VetsWhoCode

LIVE WORKSHOP · MASTER.DEV

GETTING THE JOB IN THE ERA OF AI

Jerome Hardaway, Founder of Vets Who Code

ONE DAY ·
SEVEN MODULES

**SCORE IT.
BUILD THE
RECORD.
RUN IT EVERY
WEEK.**

WHO I AM, AND WHY I'M UP HERE



$20M

in salaries earned by the veterans and military spouses of Vets Who Code

01 US Air Force veteran

02 Founder and executive director, Vets Who Code

03 A decade of getting people hired

04 Google Developer Expert

05 Former GitHub Star

06 Called the "Captain of Code" by Barack Obama at the White House

— THE MISSION

WHAT YOU'LL LEAVE WITH

01

How the sausage is made

You'll see how AI screeners read you, score you and pass you along.

02

How the data works

Your skills, the market and the screener, backed by real numbers.

03

Your documentation, current

One place that holds your whole story, so everything stays in sync.

04

Skills and resources

Skills, scripts and agents you can keep running after today.

YOU CAN DO THIS.

— ORDER OF THE DAY

TODAY'S PLAN

MORNING · THE MACHINE READ

0930	Intro, history and the lay of the land
1000	M1 · Score your skills
1100	M2 · How the ATS parses and reads
1130	M3 · Your resume
1200	Lunch

AFTERNOON · THE HUMAN READ

1300	M4 · Your portfolio, the source of truth
1400	M5 · LinkedIn
1430	M6 · AI interviewers, defend every line
1500	M7 · Funnel, postmortems and offers
1530	Summary

— BEFORE WE START · 0930

A LITTLE HISTORY, AND THE LAY OF THE LAND

00

People have called coding dead before. Every time, the work just moved up a level.

EVERY TIME SOMETHING WAS SUPPOSED TO REPLACE US

1950s
FORTRAN's "automatic programming"

1959
COBOL, for managers

1979
VisiCalc

1980s
4GLs and CASE tools

1990s
Visual Basic

2000s
UML and model-driven architecture

2000s
Offshoring

2010s
Low-code

2023
"The End of Programming" (Matt Welsh)

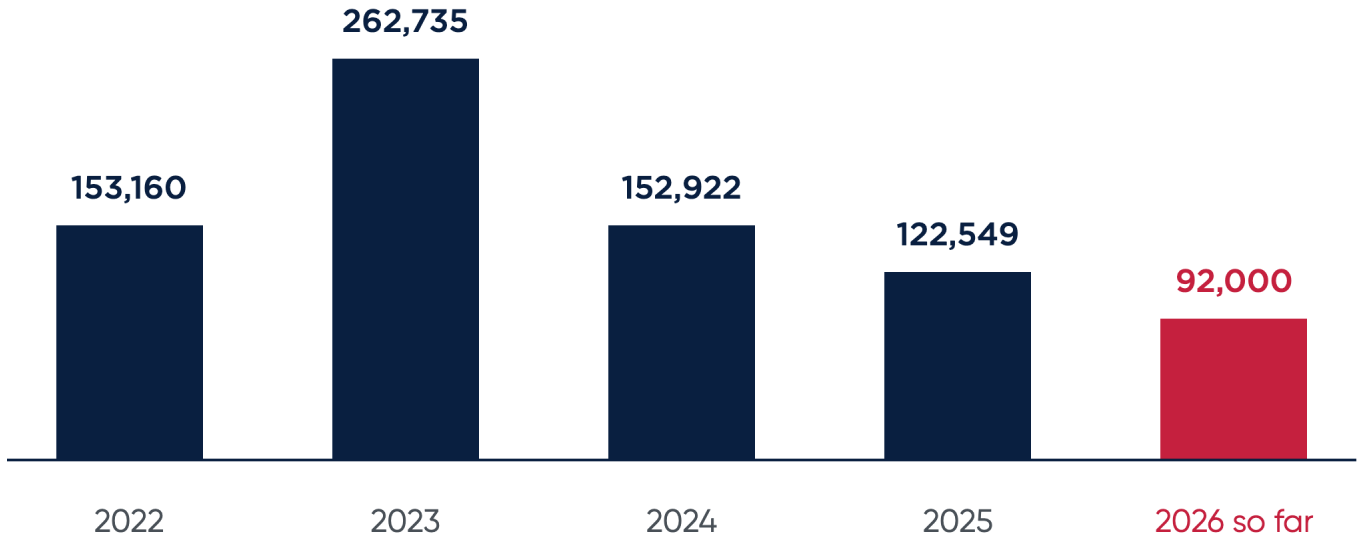
2024
Jensen Huang: nobody has to program

> "I've watched them try to replace us 14 times. Every time, it made our jobs harder and paid us more."

