

Create the perfect application with GenAI

We use tech to connect human potential and
opportunity with dignity & humility

About my company / myself

- Global Citizen 
- Talent Acquisition Leader in Tech industry in Berlin
- Career / Mindset Coach & Part time coach for JobMagnet
- Had my own business connecting Tech freelancers with companies for AI-related projects

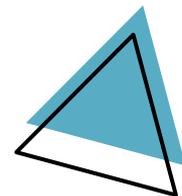




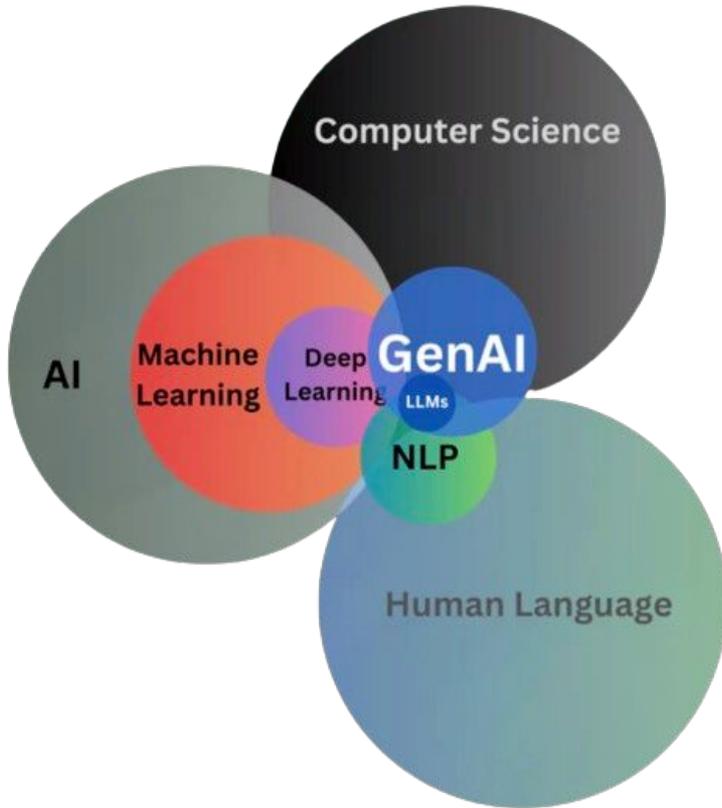
Our topics for the workshop



- 1 How GenAI works: Basics & Prompt Engineering
- 2 GenAI tools & AI best practices for your application
- 3 How can GenAI help us prepare for the interview process?
- 4 Bonus: Elevate your job search & visibility on the job market
- 5 How will AI / GenAI change the world of work?
- 6 Q&A



1 *How GenAI works: Basics & Prompt Engineering*



GenAI is a lot of technology & human traits coming together

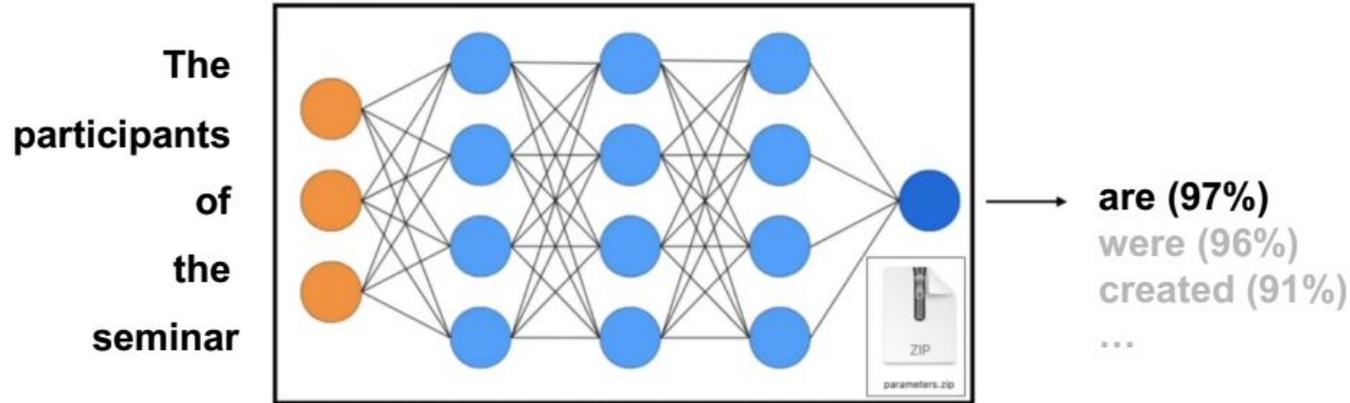
LLMs (Large Language Models) are a part of generative AI and generate **text**.

