



# Confessions of a Hiring Manager: Sage Advice for Fearless Job Seekers and Career Changers in a Confused Economy

*J T Kirk*

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*Confessions of a Hiring Manager* is not just another book on getting a job: the market already is saturated with such books by business writers, resume writers, and career coaches with advice on how to write an attention-grabbing cover letter and resume, or how to ace the interview. While the efforts of such professionals may provide some help and value, it is the hiring manager who ultimately determines who gets hired. The perspective of the hiring manager offers valuable insight into unwritten corporate hiring practices and guidance on how to address the needs of the organization. Resume writers or career coaches offer a perspective of being on the outside looking in; the hiring manager is already on the inside and knows the subtleties that give one candidate the edge over others who may be equally qualified. Veteran hiring manager J.T. Kirk provides insight into those qualities hiring managers need and want in addition to the requisite skills, experience, and knowledge prospective candidates offer. Kirk shows job seekers and career changers including military veterans returning to the civilian workforce how to package their work history into a **Professional Skills, Knowledge, and Experience Portfolio (PSKE Portfolio™)** that separates the value-add candidate from all other applicants. In addition, he shares strategies for negotiating the best possible compensation package without leaving money on the table. *Confessions of a Hiring Manager* offers a view from the other side of the desk that reveals the perspectives, presuppositions, and expectations hiring managers have of people looking for a job or a new career. While resume writers and career coaches may give you a fish to feed you for a day, *Confessions of a Hiring Manager* teaches you how to fish so you can feed yourself for a lifetime.

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