LAYOFFS ARE REAL, BUT SO IS THE DEMAND.

Tech layoffs by year

layoffs.fyi counts



"The market didn't get hard. It went back to normal."

1,717,800
software developers employed in 2025

~106,100
openings a year for developers and testers

10%
projected growth, 2025 to 2035

Employment and projections: BLS

WHERE YOU STAND TODAY

82%

of tech workers think they've applied to a ghost job

Dice 2026 Tech Sentiment, 1,159 people

7 → 2

offers for every 1,000 people who apply

Ashby, 38M+ applications

11%

of hires came from referrals, which were just 2% of applicants

CareerPlug

Most hires still come from applying. So apply and build referrals. You don't have to choose.

THE SCOPE CHANGED, AND IT GREW

AI Engineer

Ships features built on models: retrieval, evals, guardrails.

AI Agent Engineer

Builds agents that plan, call tools and act: orchestration, memory, evals.

ML Engineer

Builds the models themselves: training pipelines, tuning and serving.

MLOps Engineer

Runs models in production: pipelines, deployment, monitoring, retraining.

Research Engineer

Turns research into working code: experiments, training runs, benchmarks.

Product Engineer

Owns the problem, the user and the code, end to end.

Design Engineer

Designs and ships the production front end, accessibility included.

THE SHIFT

The titles are new because the job got bigger. One person now does what used to take a relay team.

THE GOVERNMENT DATA HASN'T CAUGHT UP TO THE TITLES

Where AI and ML work is counted today	Growth, 2025–2035	Openings a year
Software Developers (15-1252): the default	10%	~106,100 (with QA and testers)
Data Scientists (15-2051): ML-heavy roles	35%	~24,800
Computer and Information Research Scientists (15-1221): AI research	22%	~2,900

HEADS UP There's no official AI Engineer category yet. The new one lands in spring 2027 and goes live in 2028. Until then, search by the new titles and pull data from the old codes.

Projections: BLS Occupational Outlook Handbook (updated Aug 2026)

YOU'RE NOT THE USER. YOU'RE THE PRODUCT.

1

AI-powered ATS

Reads your file, matches it to the posting and grades you.

2

Hiring manager

Reads whoever the ATS let through.

3

Dev team

Round after round of interviews, and every line is fair game.

Each stage only sees what the one before it let through.

RUN YOUR SEARCH LIKE DATA ENGINEERING

1

Sources

Your work, wins, reviews and commits.

2

Knowledge base

Your portfolio, with the Brag Database inside.

3

Outputs

Your resume, GitHub and LinkedIn all come from it.

4

Measure

Watch your numbers and fix whatever breaks.

Your portfolio is the knowledge base. Get it up to par, and up to market.

RULES OF ENGAGEMENT

THE THREE LAWS

1

Measure everything.

If you don't track it, you can't fix it.

2

Never list what you can't defend.

Every line is a potential interview question.

3

Distribution beats talent.

The best candidate nobody sees loses to the average candidate who's everywhere.

MODULE 1 · 1000

SCORE YOUR SKILLS

01

See how the ATS scores your skills, then learn to score them yourself.

PUBLIC DATA, PLUS REAL POSTINGS

SOURCE 01

O*NET

Every job and the tech skills it uses, with the hot and in-demand ones flagged.

SOURCE 02

BLS

How many people do the job, what it pays and where it's headed.

SOURCE 03

Real postings

What employers want right now, including tools O*NET hasn't caught up to.

It's all public and free, no API keys. You can rerun every number yourself.

SCORE YOUR COMPLETE RESUME, NOT A ROLE

1

Your complete resume

Put everything in. Don't trim it for a role yet.

2

Score it

Each skill gets graded on how well you prove it.

3

Rank by strength

Your strongest skills float to the top.

4

Then cut lanes

Build role-specific resumes from it in Module 3.

