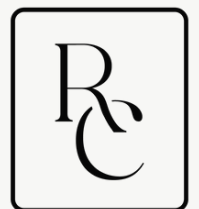




# CV Guide & *Checklist*



YOUR STEP-BY-STEP RESOURCE TO  
CREATING A CV THAT STANDS OUT

# Introduction

Today's job market is fast-paced, competitive, and increasingly automated. Recruiters & hiring managers scan CVs in seconds. Often judgments are made before reaching the bottom third of a page, and Applicant Tracking Systems (ATS) can filter candidates before humans even see the document.

At Richmond Capital, we understand how fierce the job market is. Your CV is your first opportunity to make a powerful first impression, and the way you present your experience can determine your future. This guide is designed to help you create a CV that not only survive these hurdles — but stands out as one worth reading.

*Using insights from executive recruiters, behavioural psychology, & high-performing candidates, this guide will show you:*

- ▶ WHAT MAKES A CV IMMEDIATELY COMPELLING
- ▶ WHY MOST CVS FAIL – AND HOW TO AVOID THOSE MISTAKES
- ▶ HOW TO PRESENT YOUR EXPERIENCE IN A HUMAN, MEMORABLE WAY
- ▶ EXACTLY WHAT HIRING MANAGERS LOOK FOR IN THE FIRST 7 SECONDS
- ▶ HOW TO COMMUNICATE YOUR VALUE CLEARLY, QUICKLY, AND CONFIDENTLY
- ▶ A PROVEN CV TEMPLATE FOR YOU TO USE RIGHT AWAY. (YOU CAN **[DOWNLOAD THE TEMPLATE HERE](#)**)
- ▶ CLEAR DO'S AND DON'TS TO FOLLOW.

# Understand How CV *Reviewing Really* Works

# 01

Before writing anything, you need to understand the reality of modern recruitment.

## The 7-Second Scan

Recruiters take, on average, 7 seconds to decide if your CV stays or goes. Hiring managers take under 30 seconds on their first look.

This means:

- Walls of text get skipped
- Overly technical jargon loses attention
- Long-winded summaries get ignored
- Vague or buzzword-heavy descriptions get dismissed

Your CV must make sense instantly.

# 02

## The Biggest CV *Mistakes* Most Professionals Make

Across thousands of CVs, the same problems appear again and again:

- Generic statements — e.g., “Results-driven professional.” It doesn’t tell us anything specific about you.
- Buzzwords with no evidence — Words like “strategic,” “data-driven,” or “high performer” mean little without proof.
- Long, dense paragraphs — Big blocks of text make your CV hard to read and easy to skip.
- Tasks instead of results — “Managed a team” is vague. “Led a team of 6 and improved delivery by 30%” shows impact.
- No personality — A CV with zero human detail feels flat. Hiring managers hire people, not descriptions.
- No numbers — Without metrics, it’s hard to understand the scale or success of your work.

# What A *High-Impact* CV Should Achieve

03

Your CV's job is not to tell your entire story.

Its job is to make the reader say:

👉 *I want to meet this person.*

A strong CV is:

- Clear — the reader understands who you are immediately
- Digestible — easy to skim with standout takeaways
- Specific — filled with concrete achievements that are relevant to the opportunity
- Human — reveals personality, values, and style
- Tailored — reflects the roles you're aiming for
- Memorable — includes a detail or two that spark curiosity

This is what moves you into the “**must-interview**” pile.

04

## How to Write *Bullet Points* That Get Attention

Most CVs describe tasks; strong CVs describe outcomes.

**Weak Example:**

“Managed customer satisfaction surveys.”

**Strong Example:**

“Designed and executed a new customer survey process that increased response rates by 43% and revealed insights leading to a 12% improvement in NPS.”

**Bullet Formula:**

Verb → What You Did → Outcome / Impact → Evidence

**Example:**

“Led a cross-functional project to redesign onboarding, reducing ramp-up time by 35% and improving retention of new hires.”

Numbers anchor credibility & differentiate you immediately.



# Tailoring *Without Starting From Scratch*

# 05

*You do not need 10 different CVs.*

Instead:

- Keep one master CV with all your experience
- Create 2–3 slight variations for your target roles.
- If you are going for NED Roles, create one for your full time position & then one for NED roles.
- Adjust:
  - Headline
  - Summary
  - Order of skills
  - Emphasis of certain bullet points

Tailoring should take 10 minutes, not 2 hours.