Other generative AI includes visual, audio, or code.

LLMs work with prediction, not “Know-How”!

Context: 5 Words

Predict next word



Therefore: It can be factually wrong! This is called **hallucinating** !

Exercise: Let's cover some basics first

We often use AI in everyday life without realizing it

Search engines  

Translation  

Voice assistant    



Exercise - Use AI/GenAI to ...

- 1 Finding out who founded artificial intelligence
- 2 To translate the following text: 人工智能亦稱機器智能, 指由人製造出來的機器所表現出來的智慧
- 3 Generating a picture of Barack Obama and Taylor Swift eating pizza¹

Tools



1. the text for the image generator must be in English - use a translation tool if necessary

Prompting (asking) AI the right way is key.

5 components of a good prompt:

**Role / Persona
(Who)**

You are a software engineer...

Task (What)

I need a list of common interview questions...

**Rules & Restrictions
(How)**

Use 500 words max. Use past tense...

Context (Why)

To prepare for an interview..

Output format (How)

Give me a table.





I am an HR manager, and I am developing a script for my presentation for new hires. I need to create the script for an onboarding presentation about our company's commitment to employee development and well-being. Help me draft talking points that showcase why employee mentorship and development are core values for our company.

- Persona
- Task
- Context
- Format

Exercise: Good VS bad prompting: 👍 or 👎



- 1 What is the normal salary range for Software engineers in Berlin?



ChatGPT

- 2 I am a software engineer applying for a job at Amazon for a junior full stack engineer position in Berlin. I would like to get a range of the most accurate salary data to use in a salary negotiation for this position.



Share a prompt for the following situation in the chat:



You would like GenAI rephrase the summary of your latest work/study experience. Which GenAI tool would you use- ChatGPT or Perplexity?



AI can be used for a variety of tasks for your application

Drafting

Let it **write** the **first draft** for you.

Recommended: Use non-AI tools to get started on the format (**Canva**).

Rewriting

Already have bullet points? Ask it to **rewrite** them for a **specific purpose** or to adjust the **tone of voice**.

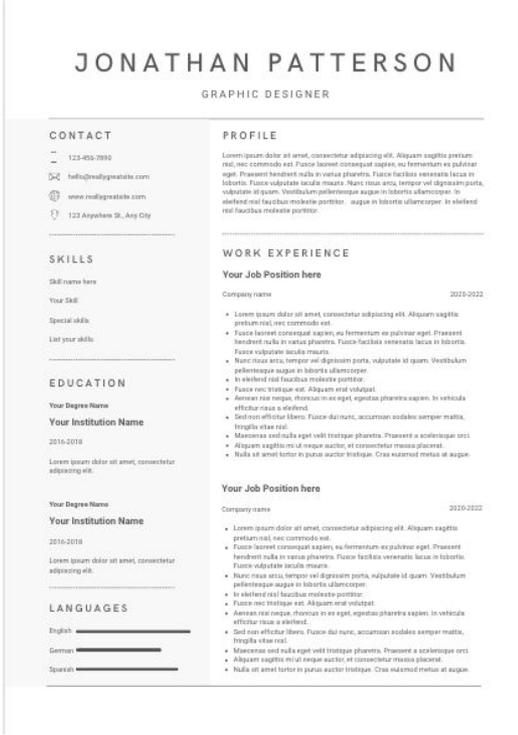
Brainstorming

Not sure how to **describe your previous role** best? Ask ChatGPT with the **right prompting technique** (role, context, rules, output)

