



Do what matters

How to stand out and get your first job in IT?

Avanade



Agenda

1. An introduction to us
2. An introduction to Avanade
3. CV
4. LinkedIn
5. Interview tips and tricks
6. The group sessions
7. Q&A

About us



- IT recruiter
- HR and marketing
- Turku School of Economics
- Diversity and Inclusion
- Dancing, gym and stand-up comedy

laura.matero@avanade.com



- Joined Avanade in May
- Experience with recruitment in the health sector, life science and now IT
- Copenhagen Business Academy
- Mother to a 3-year-old and a dog
- Likes to play Padel tennis

claudia.hald.kimo@avanade.com



Who is Avanade?

Avanade unites Accenture's consulting, business and industry acumen with Microsoft's enterprise-class software.

Our professionals combine **technology, business and industry expertise** to build and deploy solutions to realize results for our clients and their customers.

Our people and expertise – Avanade Finland

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26

Global company



60,000 +

Skilled and diverse professionals



~ 20,000

Microsoft Certified Professionals



21,000

Projects with 4,000+ global clients since inception



Client Segment Finland

Main industry sectors in FIN are Health Care, Public Sector, Finance, Insurance and Energy.



~100

Skilled and professionals



48

Microsoft Certified Professionals




2

Office Locations: Helsinki (Main office) and Turku Tampere & Jyväskylä (Accenture office's)

Good CV vs. Bad CV

RESUME 13.1.2023

Maija Meikäläinen
Eerikinkatu 10A 1
00180 Helsinki
040 966 2155
maiya.meikalainen@hotmail.com



EXPERIENCE

DATA ENGINEER – Avanade May 2020 - Present
Working as a consultant in different international and local project teams planning and implementing data platforms for clients in the manufacturing and finance sector.
My daily tasks include building and maintaining data pipelines that help clients make data-driven decisions to improve their business performance. For this purpose, I use Azure Data Factory, Azure Databricks, Azure Data Lake, Azure Synapse, SQL and do programming with Python.

BUSINESS INTELLIGENCE DEVELOPER – Nordea May 2017 – December 2019
Working independently designing and developing end-to-end Power BI data reports for internal clients for data analysis, KPI's, and management reporting purposes. My work included gathering and validating data from multiple sources, data modelling, data analysis and data visualization. I used Power BI, DAX, Power Query M and SQL tools in Microsoft Azure SQL database.

After my work tenure at Nordea before joining Avanade, I decided to fulfill my dream of travelling around Asia, get to know different cultures and climb the Mount Kinabalu in Malaysia.

EDUCATION

University of Helsinki August 2015 – May 2017
Master of Science, Computer Science
Major: Algorithms, Logic, and Computation
Minor: Mathematics

University of Helsinki August 2012 – May 2015
Bachelor's degree, Computer Science
Major: Automation and Control Engineering
Minor: Computer Science

Espoon yhteislyseon lukio August 2009 – May 2012
Baccalaureate

LANGUAGES

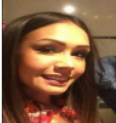
Finnish: mother tongue	Spanish: bilingual	English: professional	Swedish: basic
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SKILLS

<ul style="list-style-type: none">Azure Data FactoryAzure Data LakeAzure DatabricksAzure SQL Database	<ul style="list-style-type: none">Azure SynapseSQLT-SQLR	<ul style="list-style-type: none">PythonPower BIDAXPower Query M	<ul style="list-style-type: none">Apache HadoopApache AirflowDynamics 365 CRMJavaScript
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Maija Meikäläinen



10.12.2021

I am a very social person who comes along with everyone. I am hard working an always do my best. I like to challenge myself continuously. My best trait are that I am very organized, and I also put a lot of attention to detail. would like to take the next step in my career and grow at your company.

