



Guidelines to employers when reviewing CVs

Skilled refugees often face challenges that other local or international talent do not. It is important for international employers to understand the why the resumes presented may have gaps or inconsistencies. The experiences of displaced talent and the legal barriers they face in their host countries may prevent them from legally working in their field.

Here are some important notes to keep in mind while reviewing our refugee candidates' CVs:

- **Incomplete studies:** Many of candidates were forced to flee their countries due to war and violence and were unable to complete their degrees or finish their studies.
- **Long study duration:** Men aged 18 - 42 are required to serve in the military in Syria. Some candidates have intentionally failed at least one semester to postpone the compulsory military service to avoid being a part in any conflict. For some, being the resilient candidates that they are, after fleeing their home country, they applied for and received scholarships to finish their studies in the hosting community. In these situations, they are not able to bridge all of their credits, extending the total duration of their education.
- **Work experience gaps:** In many refugee hosting countries access to legal work permits for non-citizens is very difficult. In fact, it is illegal for refugees to work in certain specialized professions, forcing them to work on either a freelance basis, work in a different field, or not work at all.
- **Recent unemployment:** The economic consequences of the COVID-19 pandemic have affected employers everywhere, leaving refugees and displaced people even more vulnerable than before. Many Talent Beyond Boundaries (TBB) candidates have reported loss of employment during the pandemic with no guarantees of any other opportunities.
- **Junior positions:** Due to the legal constraints that refugees face in the workforce, sometimes they are not allowed to hold senior roles, limiting them to junior positions. These kinds of managerial positions often are only open to citizens of the hosting country.

- **Job hopping:** As refugees are restricted from working in their professions legally, many have been forced to enter informal employment arrangements to make ends meet. This exposes them to exploitation by their employers in different ways, such as by withholding paychecks or getting paid less than the minimum wage. This results in job hopping, with candidates leaving roles in an attempt to find better opportunities.
- **Overqualified candidates:** You may be presented with very experienced candidates who seem overqualified for the position. However, they are willing to downshift and accept a lower-level position in their field of expertise, even for a longer period of time, as long as the opportunity allows them to work legally in their profession. Candidates have expressed an interest in being put forward for the role before we present their CVs to employers.
- **Proof of Professional Experience:** Some candidates might not be able to provide letters of experience or references from certain employers as they are working illegally and employers would not agree to provide proof of their employment.
- **Proof of Educational Experience:** Some candidates might not be able to provide copies of their diplomas or certificates as they had to flee their home country before collecting them.