tech career:
tips + tricks.

thanos loumproukos

technology team leader/ randstad

randstad

agenda

randstad:

about us.

we try to match
the best people

...to the best jobs.

2020 salaries report.

position	band bottom	band top		band bottom	band top
application support engineer	1.300	2.500	IT project/program manager	2.800	4.000
big data engineer	1.700	3.400	IT security professional	1.200	3.500
business intelligence professional	1.500	3.800	IT service manager	2.200	3.200
chief information officer	6.000	12.000	IT support/helpdesk	800	1.400
computational linguist	1.800	3.000	IT systems engineer/administrator	1.500	2.800
data scientist/machine learning engineer	1.500	3.000	mobile developer	1.600	4.000
database administrator	1.800	3.200	network engineer	1.500	3.500
database developer	1.600	3.200	pre-sales consultant	1.800	3.500
developer	1.200	3.700	SAP professional	1.800	4.000
development lead	3.400	4.100	scrum master/product owner	1.800	3.500
Dev-ops engineer	2.400	3.800	software architect/systems architect	3.100	4.300
digitalization specialist	2.700	4.500	software tester/QA engineer	1.500	3.000
ERP/CRM consultant	1.400	3.000	telecommunications engineer	1.300	2.500
graphic designer	1.200	2.500	UI/UX designer/product designer	1.600	3.200
IT business analyst	1.800	3.200			
IT manager/IT director	2.000	4.000			

base salary in EUR (14 base salaries per year)

a hot CV.

Left CV

Jane Roe
Business Development Manager

jane.roe@gmail.com
202-555-0166
New York, USA
linkedin.com/in/jane.roe
jane.roe

Professional Business Developer with more than four years of experience in the business development processes. Involved in product testing, management, and development of new business opportunities.

WORK EXPERIENCE

Business Development Manager
AirState Solutions
09/2014 – 06/2017 — New York, USA

- Successfully managed $2 - 3 million budget projects and successfully achieved the project scheduled goals.
- Developed and implemented new marketing and sales plans and defined the strategy for the next 5 years.
- Reviewed constantly the customer feedback and then suggested ways to improve the processes and customer service levels which increased the satisfaction rate from 81% to 95%.
- Ensured that new clients will grow into a loyal customer base in a specialist niche market by implementing a new loyalty program.

Business Development Assistant
AirState Solutions
08/2012 – 09/2014 — Chicago, USA

- Increased the customer satisfaction rate by 25% by improving the customer service.
- Planned, supervised, and coordinated daily activity of 3 junior business analysts.
- Improved the communication with the Marketing department to better understand the competitive position.
- Directed the creation and implementation of a Business Continuity Plan, and the management of audit programs.

EDUCATION

MSc in Economics and Business Administration
The University of Chicago
09/2008 – 06/2010

SKILLS

SEO · Public Speaking · Negotiation · Teamwork · Decision Making · Research & Strategy · Emotional Intelligence · Outbound Marketing · Email Marketing · Google Analytics · Sales & Marketing

ORGANIZATIONS

American Management Association (2015 – Present)

Association of Private Enterprise Education (2014 – Present)

eBusiness Association (eBA) (2013 – Present)

HONOURS AND AWARDS

Jury Member, Venture Cup Entrepreneurship Competition (2016)
Venture Cup USA

Sales Individual & Business Development Award (2015)
AirState Business Awards

Excellence in Customer Partnering Award
IES - Institute of Excellence in Sales

LANGUAGES

English
Spanish
French

Right CV (Europass)

Curriculum Vitae — Replace with First name(s) Surname(s)

PERSONAL INFORMATION
Replace with First name(s) Surname(s)

[All CV headings are optional. Remove any empty headings]

Replace with house number, street name, city, postcode, country

Replace with telephone number — Replace with mobile number

State e-mail address

State personal website(s)

Replace with type of IM service Replace with messaging account(s)

Sex Enter sex | Date of birth dd/mm/yyyy | Nationality Enter nationality/-ies

JOB APPLIED FOR
POSITION
PREFERRED JOB
STUDIES APPLIED FOR

Replace with preferred job / job applied for / studies applied for / position (delete non relevant headings in left column)

WORK EXPERIENCE

[Add separate entries for each experience. Start from the most recent.]