Experience

Data engineer at Avanade, Jan. -20 – Until now
I work as a data engineer at Avanade. I build data platforms using different technologies. My daily tasks include solving problems as they show up in different phases of the projects, answering emails, arranging virtual meetings with clients, and also meeting them in person when they request for it to provide better customer experience. I have wide experience working with different clients like SOK, Veikkaus, Nokia, Wolt, Suomen Rengastukku and also international clients like Orion, Nestle and Philips. I also spend most of my time having internal meetings with other team members. I am a great team player and very social.

Business Intelligence developer at Nordea, March -17 to December -19
Data analysis related tasks.

Event organizer at Hurmatuotanto, Summer 2014, 2015 and 2016
I worked during three different summers in the event organizing company. We organized different event from small to big like bachelor parties, birthday parties and concerts. I worked in a team and had different tasks like selling tickets, carrying stuff, helping other team members, providing service to customers, planning, answering to emails, budgeting. Most of the clients were very happy after the events, and we received positive feedback many times. Also, I created a PPC digital marketing campaign.

Education

University of Helsinki: Master of Science, Computer Science, August 2015 – May 2017
University of Helsinki: Bachelor's degree, Computer Science, August 2012 – May 2015

Languages:

- Finnish
- Spanish
- English
- Swedish

Skills

- Programming
- Data engineering
- Cloud computing
- Event organization
- Team playing
- Singing
- Cooking

maiikka@bilehlu@hotmail.com, 040 966 2155, Eerikinkatu 10A 1, 00180 Helsinki 1

How to write a CV?

Contact details

- Contact details
- Title
- Date = Day of application
- Professional picture
- E-mail address



How to write a CV?

Experience

- Most recent experience first
- Tell about role, team, sector, tasks, impact, tools used, technology
- Telling about career gaps?
- Easiness to find relevant information: use different fonts, bolding, bullet points, etc. to make it visually appealing

EXPERIENCE

DATA ENGINEER – Avanade

May 2020 - Present

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- Building and maintaining data pipelines that help clients make data-driven decisions to improve their business performance.
- Technologies: Azure Data Factory, Azure Databricks, Azure Data Lake, Azure Synapse, SQL, and Python.

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BUSINESS INTELLIGENCE DEVELOPER – Nordea

May 2017 – December 2019

- Working independently designing and developing end-to-end Power BI data reports for internal clients for data analysis, KPI's, and management reporting purposes.
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- Technologies: Power BI, DAX, Power Query M and SQL.

EXPERIENCE

DATA ENGINEER – Avanade

May 2020 - Present

- Working as a consultant in different international and local project teams.
- Planning and implementing data platforms for clients in the manufacturing and finance sector.
- Building and maintaining data pipelines that help clients make data-driven decisions to improve their business performance.
- Technologies: Azure Data Factory, Azure Databricks, Azure Data Lake, Azure Synapse, SQL, and Python.

How to write a CV?

Education

- Highest education first
- Mention about ongoing studies
- What is your major/minor or field of specialization?

Language

Level of proficiency:

- Beginner / Basic / Elementary
- Intermediate / Conversational / Limited working proficiency
- Proficient / Professional / Professional work proficiency
- Fluent / Advanced / Expert
- Native / Bilingual / Mother tongue
- A1 / A2 / B1 / B2 / C1 / C2

EDUCATION

University of Helsinki

Master of Science, Computer Science
Major: Algorithms, Logic, and Computation
Minor: Mathematics

August 2015 – May 2017

University of Helsinki

Bachelor's degree, Computer Science
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August 2012 – May 2015

Espoon yhteislyseon lukio

Baccalaureate

August 2009 – May 2012

LANGUAGES

Finnish: mother tongue

Spanish: bilingual

English: professional

Swedish: basic

How to write a CV?