Feedback

Tell the AI it is a Senior Recruiter that should **give you critical feedback** about your CV (or parts of it) to improve it

Examples for Co-piloting your CV creation



... you are a (...), **rewrite the highlights** of my last role to make it more appealing to (company X for Y job)...



... you are a (...) **what skills should I highlight** on my resume applying for company (...)?



... What else could you do?

CV Template from Canva

Other tools for CV & Cover Letter creation:



Cover Letter AI

A lot of companies no longer need a cover letter for your application. Not free.



kickresume

Seems to copy paste your LinkedIn profile, sometimes includes irrelevant information. Needs to be checked again and edited.

Lebenslauf.com

Ein Service von XING

Requires registration to Xing where companies can find your data and contact you. Need to manually add your information.



Notion

Can use Notion's 'Ask AI' feature (Gen AI text) to create a CV or cover letter. Can ask it to create a job application tracking table.



The right prompt can save you hours with your job search

The prompt I used

I am a software engineer creating a short list for jobs I want to apply for in Berlin. Look for companies from 500 employees that have jobs openings for my role and create a table with "title of the job", "salary", "summary of qualifications needed"

- Persona
- Task
- Context
- Format

But: Be careful of hallucinations !



Answer

Here is a table with job openings for software engineers at companies with 500+ employees in Berlin, including the job title, salary range, and a summary of qualifications needed:

Job Title	Salary Range	Summary of Qualifications
Senior Software Engineer at Amazon	€80,000 - €120,000	5+ years experience, expertise in Java/Python/C++, cloud computing skills ¹ ²
Software Developer at Zalando	€60,000 - €90,000	3+ years experience, proficient in Java/Scala, experience with microservices ¹ ²
Frontend Developer at N26	€55,000 - €80,000	2+ years experience with React/Angular, strong JavaScript skills, UI/UX design knowledge ¹ ²
Backend Engineer at Contentful	€65,000 - €95,000	4+ years experience with Node.js/Ruby/Go, expertise in distributed systems and APIs ¹ ²
Software Engineer at Babbel	€50,000 - €75,000	2+ years experience, proficient in Ruby/Rails, experience with agile methodologies ¹ ²

Exercise: Let us use AI to do some research for you

 **Exercise** - Ask perplexity to create a table with the job openings that you are looking for at the moment.

Remember: Structure of the prompt & you can always ask follow-up questions / give follow-up commands to adjust for better results

Quick break- 5 mins



Use AI to match your skills to the company values

Companies often have a set of company values that they look for in their candidates. In an interview, they will **ask how you match those values and to give examples.**

I am a (...) doing (...) help me (...) give me (...)

- Persona
- Task
- Context
- Format



Exercise - Use ChatGPT to

1. Pull the list of company values from a company
2. Ask for 10 '**behavioral**' questions related to x job at y company based on xyz values.

Use AI to learn about typical interview questions

Preparing for your interview does not have to be boring!

You are a (senior recruiter) interviewing a candidate for [role] (...) come up with (10 questions you would ask) give me (a table with "the question" and "3 good answers")

- Persona
- Task
- Context
- Format



Exercise - Use ChatGPT to

1. Get you a random set of values from a company (for testing purposes) ✓
2. Ask for 10 '**behavioral**' questions related to x job at y company based on those values. ✓
3. Give it **context about you** and the **role you are applying for**, and ask it to give you example answers for the 10 behavioral questions.

