

SCREENING APPLICANTS

Time for CVs to evolve

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A CV is typically the first item that a potential employer encounters regarding the job seeker and is used to screen applicants.

This Wikipedia definition of a CV will soon have to be altered to embrace digital changes taking place in the job market.

Recruiters say their first encounter with the candidate is not the CV but the person's social/professional networking profile.

Ms Suzi Edwards, Global Head of Recruiting at global IT consulting firm ThoughtWorks, says that in the US employment market, many of them don't have CVs anymore. "Organisations are

increasingly moving jobs to reach people and not the other way round."

In a few years, candidates may not even need to apply for job.

"Organisations will be able to locate the talent they need digitally," says Mr C Mahalingam, Executive Vice-President and Chief People Officer, Symphony Services.

He says that there need not be a resume in the digital form, but companies, through tools such as ZoomInfo will be able to construct the resume and call for discussions.

He however, stresses that social or professional networking sites will be used for spotting, and not necessarily selection.

"Selection will still depend on assessments

through interviews," he says.

Head-hunters agree that CVs cannot be entirely done away with, but have to be reinvented.

"They have to become more specific as networking sites have already done the initial job helping us filter candidates," says Mr Ronesh Puri, Managing Director, Executive Access.

Likening a professional profile on networking sites to the cover page of a book, he says that CVs now have to be reinvented to become very specific.

Mr Uday Sodhi, CEO, Headhonzos.com, agrees, "Although the CV does serve its purpose, the long term trend would be the digital media-HR connect in the job market."

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