Skills

- Skills relevant for the role
- Where have you applied or learned it?
- Connect the skills with your experience to reflect level of expertise
- Level of proficiency? Subjective vs. objective assessment
 - e.g., own experience of 2 weeks vs. 6 months compared to another person's experience of 5 years of the same skill

SKILLS

- | | | | |
|----------------------|-----------------|-----------------|--------------------|
| • Azure Data Factory | • Azure Synapse | • Python | • Apache Hadoop |
| • Azure Data Lake | • SQL | • Power BI | • Apache Airflow |
| • Azure Databricks | • T-SQL | • DAX | • Dynamics 365 CRM |
| • Azure SQL Database | • R | • Power Query M | • JavaScript |
- Project management
 - Change management
 - Presenting skills
 - Team leading

How to write a CV?

Projects

- Most recent first
- Thesis, volunteering experience, hackathon, case work, hobbies
- Role, team, what did you do, results, tools used and technology
- Participation is a valuable experience even if you didn't win.
- Do you have a portfolio, GitHub, web page or similar?
- Having a separate attachment with a project list might be recommended if the list is very long
- NOTE: explain acronyms (e.g., ROI)

PROJECTS

FINANCIAL ANALYSIS – Tilihelsinki

January 2017 – May 2017

Master's thesis - Data migration from Excel to Power BI.
I worked as a data analyst to provide the customer a tool to track financial health and make data driven decisions. As a result, the client's revenue increased 3% in the first quarter of financial year 2017.

MARKETING ANALYSIS - Aiesec

October 2016

Volunteering - Statistical data analysis with SQL and Python.
I analyzed the performance of different digital marketing channels to decide on which ones to invest on and increase ROI (return of investment).

EUROPEAN E-HEALTH HACKATON – World Health Organization

May 2016

The goal was to develop a solution to enhance service quality in the health sector. As a data engineer, I designed and built a data platform that monitors patient's health to provide appropriate care in an earlier stage. I used Apache Hadoop, Apache Airflow and R. Our team made it to the top 5.

CASE WORK – Artificial Intelligence, Bachelor's course

January 2015

We designed a chatbot for the case company in the telecom sector. I took the role of project manager and low-code developer in the team. We used Microsoft Dynamics 365 CRM to create the chatbot.

In addition, I have participated in several open-source projects where I used my Python and C skills. To see more details, visit my [GitHub](#) profile.

How to write a CV?

Courses

- Relevant courses for the role
- Mention name/content and course provider
- Tell about the content in a concise way and don't leave room for guessing / investigation
- Where to find more information from?

COURSES

Introduction to SQL for Data Science – **DataCamp**

Programming Foundations with JavaScript – **Coursera**

100 Days of Code: The Complete Python Pro Bootcamp – **Udemy**

CERTIFICATIONS

AZ-900 Microsoft Certified: Azure Fundamentals

August 2020 – Present

PL-300 Microsoft Certified: Power BI Data Analyst Associate

April 2019 – May 2023

Certifications

- Relevant certifications for the role are highly valued
- Expiration date / no expiration date
- Exam / certification code + name

How to identify relevant experience for a specific job?



Analytics

A typical day at Avanade

As a Senior Data Engineer, you will build modern data pipelines and data platforms with Microsoft Azure to help our clients improve their business. You will work in different Avanade and Accenture projects with local and international teams taking part of planning, building, and delivering data solutions. With your experience, you'll guide other team members with best practices to meet client's expectations and deliver with excellence. We can also offer you the opportunity and guidance to develop your technical and leadership skills and become a Data Architect in the future.

We get the opportunity to choose to work either remotely or in our offices in Helsinki or Turku. Occasionally, our clients prefer to meet us in person at their office, so we expect you to travel when needed.

We are looking for someone with:

- Programming experience with Python or Scala preferably in a Spark environment
- Experience with SQL language and databases
- Experience with data modelling techniques
- Experience with CI/CD tools and DevOps methods
- Developing experience in a public cloud environment (Azure, AWS, or Google Cloud)
- The ability to translate business needs into technical solutions while working in different project teams
- Fluency in English both written and spoken
- Willingness to learn Finnish, if not already proficient

These qualifications will help you stand out:

- Programming experience beyond Python or Spark
- Hands-on experience in at least one of our key technologies: Azure Data Factory, Azure Databricks, Azure Synapse and/or Azure Data Lake
- Experience in data modelling, data visualization and creating reports using either traditional reporting tools (e.g. Power BI) or visualization libraries (e.g. D3.js)
- You understand modern data architectures and have the ability to compare their pros and cons to the client's business (e.g. Lakehouse, Data Mesh)
- Relevant Azure certifications are highly valued

Did we catch your interest?

