

Navigating Job Interviews in Career Transitions





The Career Transition Challenges

In a world of work under disruptions and uncertainties, implementing a successful career transition from one field to another may be challenging. Succeed your job interviews with recruitment expert's advice on the career transition journey.

Recruiting specialists at Spring Professional have observed the rising interest on career transition at the mid to senior level of professionals in Asia. With 61% respondents in a BCG and the Adecco Group's study believed that their current jobs would be greatly affected by technology change or globalization, clearly the attitude of more and more talent has shifted towards keeping their skills up to date and taking job-related learnings to remain competitive and in demand in a changing job market.

Coming back to reality in the current job market, we have also noticed that landing a job from one area to another may take more than certifications of upskilling or reskilling courses. Many have admitted difficulties in succeeding the job interviews lacking relevant work experience or confidence.

We will deep dive into three tips highly recommended by our recruitment specialists to navigate professionals to nail job interviews on the lookout for career transitions.



Reason for Changing

A successful career change starts with a straightforward yet important question by asking the reason for changing. You can think about this question from both internal (self-related) and external (market environment) reasons. Are you transitioning your career due to personal reasons such as exploring the next career?

Or are you looking outside the past experience due to external reasons such as the negative impact of sunseting industries on your previous employer.

Whatever reasons are behind the scenes, we highly recommend you answer this question going beyond reasons for changing in a positive way during job interviews. On top of explaining the reasons, this is a good opportunity to share with interviewer the informational research conducted of you would like to change into this new industry and more importantly why do you choose this employer. Be prepared with an extensive research to know the market or the industry. Not only does it answer what is asked, but also it helps to continues the conversation with HR or line manager by showing your interest level in this opportunity

Career SpringTips

Be clear of your specific interest in a large industry! For example, candidates who are interested to move into the technology space need to specify the interest on design or solving large-scale problems, this will decide whether you should pivot the career into UI/UX or Product Development or Data Analytics.



Transferrable Skills & Experience

You might be worried about not having enough experience or skills to qualify for the new role which is completely beyond your past professional experiences. Some interviewees become even less confident about their skills to value add under the impact of the pandemic. The good news is that you don't have to start from the scratch. By sorting out your skills or project experience, you can share what is valuable and transferrable to succeed the job interview.

Considering you have completed some research and you know the employer, the role, and industry already. To structure your professional experience and expertise to the maximum impact, you can use the job specification or job briefing information from recruiters to relate your experiences, hard skills and soft skills to that role. For example, if you are interviewing for technical related roles where you might not have enough ie. coding experience, then you must show off not only your coding certificate in a recent training program, but also to convince the interviewer that you are a fast learner with strong people skills such as the capability for teamwork, adaptability and critical thinking which will ensure the success of you in that role. This will inevitably include facts from your resume, but it could also include other pertinent information that is not covered.

Career SpringQ&A

How do I get a better chance to embrace a career opportunity of which I don't have any relevant working experience?

Where currently candidates do not have any work-related experience, it's important to try and obtain the experience in the spare time. One of the key challenges from employer's point of view is that people who have reskilled or upskilled still may not get the work completed practically.

Hence, if you are interested in doing UI/UX, then go and build an online gallery of websites. If you are into coding, then run some coding tests and share your results. If you are much into the analytics, then build a data model with an example. These are all proactive actions to prove you capabilities.



Readiness to Make the Change

Another recommended step is to convince the interviewer how ready you are to make the career transition successfully. In a world of work where upskilling is becoming a new normal, getting ready with basics of relevant hard skills required for the interview is a smart move, but don't make it a blind move. To make your career pivot from one area to another, it's important to reach out to professionals who currently are in those roles. We also recommend you connect with recruiting experts who have knowledge and talent market overview of what skills are typically needed or highly valued by those targeted employers of yours.

If you are into the transition from finance FP&A role into data analytics, instead of imagining convincing interviewers that you are a fit with your expertise level of excel skills. You can talk with some data analysts or recruitment experts in the IT & Internet sector to understand what are needed to be reskilled or upskilled. Then you might learn that without learning Python or Hadoop which are the must-have qualifications you will never get through any job interviews. You can share in the interview how you have powered up your capabilities in reskilling training courses. Yet that does not mean to list out the course menu to the interviewer. Focus on what you can do practically with what you have learnt and highlight any personal or outsourced projects you have completed to prove your capabilities.

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Investment of time into learning the language of the new industry! It will be very apparent to those who have been studying the field before stepping in and to those who are hoping new employers will teach them everything in the job interview. Candidates who can accelerate the learning by speaking the same language will likely be hired more quickly.



Succeed in Career Transition

We hope the advice can be helpful to your next job interviews. On journey of career transition, you will not be alone. With many more people realizing the importance to upskill and reskill in the new world of work, we can expect more career transition happening in the near future.

Start to list down some key points you have taken away from this tool paper. Nail the next job interview with stronger performance to illustrate your reasons for changing, transferrable skills & experience and readiness to make the change!

In case of any questions about interview in career transitions, please feel free to contact recruitment experts at Spring Professional via marketing@springasia.com.