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Getting Hired in the AI Era: Stand Out, Signal Judgment, Land the Role

- Standing Out*
  - 82% use AI to review resumes[17]
  - Recruiters spend ~7.4 seconds per resume on first pass[18]
  - Resumes that include the exact job title receive 10.6 times more interview invitations than resumes that don't. And 76.4% of recruiters start their candidate filtering by skills — not by work history, not by education[19]
  - Include a quantified result 70%+ of experience bullets[20]
- Signaling Judgment*
  - 80% of hiring managers: resumes don't match their real-world skills at least sometimes; 34% say it happens often, 22% of job seekers confess to listing skills they don't actually have[21]
  - 88% of organizations now consider problem-solving the most critical skill they seek in new hires. 70% say critical thinking is essential. 98% of employers require strong communication skills[22]
- Landing the role*
  - 2-5 conversations, 2-4 final candidates, wait 2 weeks for decision[23]
  - Common mistakes: Generic answers about leadership, asking repeat questions, not preparing for a compensation conversation[24]

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* Verified by StarCIO

Hiring Trends Q2-3 2026**

	Contributor	VP / Director	C-Level
IT / Tech	Specialists in demand: cloud, DevOps, cybersecurity eng. 20–40% pay premium for deep skills; sub-4.3% unemployment. [1,2]	Hiring to rebuild capacity: 71% report skills-shortage delays, 49% canceled projects. 78% plan to add headcount. [1,3]	CIO demand up for **"architects of agility"** — move AI pilots to production; business-outcome owner, not coder. [4]
AI / Data	AI/ML hiring +88% YoY; AI Eng #1 fastest-growing (+143%); 3.2:1 demand-to-supply. Applied/MLOps beats prompt-only. Mid ≈ $171K. [5,6]	**Applied-AI & MLOps** leaders sought; AI-governance skill demand +150%, AI-ethics +125%. [7]	**Chief AI Officer now at 76%** of large orgs (up from 26% in 2025); AI-fluent C-suite expected. [8]
Security	≈0% unemployment; ~4.8M unfilled globally (+19% YoY). Hot: cloud security, DevSecOps, AI-security. Entry-level on-ramp gated. [9,10]	**Security architects & AI-security** leads command premiums: $200K–$280K+ at lead level. [11]	CISO pay climbing on strategic weight + personal liability; exec security roles exceed $420K. [10,12]
Marketing	65% expanding headcount, but entry-level (copy, design) automated. In demand: performance mktg, SEO/AI-automation, UX. [13,14]	Director+ roles +7.7% QoQ, outpacing the market — a clear tilt toward experienced talent. [15]	**CMO role rewritten to revenue owner**; only 15% of CEOs view their CMO as AI-savvy. [16]

** Prepared by Claude