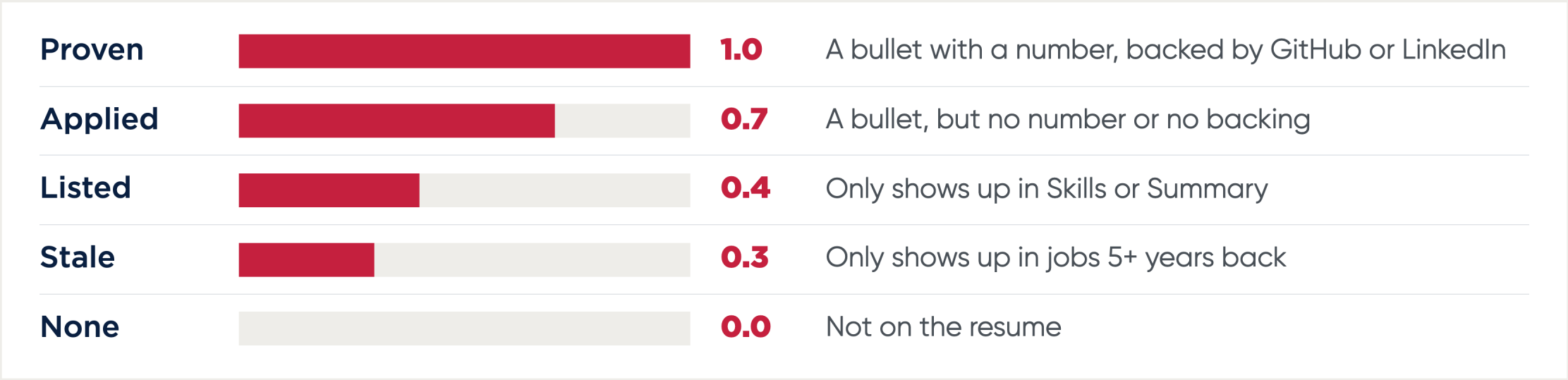
Start with what you're strongest at, not with a job title.

SIGNAL STRENGTH: FROM LISTED TO PROVEN

1	"Built production Python services handling 10K RPS", and your GitHub and LinkedIn show it	Strongest
2	"Developed Python applications"	Strong
3	"Experience with Python"	Weak
4	Python in the skills list only	Weakest

Same keyword, very different proof. And screeners check your GitHub and LinkedIn too.

HOW EACH SKILL ON YOUR RESUME GETS GRADED



BACKING A pinned repo you've worked on recently, or LinkedIn Experience, Projects or Featured that name the same skill. The lift list shows which fixes earn you the most points.

TWO SCORES, TWO QUESTIONS

RESUME SCORE

0–100

Does my resume prove what my lane's market wants?

- resume_score.py: live O*NET and BLS, keyless
- Run it on your complete resume, not a role cut

SCREEN GRADE

A–D

How would an AI screener grade it for this posting?

- screen_grade.py: every Met needs an exact quote
- Run it before every application

THE SCORING CHAIN

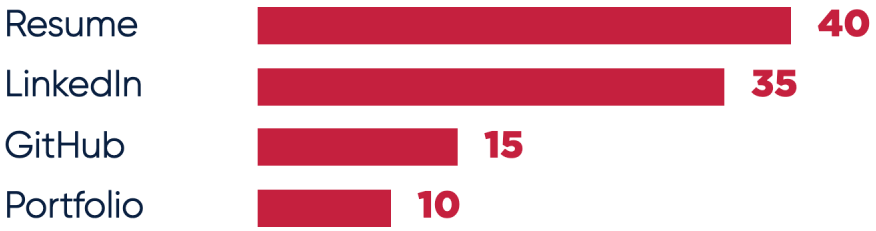
1	**resume-scorer**	Parse gate, lane score and lift list; a Screen Grade per posting
2	**linkedin-scorer**	LinkedIn scored against the same target and your record
3	**github-scorer**	Your profile and pinned repos, read from the public API
4	**portfolio-scorer**	Your site, the portfolio checklist and the sync check
5	**composite-scorer**	Two reads, machine and human, plus a resume gate
6	**improvement-plan**	What to fix in each section, biggest gain first
7	**resume-rebuilder**	Your resume rebuilt to spec from the portfolio

Steps 1–4 score each source. Steps 5–7 pull it together and fix it. The weights and the gate are VWC's call, not research or any employer's rules, so change them if you want.

MACHINES READ YOU FIRST. PEOPLE READ YOU SECOND.

01 Machine read

ATS and AI screeners take your words literally



02 Human read

Recruiters, managers and engineers skim for proof



Score under 70 on your resume and you get flagged, no matter what else looks good. A weak resume means no person ever sees the rest.

These weights are VWC's call, not industry data. Change them with --machine-weights, --human-weights and --gate.

TOOLS FOR SCORING YOUR SKILLS

Tool	Type	What it does
resume-scorer · resume_score.py	Skill, script	Step 1: parse gate, lane score and lift list from live O*NET and BLS
market_snapshot.py	Script	Live O*NET and BLS snapshot for the roles you're weighing
career-scorecard	Agent	Runs the whole chain, steps 1 to 7, using the skills
/score-resume	Command	Resume score plus a Screen Grade, no editing

LIVE DEMO

Score a sample resume for one lane with resume_score.py, then read the lift list.