The position will be filled as soon as a suitable candidate is found. We can't wait to hear from you!



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13.1.2023

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- R
- Python
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Programming Foundations with JavaScript – Coursera
100 Days of Code: The Complete Python Pro Bootcamp – Udemy

Page 2 | 2

Common mistakes when writing a CV

- Unprofessional picture
- Wrong date
- Hidden contact information
- Unprofessional email address
- Clichés
- Formatting makes it difficult to find relevant experience
- Experience is missing or is not relevant for the role
- Mentioning client's name
- Grammar errors and/or typos



Common mistakes when writing a CV

- Put attention to detail!

To replace this text with your own, just click it and start typing. Briefly state your career objective, or summarize what makes you stand out. Use language from the job description as keywords.

EXPERIENCE



2018 – 2021

How to use LinkedIn?

Why LinkedIn?

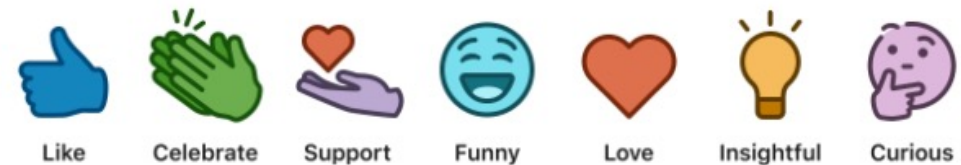
A study in Finland shows that only 30% got their current job by applying for an open position. The rest got it via their network – LinkedIn is your biggest network made accessible and easy.¹

How do you use your network?

Link up with your professional network (former colleagues, current ones, clients, people you met at a work event etc.)

Follow the relevant forums

Be active, post and like posts



Have an updated LinkedIn

- Open to work-frame
- Professional profile picture
- The sector "About", short introduction (facts, experience, ambition, 3 relevant keywords)
- Work experience, short description
- Education
- Skills, link your skills to your experience
- Certifications
- Language, also mother tongue



VS



The importance of keywords

What are keywords?

Keywords are words that can identify you would a potential job and tell something about your experience.

Why are they important?

When we as recruiters are searching on LinkedIn for a potential candidate, we use keywords.

For example, if you are looking for a job within **CRM in Helsinki** and have experience within Dynamics 365 CRM/CE (Customer Engagement), make sure to write it under your **skills** and your experience, and set your profile up as open to work and add Helsinki as **target area**.

