

Navigating Your Career Move in 2025

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Some advice from a recruiter...

- **Identifying your best move... “where are you needed?”**
 - Sign up for *CS Jobs* alerts and browse the *CS Careers* site
 - Look at yourself from the hiring manager’s point of view... and talk to them if you can
 - Translate your skills and experience... these are usually ‘transferable’ but be realistic about it
 - Google *Nathan White’s “unofficial guide”* but bear in mind that it isn’t endorsed
- **Getting the job as an external candidate... “what do you bring?”**
 - Acknowledge that you’re an external candidate and present it positively
 - Get the ‘level’ of the job right in your application... particularly when you’re trying to move up
 - Don’t make assumptions about the interview... it might be different to what you’re used to
 - Treat it as a showcase not a test... and prepare but don’t ‘over prepare’
- **Your first 100 days... “what first impressions will you make?”**
 - Treat your first month as an intensive learning period... and beware of the ‘unknown unknowns’
 - Be confident, but also be humble... challenge your new team but don’t patronise them
 - Set your stall out within the first few weeks, but do it collaboratively
 - Build solid relationships as a foundation for everything else you’ll do