TAKE-HOME LAB

Save 10 real postings for your lane, run the resume score, and mark each skill "can prove now" or "need proof" from its grade.

MODULE 2 · 1100

HOW THE ATS PARSES, AND HOW RESUMES ARE READ

02

What the ATS actually does with your file, what its grade means, and how to read a posting the way it does.

HOW THE ATS READS YOU

1

Knockouts

Quick yes-or-no checks: work authorization, sponsorship, years, location.

2

Parse

Your file gets broken into fields.

3

Search and filter

Recruiters search by keywords, years, location and school.

4

AI rank

AI grades how well you match the posting.

5

A human

Reads whoever made it through.

Get past the machine first. Then impress the human.

WHAT BREAKS THE PARSER

The parse test

01 Extract the plain text from your file

02 If your name, titles, companies and dates come out in order, a parser can read it

03 Test the file before you tune the content

What breaks it

- Tables and side-by-side columns
- Text boxes, graphics and icons
- Contact info in a header or footer
- Image PDFs and non-standard section names

No vendor shows you their parser, so the plain-text test is the best check you've got.

THE ATS SEARCHES. AI SCREENS ON TOP.

Recruiters filter

They search by keywords, years of experience, location and education.

Matching varies by vendor

“Managed projects” matches “project management” in some systems, not others. Mirror the posting’s words where it’s honest.

Years

Recruiters tend to search on 5 or 10 years, so write 5+ or 10+.

WHAT AN AI GRADE MEANS

A

Every basic, most preferred, and over a cutoff they don't publish

B

Meets every basic qualification

C

Meets most of the basics, not all

D

Misses most of the basics

GREENHOUSE	Sorts you as Strong, Good, Partial or Limited. It doesn't auto-reject.
ORACLE	Rates Education, Experience, Profile and Skill from 0 to 5.

A–D: Workday HiredScore candidate grades, as the vendor documents them

WEIGHTS CHANGE BY ROLE



Set per role

Each job sets its own weights, so the same resume can score differently on two similar jobs.



Recency

Recent work counts more. A skill you last used 5+ years ago counts less.



Chronology

Gaps and short tenures get flagged. Be ready to explain them.

Vendors and employers don't publish their weights, so we won't make any up.

THEY READ MORE THAN YOUR RESUME

Resume

Broken into fields and ranked against the posting.

LinkedIn

Apply Connect sends your profile and skills-match data to certified ATS partners.

GitHub

Anyone can read your public profile and repos through the API.

Make all three tell the same story: same titles, dates and skills.

OLD TRICKS BACKFIRE



Hidden text

White text, zero-size keyword blocks, hidden PDF layers.



Stuffing

Piling on keywords and acronyms you can’t back up.



Title inflation

Claiming a title you never held.

Some systems catch this now. Hidden keywords can sink you.

KEYWORDS AND EVIDENCE GO HAND IN HAND

Keywords get you found

- The ATS searches, and AI screens on top
- LinkedIn Recruiter filters on standardized skills and titles
- Greenhouse matches required skills, experience and job titles

Evidence makes it count

- HiredScore checks each qualification and points to the section that proves it
- The dev team presses on every line
- Name the skill the posting's way, and prove it in the same line

DECODE THE JOB DESCRIPTION

1

Highlight

Mark every skill and duty.

2

Sort

Split them into required, preferred and nice-to-have.

3

Count

Anything mentioned 3+ times is critical.

4

Map

Match each one to your proof.

SCREEN GRADE: GRADE IT LIKE THE SCREENER

1

Split the posting

Sort it into basic, preferred and knockout questions.

2

Quote the proof

It only counts as Met if you can quote the exact resume line.

3

Parse gate

Check for readable text, contact info, standard headings and dates.

4

Roll up a letter

Give it an A to D for that posting.

If the kit says A, treat it as "A or B." The real cutoff isn't public.

TOOLS FOR READING IT LIKE THE ATS

Tool	Type	What it does
resume-scorer	Skill	Parse gate, lane score, and the A to D Screen Grade per posting
screen_grade.py	Script	Splits the posting, checks every quote, rolls up the letter
resume_score.py	Script	Parse gate and parse-breaker checks before any score
ats-screener	Agent	Plays the ATS for one resume and one posting, using resume-scorer
/score-resume	Command	Resume score plus a Screen Grade, no editing

LIVE DEMO

Run a Screen Grade on a sample resume against one real posting.

TAKE-HOME LAB

Parse-test your resume, decode one real posting, run a Screen Grade, and list every Not Met.