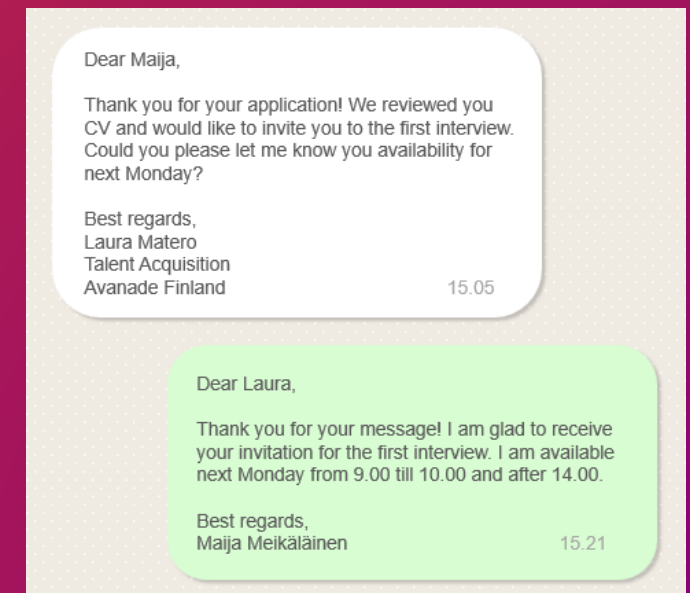
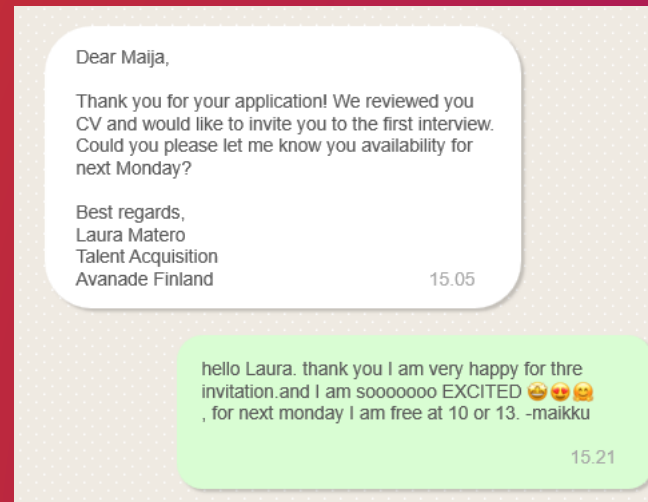
Interview tips & tricks

PREPARE PRIOR THE INTERVIEW

- Get to know the company and the role
- Think about, why you want to join the specific company to do the specific role
- Prepare relevant questions (e.g., team, lead, stakeholders, social life, pros/cons, career path possibilities)
- Check the technology the company uses or work with

BE AWARE ABOUT HOW YOU PRESENT YOURSELF

- All communication matters
- Be consistent on what you say
- Be honest, it's okay to not know something
- Don't interrupt unless you are invited to do so
- Listen and answer to the questions
- Maintain eye contact and be on time



Common interview questions

- Tell about yourself
- Why have you chosen this particular field?
- What is your motivation for this role/company?
- Strength and weakness (x3)
- Be prepared to talk about a project/case you have worked on
- Why are you interested in consultancy/in-house role?
- What are the things or responsibilities that you value the most in your current or previous roles?
- What would you like to achieve in this position?
- Tell me about a time you worked with X-technology on a project? What was your role in the project and how did you?
- How would you solve Y scenario with X-technology?

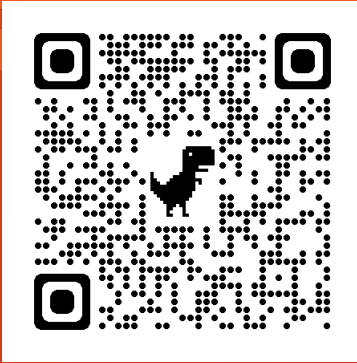
Outcomes

- Be honest and be authentic
- This is a two-way street
- First impression matters
- Update your CV and make it relevant for the role you are applying for
- You don't need to meet 100% the criteria to apply
- Update your LinkedIn
- Use keywords and the open to work-frame
- Prepare for the interview

Group Session

WHAT? 25min long sessions in groups of 5 persons

Thursday 19.1. at 10:00-15:00



Friday 20.1. at 9:00-14:00



Q&A

Ask away!

You can ask about Avanade, our presentation so far or ask about our open roles!

Thank you for joining!

[Avanade Nordic Trainee Program \(AvaT\)](#)

[Our Job Site](#)

[Our Candidate Community](#)

[Avanade Finland LinkedIn](#)

[Claudia Hald Kimø | LinkedIn](#)

[Laura Matero \(She/Her\) | LinkedIn](#)

References and useful links:

1. [Job hunting in Finland: the importance of networks - Finnwards](#)
2. [LinkedIn Tutorial For Beginners - How to Use LinkedIn In 2022 \(10 EASY Tips!\) - YouTube](#)
3. [Job winning CV Templates 2022 \(Free\) · Resume.io](#)



avanade