

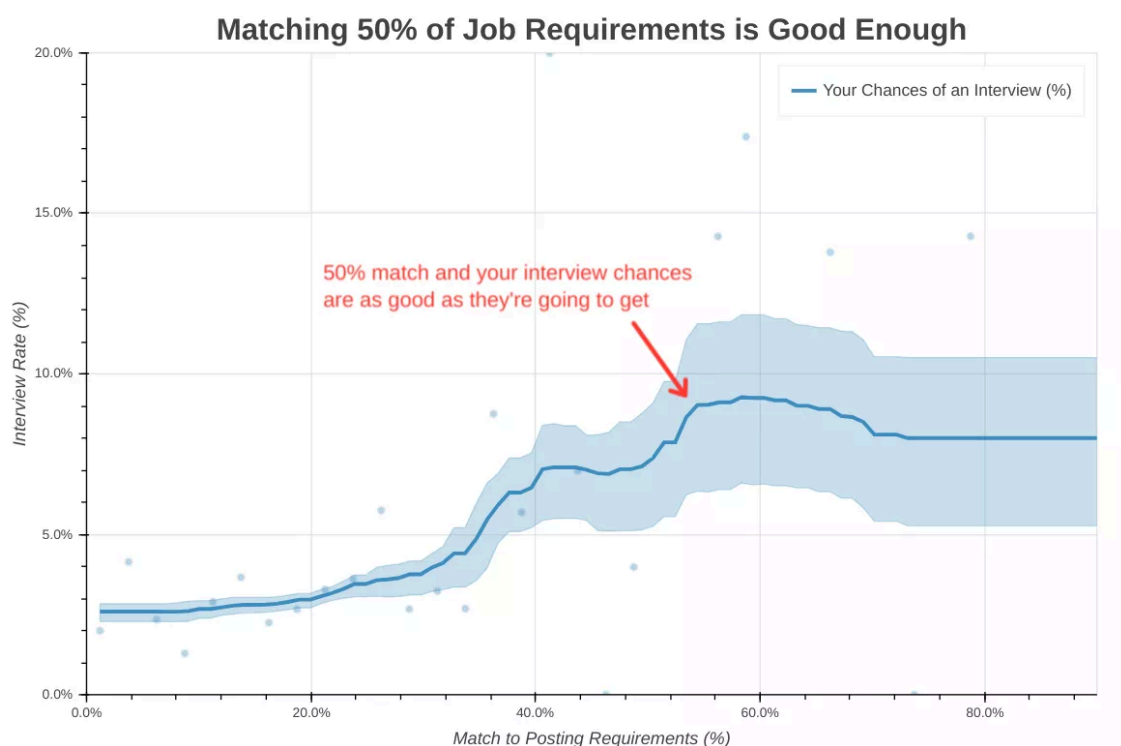


(<https://web.archive.org/web/20190816060541/https://talent.works/>).

The Science of the Job Search, Part VII: You Only Need 50% of Job "Requirements"

“ Project Manager needed. Must have 5+ years of experience, be Six Sigma certified, have advanced deep learning knowledge, and be able to perform surgery on occasion.

Who really has all that? Turns out, basically no one. **You're as likely to get a job interview meeting 50% of job requirements as meeting 90% of them.**



So requirement is a bit of a flexible word in this context, then...

We were curious about how many job requirements are actually required, so we analyzed job postings and resumes for 6,000+ applications across 118 industries from our database of users. We found that while matching requirements is important, you don't necessarily need to match all of them.

- Your chances of getting an interview start to go up once you meet about 40% of job requirements.
- You're not any more likely to get an interview matching 90% of job requirements compared to matching just 50%.
- For women, these numbers are about 10% **lower** i.e. women's interview chances go up once they meet 30% of job requirements, and matching 40% of job requirements is as good as matching 90% for women.

