

“How to Write an Objective on Your Resume”

Your objective should not scream to the recruiter "To get a job" or "To get a higher paying job", the recruiter knows this already for the simple fact you have your resume floating out there. Having been in HR for over 16 years, I have seen the best and the worse, so please forgive me for being curt. Your objective should have some resemblance to the common objective of employers in the industry for which you are looking for your next career opportunity. Do your homework, take time to peruse through the employers' sites and adapt some of the language used in their mission, goals, and objectives. It is also a good idea to hunt for the overuse of adjectives in the job descriptions you review to lightly sprinkle through your objective. Your objective can scream you need a job or more money, just say it eloquently, purposefully and briefly.

An objective is an appetizer, don't bore or overwhelm the reader in the first minute to cause them to say "Next". If you possess a M.B.A., PhD, or some other impressive post name designation, make sure this is stated in the objective. For example, 'My PhD research has afforded me a network of philanthropist that reduces fund development challenges'. This one sentence in your objective informs the recruiter that you are educated, focused, linked-in, and waiting at the gates to produce. As a recruiter I now want to read more. The next sentence has to really tie in the needs of the organization for this position. Try this on for size, 'I have reached 2B in donations and Trust over a three year period and maintain a fiduciary pipeline of an additional 500K with clients waiting on my fund proposals'. It is now evident that the applicant has operated at this level and is capable of stretching pass this level of achievement. I am hooked, I want to find out about who, what, where, when, and how of this applicant, so I will continue to read the resume.

If you are just beginning your career or feel you have had an uneventful career and/or educational background, forgo the objective and start immediately with your professional experiences. The information you record about your professional performance and contributions to the organization you have been employed with will speak for itself. Please make sure it reads as proper English, or applicable language, so you don't lose the recruiter's interest due to them having to interpret what you're trying to state in the document. No matter if you use an objective or not, it is important that you are able to walk the walk and not just talk the talk. Good Luck!

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