGPT/Claude to draft bullet points, cover letters, even entire résumés
- Employers use AI-powered ATS tools to parse, score, and rank résumés before a human ever opens one
- Basically, more applicants, more noise, and both sides trying to out-AI each other

Dangers of Letting AI Write for You

- Hallucinated skills or achievements. Remember, everything on your résumé is fair game in the interview
- Generic, sameish voice, recruiters read hundreds of résumés and can spot “ChatGPT voice” fast
- Keyword-stuffing that reads as ATS spam instead of a real narrative
- Buzzword bingo (“spearheaded,” “leveraged,” “synergy”) without substance behind it

It's Not Just You, There Are a Ton More Applicants Now

- 300+ applications per entry-level posting is normal now. LinkedIn sees about 11,000 applications submitted every minute, up 45% in a year
- Recruiters who used to screen about 80 applicants now face about 400. At that scale, automated triage stops being optional
- Junior software-dev employment is down about 20% since late 2022, while it *grew* for older workers in the same roles

<https://www.metaintro.com/blog/300-application-pile-ai-screened-resume-funnel-2026>

<https://www.rezi.ai/posts/entry-level-jobs-and-ai-2026-report>

Senior Hiring Runs a Different Pipeline

- Senior and exec roles lean on referrals, recruiter outreach, and network. Not the public “apply” funnel
- Outbound-sourced candidates are **8x** more likely to be hired than inbound applicants (Gem, 2026 analysis of 1.2M hires)
- Recruiters look for what an algorithm misses: unusual career paths, leadership signal, culture fit
- Bottom line, junior applicants hit the algorithm first, senior applicants often skip it entirely

<https://dishertalent.com/blog/automated-resume-screening-vs-human-review/>

Advice: AI as Editor, Not Author

- Draft your own bullets first. Let AI tighten and polish, not invent
- Use it to check your APR structure, not to write the Result for you
- Verify every claim is literally true. You will get asked about it
- Keep your own voice and specific details. That's what makes it sound like you, not a template

How to Cope: Practical Moves for Right Now

Do

- Prioritize referrals and warm intros, they skip the algorithm entirely
- Apply within 24–48 hours of a posting, before the flood buries you
- Tailor bullets to each posting's language with AI, but keep every claim true
- Build something you can point to, like a project, repo, or portfolio. It gives a human a reason to pull you from the pile

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Avoid

- Mass-applying with barely-personalized AI copies. Recruiters and filters both catch it
- Assuming a referral is cheating. It's literally how senior people get hired too
- Relying only on the portal. A message to an actual recruiter or alum beats another silent application

Let's Look at a "Bad" Résumé

(I got permission)

Pay attention to the:

- Information Density
- Information Placement
- Formatting

Pay attention to the **THREE PILLARS**

Exhibit A



Mobile: [REDACTED]
Email: [REDACTED]@gmail.com
LinkedIn: [https://www.linkedin.com/in/\[REDACTED\]](https://www.linkedin.com/in/[REDACTED])
Github: [https://github.com/\[REDACTED\]](https://github.com/[REDACTED])

SKILLS

- Java (6 yrs)
- Python (3 yrs)
- HTML/CSS (2 yr)
- R (2 yr)
- SQL (2yr)
- C# (1yr)
- C (1yr)
- Javascript (1 yr)
- MIPS Assembly (0.5yr)
- PHP
- MatLab
- Docker
- Git
- Pandas
- AWS
- Databricks
- Angular
- ASP.net
- Spark
- Unity
- Blender
- 3D modeling, animation, rendering
- 3D printing
- Laser cutting
- Adobe Illustrator
- Adobe XD
- Fusion360

EDUCATION

BS in Computer Science, University of Arizona - Tucson, AZ

Minor in Mathematics, University of Arizona

Minor in Information Science and Technology, University of Arizona

GPA: 3.64

Relevant Coursework: Web Development, Data Visualization, Software Development, Analysis of Discrete Structures, Algorithm Design and Analysis, OOP and Design, Game Development, Intro to Machine Learning, Database Design, Symbolic Logic, Intro to Human-Computer Interaction, Operating Systems, Computer organization, Data Mining, Data Engineering, Intro to Linear Algebra

EXPERIENCES

06/2018 - 07/2018

KEYS Research Intern, Cyverse - Tucson, AZ

- Developed an app that automatically aggregates and summarizes long non-coding RNA analysis results in the form of graphs and charts
- Brought app into Cyverse's Discovery Environment through the use of container technology such as Docker
- Created and presented research poster to the public

Projects

3D Game

- Developed and published a 3D adventure game using Unity
- Created scripts for enemy AI, player movement, player-enemy interaction, camera movement, health and stats
- Created 3d models, animations, uv maps, textures, and rendering using Blender
- Game can be found at: [https://\[REDACTED\]](https://[REDACTED])

2D Game

- Developed and published a 2D retro brawler game using Unity
- Created scripts for enemy AI, player movement, player-enemy interaction, health and stats
- Drew sprites and animations using aseprite
- Added particle effects and sound
- Game can be found at: [https://\[REDACTED\]](https://[REDACTED])

Minesweeper

- Created minesweeper game in java using MVVM architecture
- Worked on GUI, implemented save/loading, timer, and condition checking for valid moves
- Project: [https://\[REDACTED\]](https://[REDACTED])

Automatic Rube Golberg Machine

- Created automatic rube golberg machine using Arduino code, 3D printing, and Laser cutting
- Worked on robot arm construction, 3D designs, and 2.5D designs
- Project: [https://\[REDACTED\]](https://[REDACTED])

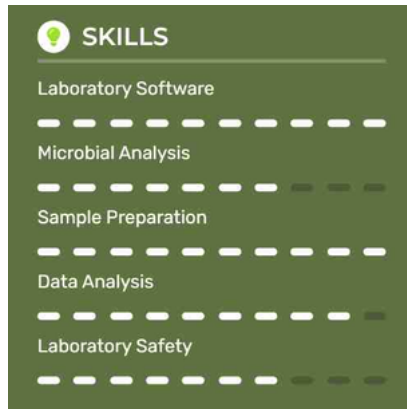
So What Did You Notice?

- What could have been done better?
- What did he do well?

Résumé DON'Ts

Don't include:

- Headshot / physical description, home address, hobbies
- Irrelevant coursework or anything from high school
- “Skill bars”



https://www.reddit.com/r/resumes/comments/1mr5wl1/22_yoe_senior_artist_senior_designer_united_states/

Let's Look at My Old Resume

Pay attention to how it's not like the one we just went over
Or is it? Who knows?

Old resume (used to get my current job, out of date since Oct 2023):

https://drive.google.com/file/d/1pJMoJ9ZA38_M0Q9z1LdA8246I0ls5wIo/view

Current resume:

<https://drive.google.com/file/d/1ifVlfaHvHo1JRlvtfRsPb0hPSeTwczA5/view>

But Remember...

Once you get good enough at your job, and have enough experience, people kinda stop caring what you put on your résumé

Case Study: Joseph Redmon

- Two CVPR (Computer Vision and Pattern Recognition) awards
- Dude made one of the most popular real-time object detection neural networks in the world
- He can put whatever he wants on his CV, he doesn't need one
- Last I heard, he's doing circus acts now

<https://townsquare.media/site/393/files/2013/09/Redmon-Resume.pdf>

Thanks!

Orlando Rodriguez