You only need 50% of job requirements

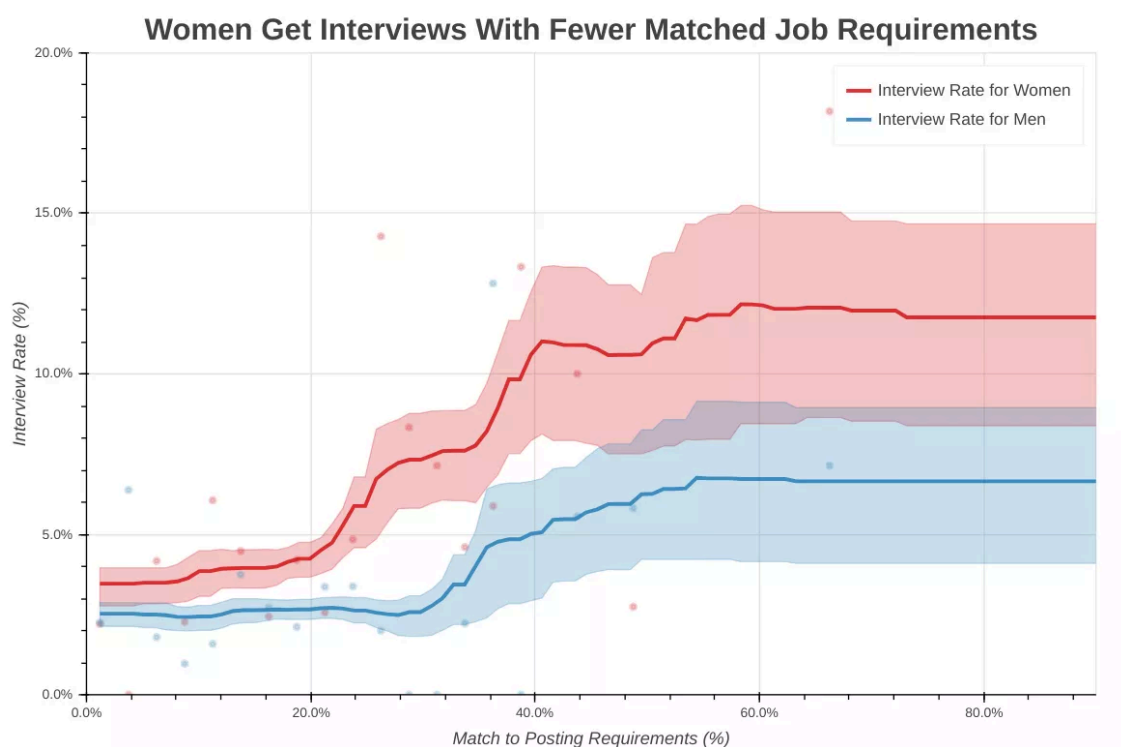
You're just as likely to get an interview matching 50% of requirements as matching 90%. We saw a clear upward trend in interview rates based on matching requirements, but with an upper bound. When users applied to jobs where they matched 40 – 50% of job requirements, they were **85% more likely** to get an interview than when they matched less, and applying to jobs where they matched 50 – 60% of requirements made them an extra **192% more likely** to get an interview over the 40 – 50% matches.

But after that point, you're in diminishing returns. Applying to jobs where they matched 60% or more of job requirements didn't provide any additional boost in interview rate.

Job Search Tip #1: Apply for jobs once you match 50% of job requirements.

For women, the % of requirements required is lower

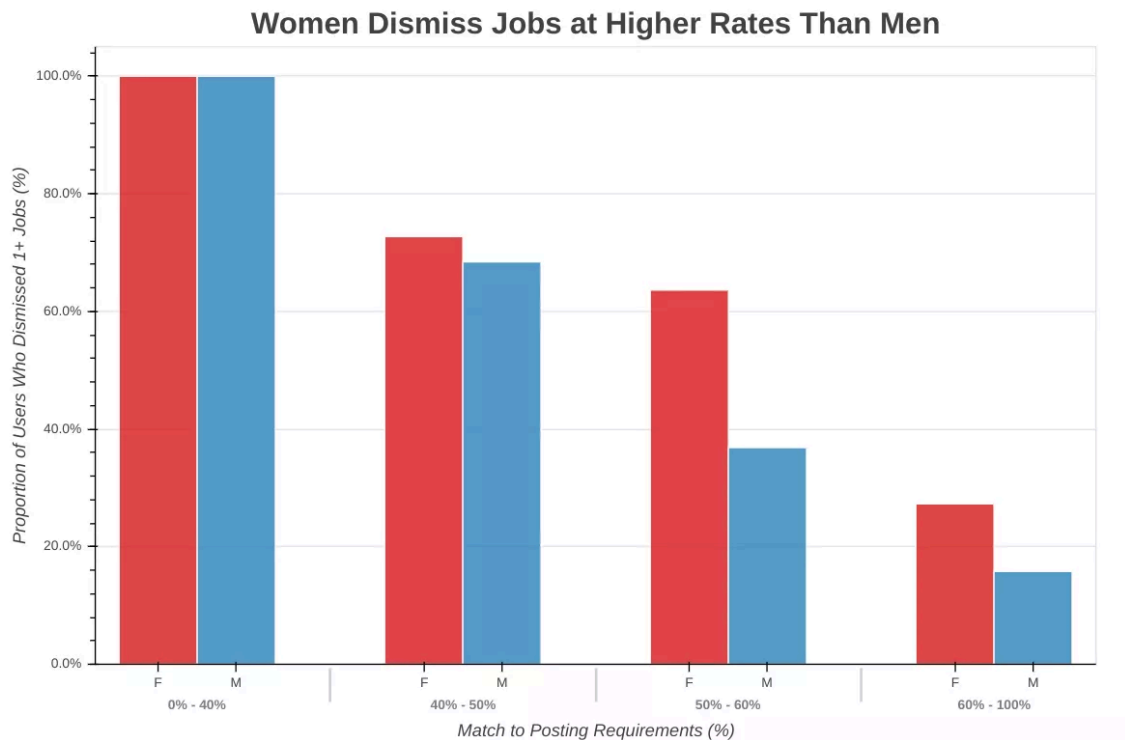
You may have seen stories before about how women in particular don't apply for jobs unless they're 100% qualified (<https://web.archive.org/web/20190816060541/https://hbr.org/2014/08/why-women-dont-apply-for-jobs-unless-theyre-100-qualified>). We wondered if they were on to something – maybe there's gender discrimination at play and hiring managers look for women to meet more of the requirements. Turns out, **our findings apply just as much to women as to men**, and actually, **for women, the chances of getting an interview start increasing as soon as you meet 30% of requirements**.