# 06

## The “*7 Filters Test*” For Your CV

Before submitting your CV, apply these 7 filters:

- Can someone understand who you are in under 10 seconds? If not — your summary needs refining.
- Are the top 3 keywords from your target job description reflected?
- Are all buzzwords replaced with concrete actions or achievements?
- Does every bullet point start with a strong verb?
- Is at least 60% of your experience quantified?
- Is there something on your CV that could spark conversation? Why not add your CVs and hobbies, the team you support, an interesting sporting achievement or triumph?
- Does your CV reflect you — not just your tasks?

This is what makes you memorable.

# How to *Show Personality* Without Losing Professionalism

07

Senior hiring decisions often come down to:

- Communication style
- Emotional intelligence
- Leadership approach
- Cultural alignment
- How you work under pressure
- How you collaborate

Your CV should give early clues.

Ways to do this:

- Include a one-line passion statement
- Mention unique experiences (e.g., ex-athlete, ex-founder)
- Add an “Interests” section
- Use natural language instead of corporate jargon

This does NOT make your CV less professional — It makes it human, which increases interviews, and connections.

08

## *How To Use AI* Without Sounding Like AI

*AI can support you – but shouldn't write your CV alone.*

Helpful uses:

- Rewriting for clarity
- Expanding a bullet you draft
- Condensing long sentences
- Extracting keywords from job descriptions

Avoid:

- Copy-pasting job descriptions
- Letting AI invent responsibilities
- Over-optimizing for keywords
- Using AI-generated buzzwords
- Losing your personal tone

YOU provide the story, AI helps clean the language.

# 09

## *Final Advice From Recruiters*

Based on thousands of CV reviews, here's what matters most:

### *Top 5 Signals of Great candidate*

- Clear, confident writing
- Specific, quantified achievements
- A narrative that makes sense
- Evidence of leadership, not just tasks
- A hint of personality

### *Top 5 Red Flags*

- Vague, empty statements
- Dense paragraphs with no structure
- Job descriptions copy-pasted from LinkedIn
- No results or numbers or dates
- No sense of who the person is

*A strong CV is not longer – it's smarter.*

Your CV is more than a professional document, it is a strategic communication tool. When written thoughtfully, it becomes your brand story, your positioning tool, and your bridge to new opportunities. The strongest CVs don't list everything you've done, they highlight the impact you've made and the value you bring next. With clarity, structure, and purpose, your CV should not only get seen, it should get remembered.

# Checklist

## Profile & Presentation

CV is no longer than 1–2 pages

Clean, modern layout with consistent formatting

Professional font (Calibri, Arial, Helvetica, etc.)

Adequate white space (no dense paragraphs)

File name is professional: "Firstname\_Lastname\_CV.pdf"

PDF version saved to preserve formatting

## Top-Section Essentials

Full name, phone number, email, and city/country are correct

LinkedIn link included (and matches your CV)

Professional summary (4–6 lines) written in a warm, human tone

Summary clearly states who you are, what you do, and the value you bring

## Skills & Strengths

6–10 relevant, role-aligned skills included

Skills grouped into clear categories (e.g., Leadership, Commercial, Technical)

No generic buzzwords without proof

Skills reflect the job descriptions you are targeting

## Work Experience

Each role includes clear dates + job title + company name

Every role has a 1-line description summarizing your main focus

3–5 strong achievement-based bullet points per role

Each bullet begins with a powerful verb (Led, Delivered, Built, Improved, etc.)

At least 60% of bullet points include numbers or measurable results

Responsibilities describe outcomes, not tasks



# Checklist

## Key Achievements

● Impact clearly demonstrated (revenue, efficiency, customer satisfaction, growth, etc.)

● Achievements relevant to the roles you're applying for

● Achievements balanced across your past roles

● Achievements show progression over time

## Human Elements

● A short Interests or Passions section is included

● Personal detail(s) that reflect your personality or values

● Writing style is professional but warm (not robotic)

● No copy-pasted job descriptions or AI-sounding language

## Tailoring for Each Application

● Summary slightly adjusted per role

● Top skills reordered to match job requirements

● Role-specific keywords included naturally

● Unrelated details removed or minimized

## Final Review

● Spelling and grammar checked

● Dates aligned & consistent

● No duplicated phrases

● File successfully opened & reviewed on mobile & laptop

● Someone else skimmed it in 10 seconds and understood your value