MODULE 3 · 1130

YOUR RESUME

03

Cut lane resumes from one record, in a format that parses, with every line you can defend.

CUT LANE RESUMES FROM ONE RECORD

ONE RECORD Your portfolio and Brag Database hold everything you've done, ranked by strength

LANE A

Python + AI

Inference pipelines and ML systems.

LANE B

Python + Data

ETL and large-scale workflows.

LANE C

JavaScript / Frontend

Next.js, React and Tailwind.

SAME EXPERIENCE. DIFFERENT SIGNAL. ALL TRUE.

— Don't cut too much. Keep the supporting skills your target postings still ask for.

FORMAT RULES THAT HOLD UP

Do

- Specific, active, fact-based language
- Reverse chronological order
- Experience as 5+ or 10+ years
- Export a PDF, saved outside any repo

Don't

- Pronouns or narrative style
- Lines that start with a date
- Numbered sections or references

Format rules: Harvard Extension School, Resumes and Cover Letters (2024)

TOOLS FOR YOUR RESUME

Tool	Type	What it does
resume-rebuilder	Skill	Step 7: rebuilds your resume to spec from the portfolio, then defend every line
resume_rebuild.py	Script	Drafts from portfolio.json and brag entries; --check lints any resume
resume_score.py	Script	Scores your complete resume
ats-screener	Agent	Grades the rebuilt resume against one posting

TAKE-HOME LAB

Rebuild one lane resume from your portfolio with the lift list, fill every [ask] and run the spec check. Save the PDF outside any repo.

— 1200 · BREAK

LUNCH

1200

Back at 1300: your portfolio, the single source of truth.

MODULE 4 · 1300

YOUR PORTFOLIO: THE SINGLE SOURCE OF TRUTH

04

Everything flows to and from your portfolio: the Brag Database, the Friday Setup, GitHub and the web app.

EVERYTHING FLOWS TO AND FROM THE PORTFOLIO

THE HUB

PORTFOLIO

The single source of truth, with the Brag Database inside it.

GitHub

Your code, and the repos you pin.

Resume

Lane resumes cut from the record.

LinkedIn

Proof that matches your resume.

Tell the same story everywhere. Keep resume files out of the repo; only the record goes in.

THE BRAG DATABASE LIVES IN YOUR PORTFOLIO

```
portfolio/
  portfolio.json
  brag/
    inbox/     raw, git-ignored
    entries/   curated, committed
  case-studies/
```

LIVES IN THE PORTFOLIO REPO

WHAT GOES IN

- ✓ Old resumes
- ✓ Performance reviews
- ✓ Commit history
- ✓ Project docs
- ✓ Certifications

5+ pages is normal. It's the record, not the resume.

FRIDAY SETUP TURNS MERGED PRS INTO ACCOMPLISHMENTS

1

Pull

It grabs your merged PRs, reviews and closed issues, or local git history.

2

Redact

It strips out secrets and skips anything you've already logged.

3

Curate

You pick the best and polish them. Only add a number if you have one.

4

Promote

Anything safe to share moves to brag/entries.

No GitHub history yet? Start by hand. Military, civilian and volunteer wins all count.

GITHUB IS HOW YOU SHOW YOU EXIST



Be visible

Ask a room who has an active GitHub and only a few hands go up. Be one of them.



Pin only manicured repos

Only show work that's finished and running. Nothing half done.



Live demo, or video

If cost or security rules out a live demo, record a video.

HOW A TOOL READS YOUR GITHUB

What anyone can pull

- Your profile
- Public repos and their READMEs
- Languages and commit history
- No account, no agreement needed

So make it readable

- A README that says what, why and how to run it
- Pin only manicured repos
- Decisions, tests and evals in the repo

GitHub REST API: 60 unauthenticated requests an hour (GitHub docs)

CLIMB THE DEPTH LADDER

4	**Real users**	Someone actually uses it
3	**Tests and a decision record**	It works, and you wrote down why
2	**Deployed**	It's live
1	**Local**	It runs on your machine

Local → deployed → tests and a decision record → real users.

SHOW HOW YOU BUILD: SPECS, HARNESSES, EVALS



Specs

Write what you're building before you build it.



Test harnesses

Prove the code works, including code an AI tool wrote.



Evals

Measure LLM features instead of eyeballing them.



The why

Write your reasoning into issues and pull requests.

We'll walk through a real one: the AI Screen Simulator spec.

DON'T CLAIM WHAT YOU CAN'T PROVE

1	Production experience	Strongest
2	Shipped project	Strong
3	Significant contribution to someone else's project	Good
4	Personal project, deployed	Moderate
5	Course or certification	Weak alone
6	Tutorial	Worthless

Only claim what you can prove, and make sure your proof is as strong as your claim.