Women get interviews at higher rates with fewer matched requirements – if only they applied to those jobs in the first place.

As you can see in the graph above, we see the same general trend for women as for men, but for women, **you're as likely to get an interview matching 40% of the job requirements as matching 90%.** Note also that, as we've seen in previous analysis (<https://web.archive.org/web/20190816060541/https://talent.works/blog/2018/01/08/the-science-of-the-job-search-part-i-13-data-backed-ways-to-win/>), women in general have higher interview rates than men.

Yet, despite this, among our users, we’ve observed the same trend that has been studied elsewhere. Women are more likely to turn down jobs where they match some but not all of the qualifications – over the last 8 weeks, **64% of our female users rejected at least one job where they matched 50 – 60% of the requirements, while only 37% of male users did.**



So, yes, women, you too should be applying to jobs where you don't meet all the requirements.

Job Search Tip #2: Stop second guessing yourself – you DO deserve that job.

You're not guaranteed to get an interview, even when you match 90% of job requirements

Base case scenario, you're looking at about a 15% chance of getting an interview. **Applying for jobs is still fundamentally a numbers game** – the more applications you put in, the more likely you are to get an interview, and the more interviews you have, the more likely you are to get a job offer.

Put another way, if you want to get a job offer, the number of jobs you need to apply to is a function of your interview rate (what % of applications do you get interviews for) and your job offer rate (what % of interviews do you get job offers for), specifically: **# of applications needed to get n job offers = $n / \text{interview rate} / \text{job offer rate}$**

Interview Rate	Job Offer Rate	# of Applications Needed to Get 1 Job Offer
5%	5%	400
10%	10%	100
15%	15%	45

Clearly, improving your interview rate and job offer rate pay off, but what if you can't find 45 jobs that are perfect matches for you? **It never hurts to broaden your search to jobs that feel like more of a stretch.** Sure, your interview rate will be lower, but that's balanced by applying to more jobs.

Job Search Tip #3: Apply to as many jobs as possible to increase your chances of an interview.

No time to fill in all those applications? [We can help with that](#)

(https://web.archive.org/web/20190816060541/https://talent.works/accelerate-your-job-search/?utm_source=blog).

Administrative Assistant
Brown & Brown Insurance Services of California, Inc. - Anaheim, CA 92806

Apply Now

Qualifications:

- Looking for someone
- Open to part-time or
- Comfortable with Excel
- Someone who has a
- Culture fit/ environment
- Love people from retail
- Looking for great customer
- Needs to have a sense of
- Needs to have a desire to

Essential Duties:

- Assist in reaching the various needs of
- Forward incoming mail
- Download e-docs from Account Managers, if
- Process carrier e-docs
- Check policies and e-docs
- Reissue non service cancellations, reinsta
- Run weekly report to confirm that commis
- Maintain updated ins for sub-agents
- Pre-renewal Process
- Send out Renewal Questionnaires
- Scanning and Attaching documents into the agency management system
- Maintain updated insurance license, contract and Errors & Omissions certificates for Commercial Lines Wholesalers
- Receptionist back-up

Administrative Assistant
Brown & Brown Insurance Services of California, Inc. - Anaheim, CA 92806

* These fields are required

Name *

Email *

Phone Number

Resume *
Choose File No file chosen

To apply with your Indeed Resume, [sign in](#) - No Resume? [Create one now](#)

[Add cover letter](#)

☐ **Notify me when similar jobs are available**

By pressing continue, you will see questions from the employer that are part of this application.

Continue **Cancel**

ApplicationAssistant will fill out all those applications for you (and submit them at the best days and times too).

Summary

When you're out looking for the perfect job, don't be intimidated by a long list of requirements!

- Even if you only match 50% of the requirements, you should feel confident hitting “apply.”
- This applies just as much to women as it does to men (actually, even more so!)
- Cast an even broader net to improve your chances of getting an interview.

Remember, getting an interview is your big break – **it's your opportunity to prove that you can do the job even if you don't meet all the “requirements.”**

Methodology

First, we randomly sampled 6,348 applications for 668 different users from TalentWorks. Then we extracted the qualifications from the original job postings and the users' submitted resumes using proprietary algorithms. Finally, we grouped the results based on qualification match and regressed the interview rate using a Bagging ensemble of Random Forest regressors. All analysis and graphing was done using python with pandas, sklearn, scipy, and bokeh.

Why Are We Doing This?

With ApplicationAssistant right now, we [can boost the average job-seeker's hireability by ~5.8x](#).

(https://web.archive.org/web/20190816060541/https://talent.works/accelerate-your-job-search/?utm_source=blog) But, what makes ApplicationAssistant work has been an internal company secret until

now. We’re fundamentally a mission-driven company and we believe we can help *more* people by sharing our learnings. So, that’s exactly what we’re doing.

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