Use AI to brainstorm questions that YOU ask the interviewer

You leave a very good impression if YOU ask good questions during interviews

I am a [role] with [experience] interviewing for [role] at [company]. I am currently in the [x-th round of interviews] and my next interviewer will be [role of the person next to interview you]. This persons background is (...) What are 10 questions I can ask the interviewer to showcase [my skills in X, knowledge in Y] Create (...) Give me (...)

- Persona
- Task
- Context
- Format

 **Exercise** - Use ChatGPT to brainstorm good questions

Remember: You can always iterate or ask for more questions later

My example: Adding more context and more details will enhance results

You are a senior recruiter interviewing a candidate for a senior software engineer role at Amazon. Come up with 10 questions you would ask the candidate in a skills-based interview. Create a table with “the question” and “3 good answers”.

- Persona
- Task
- Context
- Format



What else could you add?

You are a senior recruiter interviewing a candidate for a senior software engineer role at Amazon. Come up with 10 questions you would ask the candidate in a skill interview. Create a table with “the question” and “3 good answers”



ChatGPT

Certainly! Here's a table with 10 questions and three good answers for each:

Question	Good Answer 1	Good Answer 2	Good Answer 3
Can you walk me through a complex project you've worked on and the role you played in it?	I led the development of a scalable microservices architecture, coordinating with multiple teams for integration and ensuring high performance.	I spearheaded the migration of a legacy system to a cloud-based platform, optimizing for cost efficiency and improving scalability.	I collaborated with product managers to define requirements and then led a team in developing a real-time data analytics tool, meeting tight deadlines and exceeding expectations.
How do you ensure the code you write is efficient, maintainable, and scalable?	I follow best practices such as modular design, writing clean code, and conducting code reviews to maintain quality and scalability.	I utilize design patterns and frameworks to ensure scalability and maintainability, while also regularly refactoring code to improve efficiency.	I prioritize writing unit tests and automated integration tests to catch bugs early and ensure code remains robust and scalable as the project evolves.

The Dos and Don'ts for application & interview process



DO edit the AI generated text to make it more human and check for errors



DO use GenAI to send 'thank you' emails to the recruiter/hiring manager after interviews.



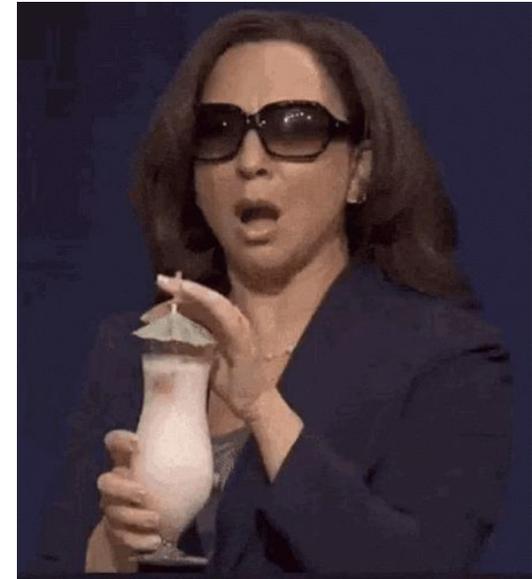
DON'T read the AI answers to interview questions during interviews if you are asked a similar question. It's obvious to recruiters if you do that.



DON'T believe everything you read from AI, it makes things up. So always check multiple sources.



DON'T use 'EasyApply' on LinkedIn if you have the option to apply via the company's career site instead. Your application can get lost with EasyApply.



Bonus: This is how recruiters find you; keywords are key

Showing results for Clear all

New search Save search

Saved searches (1) Search history

Custom filters Job titles Clear

Software Engineer +
+Lead Software System Engineer

Locations Clear

Berlin, Germany
Berlin, Berlin, Germany
Berlin Metropolitan Area +
+Rangsdorf, Brandenburg, Germany (5)