YOUR PORTFOLIO WEB APP IS A SALES SITE

8 seconds

to make a first impression.

The checklist: 83 items in 10 sections, plus a Quality Bar to clear.

FIRST IMPRESSION

- ✓ Headline positioning statement
- ✓ Target roles, each linked to its role page
- ✓ Call to action above the fold
- ✓ Contact links on every page
- ✓ Clean nav: About, Artifacts, How I Build, Writing, Résumé, Contact
- ✓ Custom domain with HTTPS
- ✓ Mobile-responsive and accessible

Vets Who Code Portfolio Checklist: vetswhocode.io/portfolio-checklist

HOW A TOOL READS YOUR PORTFOLIO WEB APP

Put it in text

Put your role, skills and results in real text, not just in an image or PDF.

One page per project

Give each project its own page, written like a case study.

Keep the record

portfolio.json is the machine-readable source everything else pulls from.

ONE WIN, FOUR PLACES, ONE STORY

1

A win happens

Friday Setup pulls it in. You curate it.

2

Update the record

portfolio.json and the Brag Database.

3

Regenerate

Resume, LinkedIn and GitHub, from the record.

4

Run the sync check

sync_check.py flags anything that disagrees.

Fix the portfolio first, then regenerate.

TOOLS FOR YOUR PORTFOLIO

Tool	Type	What it does
friday_setup.py	Script	Pulls merged PRs, reviews and issues into brag/inbox, redacted
brag-curator	Agent	Turns raw pulls into public-safe Brag Database entries
github-scorer · github_score.py	Skill, script	Step 3: your profile and pinned repos, from the public API
portfolio-scorer · portfolio_audit.py	Skill, script	Step 4: site checks plus the VWC Portfolio Checklist
sync_check.py	Script	Flags anything that disagrees with the portfolio
dev-team-reviewer	Agent	A hiring engineer's read, starting from the scores

TAKE-HOME LAB

Run your first Friday Setup and curate five entries. Pin only manicured repos, then score GitHub and your portfolio and run the sync check.

MODULE 5 · 1400

LINKEDIN

05

How LinkedIn data reaches the ATS, and how to make your profile match your record.

GITHUB IS OPEN. LINKEDIN RUNS ON AGREEMENTS.

GitHub

- Public API
- Anyone can pull your public repos
- No account or agreement needed

LinkedIn

- Partner integrations, like Apply Connect
- Certified ATS partner plus a Recruiter license
- Apply through it: your application and skills-match data go to the ATS

LinkedIn Apply Connect documentation (Microsoft Learn); GitHub REST API docs

LINKEDIN IS FOR EVIDENCE, NOT APPLYING



Match the resume

Make your headline your target role, with the same dates, titles and companies.



The application flow

Find it on Dice or Indeed, research, apply on the company site, follow up on LinkedIn.



Build in public

Post three times a week. Show what you're building and why.

APPLY ON DICE. GET FOUND ON LINKEDIN.

Dice: high volume

- Get your resume right and you'll know: your inbox fills up with recruiters
- Every call is market data: what to learn next, and what to make a stronger case for
- Lots of contract-to-hire roles, so every interview is practice and a real shot at an offer

LinkedIn: where they checked me out

- Recruiters from those applications looked me up
- The more people viewed my profile, the more I got found
- My profile had to back up my resume

"Contracting paid more than I'd ever made. I earned my first year's Microsoft salary in under four months."

SET UP DICE FOR RECRUITER SEARCH

Dice is tech roles only. Recruiters there search by skills and filter by activity, work authorization and location, so a complete, keyword-matched, recently updated profile ranks higher.

1	**Make the profile searchable**	Set visibility to Public and turn on "Open to Work" so recruiters can find you.
2	**Use your target job title**	Use the exact title recruiters will search, like "Senior Full-Stack Engineer" or "AI/ML Engineer," and only one.
3	**Build out the skills section**	This is the most important part of a Dice profile. Add every skill you can back up, with years of experience and last used date. Recruiters filter on those numbers, so be accurate. Use the same terms job posts use, like "React.js," "AWS Lambda" and "Python."
4	**Upload a keyword-matched resume**	Tailor it to your target role, and replace it every few weeks. A new upload counts as profile activity, and recruiters often filter for recent activity.

