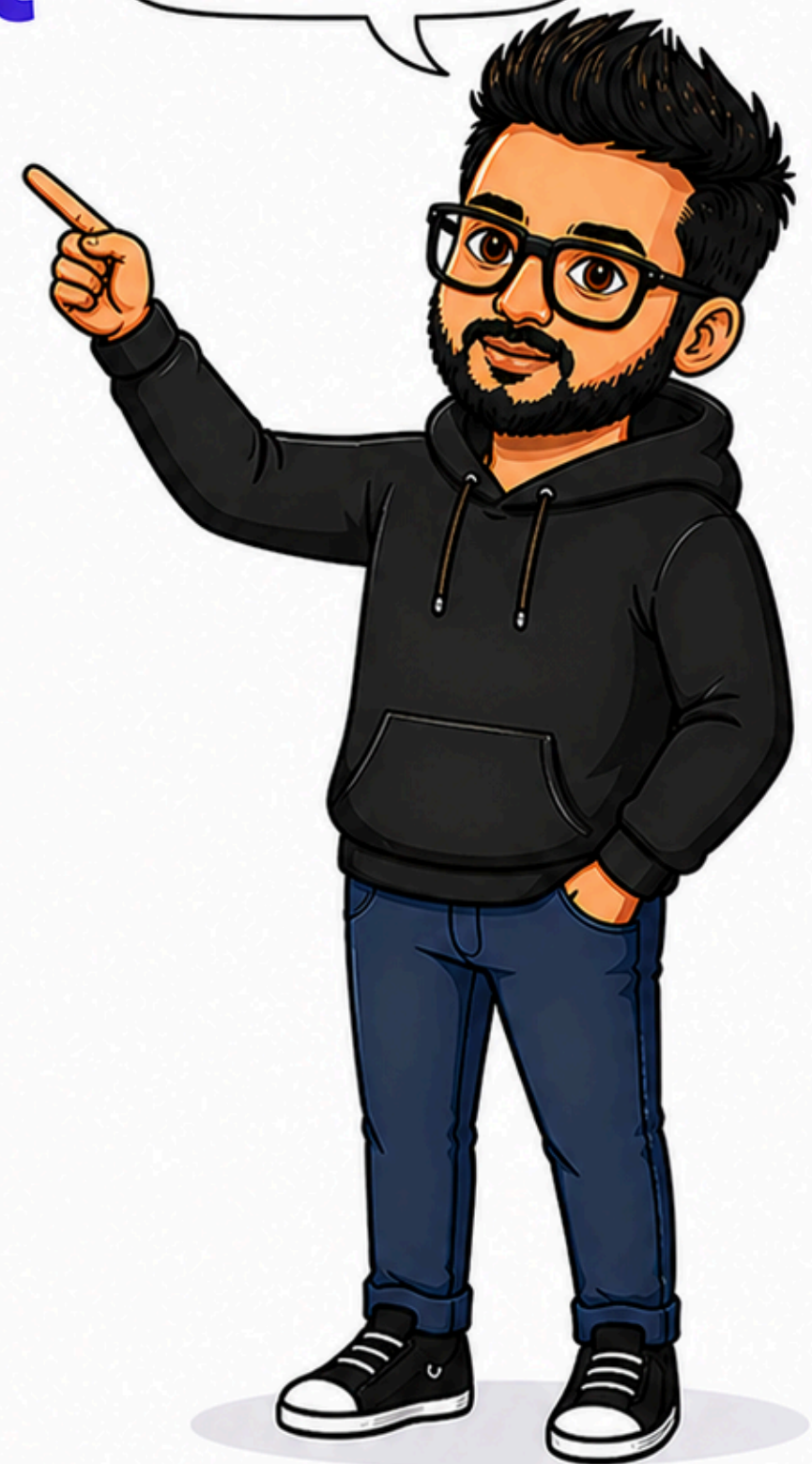


How Recruiters Actually Shortlist Data Science Resumes

Let's see what
really happens.



The unfiltered truth.

Not what LinkedIn gurus tell you.
What actually happens in the
first **30 seconds** your resume
is opened.



(Save this.

It will save you 6 months of
silent rejections.)

→ Swipe



Understand
the 3 gates.
Get shortlisted.

Your resume goes through 3 gates.

Most candidates only optimize for **one**.



Gate 1:
ATS keyword filter
(machine)



Gate 2:
Recruiter scan — ~7 seconds
(Ladders eye-tracking study)



Gate 3:
Hiring manager review —
2 to 3 minutes



You are not writing for “the company.”
You are writing for 3 very
different readers.





