

Top 7 Reasons Not to Apply for a Job

Employers list job requirements when they advertise open positions for a reason. They want to hire the person who is the best qualified applicant for the job. For most jobs, hiring managers have a good selection of qualified candidates and aren't interested in those who don't have the qualifications. The employer has determined that those skills are necessary for success on the job. In addition, the employer wants to reduce the applicant pool so they can review the credentials of only the most qualified applicants for the job.

Top 7 Reasons Not to Apply for a Job

1. Short on Skills. If you don't have the skills and qualifications the employer is seeking, think twice about submitting an application. Many job postings list the skill set required for the position, and if you don't have at least most of them you won't be considered.

2. Don't Have the Experience. Most employers require a certain amount of experience when seeking applicants. That information should be clearly listed in the posting. For example, these employers require a minimum number of years of experience:

- 5+ years experience with SQL.
- 2 - 3 years experience in an office environment.
- 4 - 5 years or more of proven experience.
- 10+ years of sales experience, preferably within the high tech industry.

If you're close you might be considered but if you fall significantly short you won't be.

3. Short on Educational Requirements. In some cases, employers list educational requirements.

You'll need to meet those requirements in order to be chosen for an interview. Here are some examples:

- Bachelor's Degree in a related field (i.e., English, Math, Chemistry).
- Master's degree in Student Personnel Administration, Counseling, or other appropriate field.
- High School Diploma required.

As with experience, if you're close you might be considered. If you have the degree, but a different major and appropriate work experience it's worth applying.

4. The Job or Company Isn't a Fit. Sometimes, the job or the company simply isn't a match for what you want for your next job. It could be that you don't have the job requirements or that you have a different concept of fun than the company does.

Looking for someone with progressive career and would have some good tenure at each employer (spent at least 5 years with each). You like the idea of coming to work in jeans.

We try to do a team activity every week, often friendly video games, basketball games or yoga.

With these types of requirements, the employer is looking for a certain type of person who will be the best fit for the job and the organization. These aren't always as definitive as some of the other job requirements. However, do be sure that the requirements and the company culture make you feel like you'd love to work there rather than making your cringe at the thought of having to do some of the on-the-job and extra-curricular activities.

5. Live in the Wrong Place. Because there are three applicants for every job it can be hard to get hired for a job in a different location. It's easier for employers to hire local than it is to relocate a new hire.

However, it can be worth applying if you have the flexibility to interview and relocate on short notice. For higher level positions, there are even more opportunities to get hired because the expectation is that the top level candidates may not be local.

6. Can't Work the Schedule. If the job says that travel is required or that you need to be available for flexible hours that is what you'll be expected to do. Here are some examples:

Must be able to work the scheduled / assigned times and required overtime for the position.

- Ability to travel greater than 50% or as required.
- Must be able to work nights, weekends, and holidays.
- Expect shift work, including weekends and holidays, on rotation.

Don't expect an employer to change those requirements for you. In most cases, it won't happen. Be sure that you have the flexibility to work the job schedule before you apply.

7. Short on Connections. For some jobs, especially sales, you'll be expected to have a network of contacts and clients that you can tap. Be sure that you have the client base or connections you'll need for success on the job.

Avoid Job Search Rejection

Some of the toughest things about job searching are getting rejected or being ignored and not hearing back. That can happen anyway, but it's much more likely when you're applying for jobs that aren't a good fit. From a personal perspective as well as a professional one, you'll minimize rejection if you apply for the jobs you are the most qualified for.

When You're Not Qualified

When you apply for jobs that are a stretch, at best, you're not only wasting the employer's time – you're also wasting your own. For example, one job seeker I know really wanted to work for Microsoft. He applied for every job he could find online and there are many, of course. He was rejected from all of them. There are ways to get hired by your dream company, but that's not one of them. Here's more on how to decide what jobs to apply for and how to decode a job advertisement so you know what the employer is looking for.

I know someone else who was hired for the job of her dreams. She took the time to check the company's website for open positions. She reviewed what they were seeking in candidates and made sure she had the right qualifications. She wrote a targeted resume and cover letter and was interviewed, and then hired, shortly after she applied.

When It's a Close Call

If it's borderline and you have most of the qualifications, it's different. In that case, all you have to lose is your time. If the applicant pool is small, you may have a chance of getting an interview. Here are some guidelines on when not to apply for a job: There are other factors involved in determining whether to apply for a job. These are more flexible, and it can be easier to tailor your application materials to enhance your credentials. You can mix and match your qualifications for the job.

Equivalent Experience and Educational Requirements

In some cases, having experience equivalent to the degree requirements is acceptable. For example:

- BA required. In lieu of degree, 5+ years of relevant experience.
- Will also consider three years of progressive experience in the specialty in lieu of every year of education.

These requirements offer some leeway, so if you're not sure apply and let the employer decide. Here's how to mention equivalent experience in a cover letter.

When Requirements Are Preferred but Not Required

When employers list preferred requirements, you'll have a better chance of getting hired even if you're not a perfect match. Do be sure to list your closest qualifications in your resume and cover letter.

- A High School Diploma or GED is preferred but not required.
- Minimum four (4) year college degree strongly preferred.
- Must have High School Diploma or GED.

Paid Work Experience vs. Other Experience

One thing to remember when you're deciding whether to apply is that your experience doesn't have to all be paid work experience. Internships and summer jobs count. So does volunteer experience and other activities. Be sure to include them when you're making the case for getting selected to interview.

Match Your Qualifications to the Job Description

Even when you have all the right stuff, it's essential to match your strongest qualifications to the job. You need to show the hiring manager that you're qualified. They aren't going to figure it out for themselves. Here's how to match your qualifications to a job description.

Credit: <https://www.thebalance.com>