FILL IT IN, THEN STAY ACTIVE

5	**Fill in every filter field**	Work authorization, security clearance, desired pay, remote/hybrid/onsite, willingness to relocate, and employment type (full-time, contract, C2C). Blank fields can drop you out of filtered searches. A clearance is a strong filter on Dice, so list yours if you have one.
6	**Write a short summary**	Use 3–4 lines: who you are, your core stack, one measurable win, and the role you want.
7	**Add your links**	GitHub, portfolio, LinkedIn and your personal site, so recruiters can check your work right away.
8	**Stay active**	Log in, apply, or update something weekly. Inactive profiles drop in search results.

HEADS UP

The noise is the hardest part. Expect a lot of calls and emails for contract and contract-to-hire roles.

MAKE YOUR PROFILE SEARCHABLE

01

Headline

Your target role.

02

Skills

Standard names, the way postings say them.

03

Experience

Same dates, titles and companies as your resume.

04

Featured and Projects

Point back to your portfolio.

LinkedIn Recruiter filters on standardized skills and titles.

PHOTO + HEADLINE

01

Photo and cover

- Use a clear, recent photo where your face fills most of the frame. Recruiters skim, and a clear face builds trust fast.
- Use the cover photo to show your target field, like your tech stack, a project screenshot or a simple banner naming the role you want.

02

Headline

- Put the role you're targeting in your headline, not just your current title. Example: "Full-Stack Engineer | React, Node, AWS | Air Force Veteran."
- Use the keywords from job posts you want, because recruiters search for those exact words.
- Keep it to 15–20 words and add one measurable win if you have one.

03

Settings

- Turn on Open to Work and set it to recruiters only: Me → Open to work. Add your target titles, locations and work type.
- Keep your main button as "Connect," not "Follow," so hiring managers can reach you.
- Add a custom profile URL and put it on your resume.

ABOUT + FEATURED

ABOUT

Your 30-second pitch

- In 5–7 sentences, say who you are, what you build, the role you want and why you're a fit.
- Write in first person, translate military or industry jargon into plain language, and let your personality show.
- End with a clear ask, like "I'm looking for backend roles. Let's connect."

FEATURED

Your portfolio, on LinkedIn

Use Featured as your portfolio:

- ✓ Your best projects
- ✓ GitHub
- ✓ Case studies
- ✓ Certifications
- ✓ A post that shows how you think

EXPERIENCE + PROJECTS + SKILLS

01

Experience

- Write every role as impact: what you did, how you did it, and the result in numbers.
- Pin your project demos, repos or write-ups to the role they came from.
- Say what you personally built, led or owned, not just what the team did.

02

Projects

Add a Projects section for portfolio work, especially if you're switching careers.

03

Skills

- Pin your top 3 skills to match your target job posts, and ask past teammates to endorse them.
- Add certs and LinkedIn Learning courses that match your target postings. They help recruiters find you; your projects prove it.

TOOLS FOR LINKEDIN

Tool	Type	What it does
linkedin-scorer · linkedin_score.py	Skill, script	Step 2: your profile against the same target and your record
composite-scorer · scorecard.py	Skill, script	Step 5: machine read, human read and the resume gate
improvement-plan	Skill	Step 6: what to fix in each section, biggest gain first
recruiter-screen	Agent	Searches like a recruiter, then rehearses the phone screen

TAKE-HOME LAB

Score LinkedIn against the same target, fix it to match your portfolio, then run the two scores and the improvement plan.

MODULE 6 · 1430

AI INTERVIEWERS AND DEFENDING EVERY LINE

06

How AI interviewers score transcripts, and how to defend every line on your resume through the final round.

WHAT GREENHOUSE AND EIGHTFOLD SCORE, AND WHAT THEY DON'T

Scored

- Your transcript, against the recruiter's rubric
- A written rationale citing your answers

Not scored by them

- Accent, tone, fluency or pace
- Personality or confidence
- Pauses or facial expressions

That's how these two document their tools; reading or scripting gets flagged outside the score. Other vendors may score tone. Next slide.

TONE SCORING: DEPENDS WHERE YOU ARE

EU

BANNED

Since Feb 2025 the AI Act bans emotion-reading AI at work, recruiting included. It covers US employers hiring for EU roles.

US FEDERAL

NO BAN

The risk is discrimination law: the ADA if it screens out speech, hearing or neurological differences, Title VII if it penalizes accents.

ILLINOIS

CONSENT

Notice, an explanation and your consent first. If it makes a voiceprint, BIPA applies: $1,000–$5,000 per violation.

NYC

BIAS AUDIT

A yearly bias audit, a published summary, and notice to you 10 business days ahead.

JAN 2027

California (AB 1883) bans tools that infer emotion at work; it's unclear if applicants are covered. Colorado (SB 26-189) adds notice and human review, but enforcement is tied up in court.

