

Finding the Right Job Using Skills over Experience

Resumes are almost always a roadmap for potential employers, leading them to understand how your experience will fit into their organization. But if you are new to the industry or the job market, it can be difficult to get an interview when your resume seems to say that you don't fit. As employers are moving toward a focus on skills and talents rather than just industry experience, job candidates are also adapting their application materials to do the same.

JOB DESCRIPTION

ADDITIONAL RESPONSIBILITIES INCLUDE:

- ✓ Coordinating all daily activities required to assure optimum plant performance,
- ✓ Making and/or approving major operating and maintenance decisions,
- ✓ Keeping operating errors to a minimum.
- ✓ Completing equipment repairs and overhauls on schedule
- ✓ Maintaining plant capacity rates
- ✓ Coordinating all activities under the applicable O&M services contracts, supply agreements
- ✓ Ensuring the administration of all safety, occupational health and fire protection programs.
- ✓ Evaluating staffing levels and skill mix and makes appropriate adjustments within budgetary guidelines.

BACKGROUND/ SKILLS/ KNOWLEDGE SHOULD INCLUDE:

- ✗ 10+ yrs of power industry or directly related industrial experience
- ✗ Minimum of 5 years of management experience.
- ✗ Demonstrated power plant operations and maintenance experience
- ✓ Knowledge of plant engineering, contracts and business functions
- ✓ Strong Safety and Environmental management skills.
- ✓ Knowledge contract administration, HR, accounting, procurement and other plant administration functions
- ✓ Familiarity with federal, state and local regulatory agencies as they relate to power plant operations
- ✓ Strong supervisory skills
- ✓ Ability to plan, coordinate and direct varied and complex power plant operations

Just because you don't perfectly match the advertised position doesn't mean you shouldn't apply for it. But when you do, you'll need to make sure that the recruiter or hiring manager understands why you actually are qualified for the position.

A few of those steps may include:

- **Creating a skills-based resume.**

Busy recruiters or HR managers don't have time to spend a long time on each applicant's materials—in fact, a 2012 study found that they spend SIX SECONDS deciding whether or not a candidate is the right fit for them. If that's the case, and you're applying for a position that you may not be a cookie-cutter fit for, it would be a good idea to spend some time creating a resume that makes the best case for your particular set of skills and talents. Look at the jobs and responsibilities you have had and identify the skills and talents you identified as a fit for the job.

- **Writing a focused cover letter.**

One of your primary responsibilities as a candidate is to show those making the hiring decisions that you are a good fit for the position. Despite this, most cover letters are lackluster at best, not doing an adequate job of connecting the dots between previous jobs and the one for which you are applying. Show the hiring manager that you have exactly what the position needs and how seemingly disconnected positions actually create the perfect candidate: YOU.

- **Preparing to make the case.**

When you're applying for a job that may seem like a strange fit, you're going to need to tell your story in a way that compels a hiring manager to take a chance on you. Since more and more of the people in charge of hiring decisions are open to hiring someone with the right skills who can be taught, you have an opportunity to show how you are ready to tackle the position.

Understand the requirements and how your skills match it. Be confident and comfortable with your choice to apply and with what you can offer the company.

Just because it doesn't work perfectly on paper doesn't mean that you aren't a qualified candidate for a job outside your industry or with different qualifications than you might currently have. In an ever-changing job market, people who have the confidence to see their skills as a match for a different kind of job are the ones who will have the advantage.