

TACKLING THE JOB MARKET

Feeling stressed about how to line up your next job?
Read on for tips on resumes, reach out and more



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RESUMES

👑 Concise headings

A recruiter should be able to scan read the resume and identify your key skills/goals in 5-10 seconds

👑 Detail in bullet points

Paragraphs make it hard to find key information

👑 Explain your job!

A Game Designer at one company might only do one niche design part on one project their entire time. List the projects, software and skills you worked on

👑 Achievements!

Talk about your achievements – make a list of them for each of your jobs. Focus on the impact/benefit to the company. Even better if you have data to back it up

👑 Create a template, and tailor it!

Unless you're applying for the same/very similar roles, you should review and tailor your resume for each application. There might be multiple terms for certain skills/tasks – use the job ad to identify what they refer to these skills as, and use their keywords in your resume (make it skim-readable)

👑 Links!!

Whether you're referencing your portfolio, showreel, a game you worked on, or your social accounts, link them

👑 Save and share as a .pdf

...and make sure it's converted nicely first! If you're applying for multiple jobs, create a folder for each business so you can find each tailored resume.



RESUMES

👑 **Extended working history**

Don't skip/omit jobs, instead, summarise older work history at the bottom with just the company, title and year(s)

👑 **Jobs in different industries / specialities**

All experience is an opportunity to learn! If you can't think of any transferable skills, summarise as per the above point.

If you have a whole working history in another industry I recommend only talking about notable achievements, then adding a skills section at the top/side of your resume to highlight the skills that are relevant (this includes important soft skills like collaborative teamwork, conflict management, leadership etc.)

👑 **Time off between jobs**

There's nothing wrong with this! If it's a month or so here and there, don't worry about it. If it's longer, often a quick line to address it helps to avoid others making assumptions.

Regardless of the reason, if it's a long break, talking about the skills you've gained like resilience, patience, and compassion can help. Remember, the more you talk about it, the easier it gets.

Having said that, you don't owe anyone an explanation if you're not comfortable elaborating.

👑 **Side projects**

If they relate to the work you want to do – tell us about it!

👑 **Your goals / an insight to you**

A sentence or two about what you want out of your career, what drives you. It should relate to the job and company you're applying for... if not, consider why you're applying for that job!

👑 **Volunteer work**

Just a summary, but often says a lot about a person and their values



PORTFOLIOS

This is your chance to get nerdy with the details.
If you want to, take the opportunity to



Website

- ✦ The platform doesn't always matter. It's about the content (though zip files and drive links are my least favorite due to software and storage restrictions)
- ✦ When applying for jobs in Animation, FX, Rigging etc, don't forget to create a showreel

Professional work

- ✦ If published, link them to the game/trailer
- ✦ Write in detail about what and how you contributed
- ✦ Include any learnings – think retros.
- ✦ Talk about the size and set-up of the team you worked on and how you collaborated



Personal work

- ✦ Games/assets anything related to your skill that you've made or worked on outside of work
- ✦ Anything that's still work in progress
- ✦ Write in detail about what and how you contributed
- ✦ Include any learnings – think retros.
- ✦ Talk about the size and set-up of the team you worked on and how you collaborated
- ✦ Consider removing any work from a while ago that's not to your current standard, or share as a side by side before/after improvement type post

COVER LETTERS

Before you overthink this, *most* recruiters don't read them. *Most* recruiters don't have the time.

Personally* I think that (unless you want to be a writer), it can lead to bias recruitment practices... But that's a story for another day!

I'm not saying don't... they're a great resource to provide extra context which is especially handy when you're changing careers or don't have a portfolio. What I am saying is that if you've done a good job with your resume and portfolio, they shouldn't need to. But, if the company is requesting one, make the effort – it'll mean something to them.

So here's how to write a good one:

👑 BEFORE YOU START WRITING

- 👑 Research their website
- 👑 Play their games
- 👑 Read the careers page – see if they've added tips on what they want
- 👑 Look for values or commitments
- 👑 Check out their staff – see what's being said about the company

👑 Then write about it!

- 👑 Tie this into your experience
- 👑 Reference your goals and own values and how they (hopefully align)
- 👑 Talk about how you will bridge any skills gaps
- 👑 Put your personality in to it!! If you're worried about them not liking you then do you really wanna work with them???

* These are Jen's thoughts, and though I talk to lots of people, I am not speaking for other companies and recruiters



LINKEDIN

Why?