Replace with dates (from - to)

Replace with occupation or position held

Replace with employer's name and locality (if relevant, full address and website)

- Replace with main activities and responsibilities

Business or sector Replace with type of business or sector

EDUCATION AND TRAINING

[Add separate entries for each course. Start from the most recent.]

Replace with dates (from - to)

Replace with qualification awarded

Replace with European Qualification Framework (or other) level if relevant

Replace with education or training organisation's name and locality (if relevant, country)

- Replace with a list of principal subjects covered or skills acquired

PERSONAL SKILLS

[Remove any headings left empty.]

Mother tongue(s)
Replace with mother tongue(s)

Other language(s)

	UNDERSTANDING		SPEAKING		WRITING
	Listening	Reading	Spoken interaction	Spoken production	
Replace with language	Enter level	Enter level	Enter level	Enter level	Enter level
	Replace with name of language certificate. Enter level if known.				
Replace with language	Enter level	Enter level	Enter level	Enter level	Enter level
	Replace with name of language certificate. Enter level if known.				

Levels: A1/2: Basic user - B1/2: Independent user - C1/2 Proficient user
Common European Framework of Reference for Languages

Communication skills
Replace with your communication skills. Specify in what context they were acquired. Example:
- good communication skills gained through my experience as sales manager

Organisational / managerial skills
Replace with your organisational / managerial skills. Specify in what context they were acquired. Example:
- leadership (currently responsible for a team of 10 people)

Job-related skills
Replace with any job-related skills not listed elsewhere. Specify in what context they were acquired. Example:
- good command of quality control processes (currently responsible for quality audit)

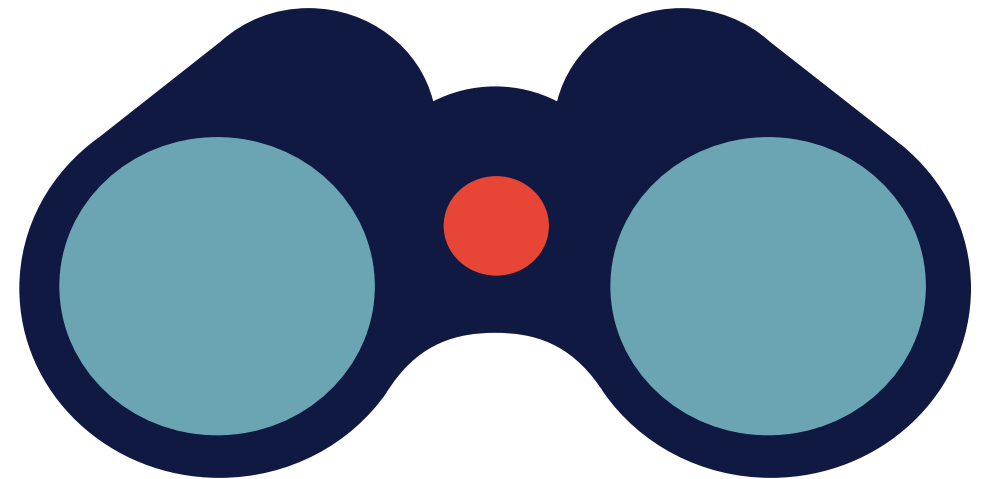your online persona:

needs to be (a)live.

how to search

for a tech job.

8 channels.

1. google 16%
2. HR services companies 21%
3. job boards / aggregators 28%
4. social networks 32%
5. company career sites 13%
6. career offices + job fairs 7%
7. people (personal network) 42%
8. public employment services 10% (ΟΑΕΔ)

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human forward.