GATE 1: THE ATS FILTER





Recruiters use tools like **Workday, Greenhouse, Lever, iCIMS.**


✗ What gets you auto-rejected:

-  Job title doesn't match the JD ("ML Engineer" vs "Data Scientist")

-  Missing exact-match keywords (Python, SQL, AWS, PyTorch)

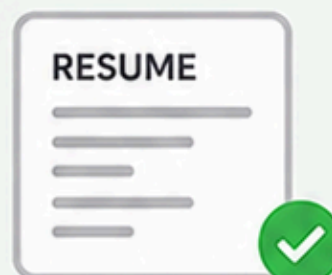
-  Fancy templates with columns, icons, graphics → parser breaks

-  PDFs exported as images

-  Skills listed only in a sidebar the parser ignores



Fix:
Single-column, plain text,
mirror the JD's language.



If you fail this gate,
no human even
sees your resume.



Recruiters scan fast. Put your best information **upfront**.

GATE 2: THE 7-SECOND SCAN

Eye-tracking shows recruiters look at **this order**:

- 1  Most recent **job title**
- 2  Current **company name**
- 3  Years of **experience**
(top of page)
- 4  **Tech stack** in the skills line
- 5  Most recent **project / bullet**



Everything below your last 2 roles?
Barely glanced at.



Lesson:
Front-load.

Your **strongest line** goes first,
not your career objective.



INSTANT RED FLAGS

What makes a recruiter **close** the tab:

- ✗ “Worked on machine learning models” (which ones? what impact?)
- ✗ Skills section with 40+ tools (you’re not an expert in all of them)
- ✗ No **metrics**. Anywhere.
- ✗ Generic objective statement at the top
- ✗ Same bullet pattern across every job
- ✗ “Familiar with” / “exposure to” — buzzword padding
- ✗ **GenAI / LLM / RAG** listed without a single project to back it up



If your resume reads like a JD, **you’re losing.**

Avoid these and you’re already **ahead of 80%** of other candidates.



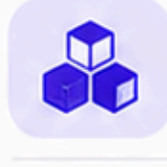
This is what actually gets you shortlisted.

WHAT ACTUALLY GETS YOU SHORTLISTED

The pattern across 100s of shortlisted DS resumes:



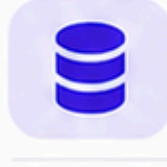
Quantified impact — “**Reduced inference latency by 38%**” beats “*optimized models*”



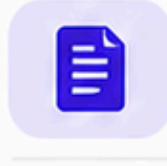
Specific **stack** — name the **libraries**, the **cloud**, the **vector DB**



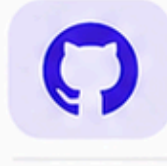
Domain signal — **Finance?** **Healthcare?** **Retail?** Say it.



Scope cues — **data volume**, **user count**, **\$ value**



One **strong project line** per role, not five weak ones



GitHub or portfolio link in the header (especially for senior roles)



Title **alignment** with the target role



Recruiters are pattern-matching. **Make the pattern obvious.**



Your resume isn't getting rejected because **you're not good enough.**

It's getting rejected because it wasn't built for how hiring actually works in **2026.**



Fix the format.
Make it ATS-friendly.
Make it recruiter-friendly.



Quantify the impact.
Numbers > buzzwords.
Show results, not responsibilities.



Mirror the JD.
Use their language.
Match the role.



That's 80% of the game.
Do this right, and **interviews will follow.**

Small changes
in your resume.
Big changes
in your future.



Small actions
this week.
Big interviews
next week.



BONUS: 5 QUICK WINS TO LEVEL UP YOUR RESUME

Do these this week.
See the **difference in callbacks.**



- 1 Rewrite your headline**
Make it **role-specific**, not generic.



- 2 Add 1 strong project**
Focus on **impact**, not features.



- 3 Quantify at least 3 points**
Use **numbers**. Show results.



- 4 Optimize your skills section**
Keep it **relevant**. Remove the noise.



- 5 Align your LinkedIn**
Headline, About, Featured = **Resume mirror**



Your resume is your ticket.
Make it impossible to ignore.



You don't need
a perfect resume.
You need the
right resume.




FOUND THIS HELPFUL? LET'S GROW TOGETHER!

If you found value in this carousel,
show some love and help others discover it.




LIKE

If you learned something new 




COMMENT

What's **YOUR** biggest resume mistake? 




SHARE

With a friend who needs this 



SAVE

Save this for your next resume update 



FOLLOW @das-purnendu

For more practical content on

AI • Data Science • GenAI • Career

Thank you!