👑 Be found by recruiters

- 👑 Online resume
- 👑 Potential to hear about jobs not being advertised/early notice of upcoming opportunities
- 👑 Connect with industry peers/hiring managers
- 👑 Access to jobs portal
- 👑 Even if all you're doing is keeping your profile up to date and liking and interacting with a few posts now and then – that's all it takes to keep your name front of mind for connections
- 👑 More likely to be recommended / referred for roles or to recruiters



LINKEDIN

How?



- ✦ **Update your work experience**
Try to keep this up-to-date throughout your career, not just between jobs
- ✦ **Upload a profile photo**
Recruiters are less likely to reach out if your profile looks, at a glance, inactive. **Add the 'open to work' frame** – it's not embarrassing, it's an invitation for people to reach out. When recruiters are scrolling through 100s of profiles, these stand out as priorities!
- ✦ **Edit your headline**
Put the job you want here! This is what shows up first in the job criteria.
- ✦ **Edit your 'About' section**
Similar to the goals/insights on your resume, try to add something that's not a repeat of the work experience, because they can scroll down for that. Talk about what motivates you, any statistics/achievements are great to add here too.
- ✦ **Skills**
Add all the skills relevant to your work. Keep adding as you scroll through job adverts if you come across more (relevant to you of course). These are key for coming up in recruiter searches.
- ✦ **Recommendations**
Let's recommend each other!!

NETWORKING

Not all networking is in person, at bars or around breakfasts with awkward talks and sweaty suits.

Having said that, **in-person networking is a powerful way to help people remember you** and make a good impression. Consider finding a networking buddy so that you don't have to go alone, and remember – almost everyone else there is just as nervous and awkward!

Now you've got your LinkedIn set-up, let's make it work for you!

- 👑 Search for companies you want to work for
- 👑 Head to the company page, then the 'People' tab and start connecting with people in recruitment, talent, HR, and the people who have the jobs you want!
- 👑 Best not to ask for a job off the bat. *Read* their profile and send a meaningful message with your connection request. I've added templates/ideas to the [contacts – how to reach out](#) document.



What Networks?

Facebook groups

Discord:

- 👑 [Game Developers of Australia](#)
- 👑 [The Design Den](#)
- 👑 [Adelaide Game Developers](#)
- 👑 [Technically Speaking discord](#)
- 👑 [IGDA](#)

Twitter:

- 👑 [WorkWithIndies](#)
- 👑 [YugSTAR's list](#)

For women and underrepresented people:

- 👑 [Women in Games](#)
- 👑 [The Working Lunch](#)
- 👑 [Luggarrah](#)
- 👑 [Women in Tech](#)
- 👑 [Girls who Code](#)
- 👑 [Project AWR](#)

WHERE TO FIND JOB VACANCIES

Remember, people often apply for jobs that are a career *progression* if you don't meet 100% of the criteria, that's usually fine! Even better if you can think about how you might bridge this skills gap.

- 👑 Tsumea:
tsumea.org /com
- 👑 Discord:
Most of the Discord communities listed in the last slide have job boards
- 👑 LinkedIn Jobs:
Plus posts from companies and staff – get connecting for maximum exposure!
- 👑 Jobs Portal - IGEA
- 👑 Seek
- 👑 Games Jobs Direct
- 👑 Company websites
If they don't have live roles, it's always worth submitting an expression of interest.
Follow their social media accounts for updates



TRANSFERRING MY SKILLS

Have you given yourself a moment to reflect on whether the work/industry you're in, is still serving you?

It's ok to change your mind, grow out of something, or simply explore another opportunity. You will always have these skills to come back to, so there's nothing to lose from trying something new!

Some things to consider/help guide you:

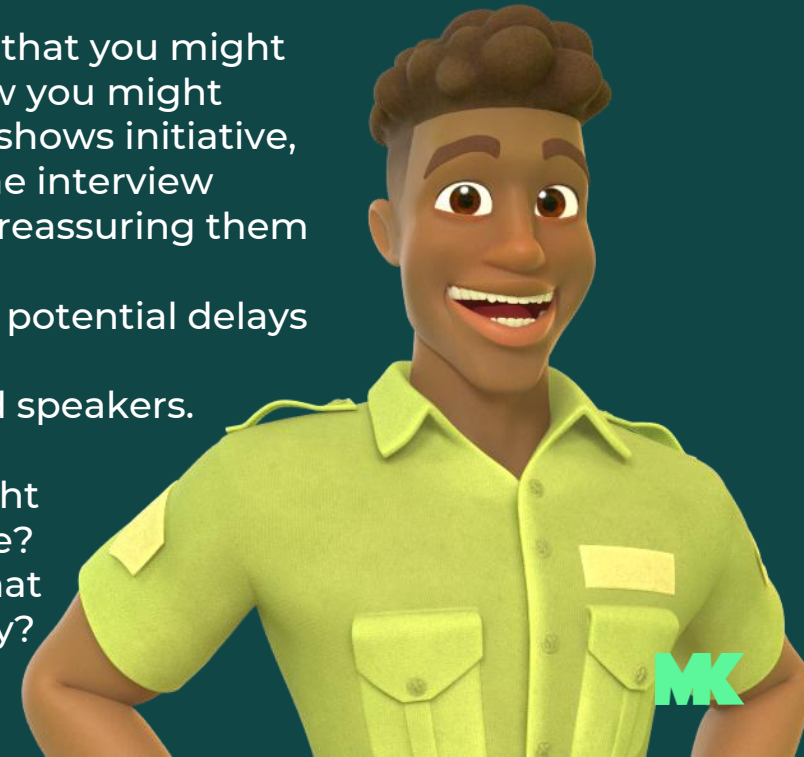
- ✦ Make a list of the best and worst parts of the job, plus things you'd like to do. Here's a template: [Personal Retro Template | UX Fika | Figma Community](#)
- ✦ Write down your values
- ✦ Try to see any trends and do some research on the types of roles that might offer this type of work
- ✦ Searching keywords on seek and seeing what jobs come up – read these job adverts / descriptions and see if anything is resonating
- ✦ Find a job of interest and do an audit on the skills you have vs the skills you don't yet have, then research how you might bridge that gap – consider study, (formal / short / online courses), volunteering, finding a mentor, or maybe it's something you can pick up on the job!
- ✦ Research companies that you think you'd like to work in, check out the 'people' tab on their LinkedIn page and see if any of the roles seem like something you could do
- ✦ Connect with people in the roles you want to aim for (or recruiters in those companies)! Ask them about their stories and for advice
- ✦ Speak to a recruitment consultant or career coach



INTERVIEWING

If you go in to an interview with the mindset that you're going to learn something, then you can never have a bad interview... even if it's learning that it's the wrong job for you!

- 👑 **Research the company**
 - 👑 play their games and explore their products
 - 👑 Follow/check out their socials
 - 👑 thoroughly read through their careers page
- 👑 **Rehearse your answers** – practice talking about yourself, your work, and the standard goals, about you type questions. It's ok to be nervous, this will help avoid going blank!
- 👑 **Check out their LinkedIn** page and suss the people that work there – you may already have connections
- 👑 **Read/study the job advert** – highlight skills you're competent in, and note ones that you might need support in. Make sure you go to the interview prepared with ideas on how you might bridge the skills gap, and if it doesn't come up in conversation – *mention it!!* It shows initiative, courage, honesty, and taking the job seriously. It builds trust and you'll leave the interview without allowing them to make assumptions on your skills gap (and hopefully reassuring them it's not an issue)
- 👑 **In person:** research how to get there, including transport/parking and consider potential delays in traffic, plus allow 5 minutes to sign in when you arrive.
- 👑 **Online:** make sure you have the correct app downloaded, test your camera and speakers. Open the event early just in case it decides to do last minute updates!
- 👑 **Prepare questions!** It's important you also screen them to make sure it's the right fit for you – do you know how their team is set up? What a typical day looks like? How they collaborate and communicate? What they do for team building? What of the interviewers love about their role/and their challenges with the company?



WHAT CAN I DO BETWEEN JOBS?

**Set yourself apart from competition by working on your soft skills.
Great employees never stop working on these!**

Even if you don't want to be a manager, they're important. They will help you work more cohesively as a team, collaborate, innovate, pivot and adapt quickly with business needs, and help create a safe, supportive work environment.

What should I learn?

- ✦ Giving and receiving feedback
- ✦ Navigating conflict
- ✦ Resilience
- ✦ Managing perfectionism and your inner critic
- ✦ Productivity and understanding your peak work-flows

How can I learn them?

There are so many versions of soft skills training available - find a medium that works for you.

- ✦ Books
- ✦ Podcasts
- ✦ YouTube
- ✦ Online short courses
- ✦ Volunteer – lots of volunteer opportunities can help you build on these skills whilst giving back to the community

Know yourself

Reflect and understand what support/communication/work styles work best for you, so that you can find an environment that suits you.