Workplace types
+ Draws from open to work preferences

Skills and Assessments
+ Skill keywords anywhere on profile

19K+ RESULTS See search breakdown 1 - 25 >

 **Christos Vrachas** · 2nd
Senior Software Engineer at Skroutz S.A.
Berlin, Berlin, Germany · Software Development

Experience 5+ years of Software Engineer experience

Senior Software Engineer at Skroutz · 2023 – Present
Software Engineer at Skroutz S.A. · 2019 – 2023
Research Assistant at National and Kapodistrian University of Athens · 2019 – 2019
Teaching Assistant at National and Kapodistrian University of Athens · 2015 – 2019
Research Intern at Max Planck Institute for Software Systems · 2018 – 2018
[Show fewer](#)

Education Ethnikon kai Kapodistriakon Panepistimion Athinon, Master's degree · 2017 – 2019
Ethnikon kai Kapodistriakon Panepistimion Athinon, Bachelor of Science (BSc) · 2013 – 2017

Skills Match **Python (Programming Language)**

Interest High likelihood of interest
[Recently open to work](#) · [Closer in your network](#) · [3 connections](#)

Diversity opportunity: Increase the percentage of female candidates by adding these related skills ×
Consider these related skills with a higher percentage of female candidates.

16%
of your current search results are female

[ASP.NET +](#) [Angular +](#)

[Add all filters to search](#)

 **Oleksandr Vasylenko** · 2nd
@Anaconda
Berlin, Berlin, Germany · IT Services and IT Consulting

Bonus: This is how recruiters find you; keywords are key

Workplace types

- + Draws from open to work preferences

Skills and Assessments

- + Skill keywords anywhere on profile
- +Angular (1.1K+)

Companies

- + Companies or boolean
- +Siemens Energy , +Mercedes-Benz AG

Schools

- + Schools attended

Year of graduation

- + Add graduation year range

Industries

- + Candidate industries

Keywords Clear

- python

Employment type

- + May be open to these types of employment

19K+ RESULTS [See search breakdown](#)

Senior Software Engineer at SKROUTZ S.A.
Berlin, Berlin, Germany · Software Development

Experience 5+ years of Software Engineer experience

Senior Software Engineer at Skroutz · 2023 – Present
Software Engineer at Skroutz S.A. · 2019 – 2023
Research Assistant at National and Kapodistrian University of Athens · 2019 – 2019
Teaching Assistant at National and Kapodistrian University of Athens · 2015 – 2019
Research Intern at Max Planck Institute for Software Systems · 2018 – 2018
[Show fewer](#)

Education Ethnikon kai Kapodistriakon Panepistimion Athinon, Master's degree · 2017 – 2019
Ethnikon kai Kapodistriakon Panepistimion Athinon, Bachelor of Science (BSc) · 2013 – 2017

Skills Match **Python (Programming Language)**

Interest [High likelihood of interest](#)

connections

16% of your current search results are female

the percentage of female candidates by adding these related skills the percentage of female candidates.

[ASP.NET +](#) [Angular +](#)

[Add all filters to search](#)

Oleksandr Vasylenko · 2nd
@Anaconda
Berlin, Berlin, Germany · IT Services and IT Consulting

Experience 7+ years of Software Engineer experience

[Save to project](#)



Bonus: How to optimize your LinkedIn profile to be discovered by recruiters using AI

Using everything you learnt so far today, how would you use AI to optimize your LinkedIn profile with the right keywords so recruiters can easily find you?

Type in the chat 

My advice: Be an AI optimist and become good with it

... yes, it will replace some jobs, but it will create new ones.

One thing is for sure: People who understand and use GenAI on their jobs (will) have a big advantage.

 **It is up to you now:** Great technology has never been so accessible to everyone. All you need is an internet connection, some principles (you learnt today) and your own mind!

Principles of using GenAI

1 - Always invite AI to the table

Make it a habit to use it for better brainstorming, more feedback and eliminating writer's block

2 - Be the human in the loop.

You do not want a recruiter think you made everything with AI.

3 - Treat it like a person...

...but tell it what kind of person it is! :)

4 - Assume this is the worst AI...

... you will ever use. It will only get better from here.