WHAT YOU CAN DO

Ask if the tool scores tone or emotion. Ask for a human review. If speech is a factor, request an ADA accommodation.

Not legal advice. These laws are changing fast; check the current statutes.

ANSWER TO THE RUBRIC

The rubric comes from the JD

Answer to its criteria, in words a transcript captures.

STAR-L

Situation, Task, Action, Result, plus Learning.

“We” to “I”

Practice saying what you did, not what the team did.

DEFEND EVERY LINE

> "Every line on your resume is a potential interview question."

CAN'T DEFEND A LINE? THREE OPTIONS:

A

Remove it

Better a shorter resume you can defend.

B

Study until you can

90 seconds of spoken evidence per line.

C

Reframe it

At the level you actually worked.

BUILD A STACK DEFENSE DOC

For every skill on your resume, answer four questions.

01
What is it?

02
When would you use it?

03
What are the tradeoffs?

04
A common mistake?

You don't know what they'll press on, so know everything on the resume.

BUILD A STORY BANK OF 8

1
A technical challenge

2
A conflict with a teammate

3
A project that failed

4
Leading without authority

5
Learning something fast

6
Disagreeing with a decision

7
Improving a process

8
Helping someone grow

Map each story in your story table.

WHERE AI TOOLS BELONG IN YOUR SEARCH

Use agents for

Research, briefs, rubrics, mock screens, tracking.

Never

Mass submission.

One-Agent Rule

Pick one coding agent and go deep.

Practice Paradox

Build with agents. Interview without them.

TOOLS FOR INTERVIEWS

Tool	Type	What it does
/mock-screen	Command	Mock AI screen on your rebuilt resume
ai-interviewer	Agent	Plays the AI interview screener and presses on resume lines
resume-rebuilder	Skill	Defend every line: Defended, Thin or Cut, plus the story table
final-round-panel	Agent	Probes three resume lines to the edge of what you know
story-table.md	Template	Each line mapped to an artifact and a STAR story



LIVE DEMO

Run a mock AI screen on a sample resume against a rubric built from one job description.



TAKE-HOME LAB

Run one mock AI screen on your rebuilt resume, grade every line Defended, Thin or Cut, rerun your two weakest answers, and build a Stack Defense Doc.

MODULE 7 · 1500

FUNNEL, POSTMORTEMS AND OFFERS

07

Track your funnel by channel, run postmortems on losses, and negotiate offers with a comparison matrix.

TRACK EVERY APPLICATION BY CHANNEL

Date	Company	Role	Source	Resume version	Status	Next action	Follow-up	Notes



Measure conversion at each stage, by source. Reallocate across channels every week.

FIND THE BREAK POINT, FIX THAT LAYER

IF YOU SEE	FIX THIS LAYER
No screens	Resume score, Screen Grade, shift channels
Screens, but no finals	Interview practice: mock screens, weakest answers
Finals, but no offers	Defend every line

RUN A BLAMELESS POSTMORTEM ON EVERY LOSS

01 · INCIDENT

What happened, and at which stage?

02 · CAUSE

The one cause you can act on

03 · FIX

The one change, and the layer it fixes

Blameless. One incident, one cause, one fix.

FOUR RULES WHEN THE OFFER COMES

Ask for 48 hours

"I'm excited. Can I have 48 hours to review?"

Get it in writing

Nothing counts until it's written down.

Base first

Then sign-on, equity and title.

Know your alternative

Before you negotiate.

Don't give the first number. If base stalls, push on sign-on bonus, equity and title.

COMPARE OFFERS SIDE BY SIDE

Offer matrix	Offer A	Offer B	Contract C
Base / hourly rate			
Bonus · equity · sign-on			
Benefits and time off			
Full-time-equivalent total comp			
Role fit · growth · risk			

Contract vs full-time: **compare on the same basis**, with benefits and unpaid time included.

THE WEEKLY LOOP

1

Friday Setup

Pull in the week's wins.

2

Sync check

Four sources, one story.

3

Funnel review

Find the break point.

4

Postmortem

One per loss. Blameless.

5

Reallocate

Toward what converts.

72-HOUR RULE No upward momentum in 72 hours means it was opinion, not tactical intelligence.

TOOLS FOR THE FUNNEL AND OFFERS

Tool	Type	What it does
funnel.py	Script	Conversion by stage and channel, plus postmortems
offer-matrix.md	Template	Every offer side by side
career-scorecard	Agent	Reruns the whole chain to show what moved
/job-hunt	Command	Shows where you are in the chain and runs the next step

TAKE-HOME LAB

Start your funnel tracker, write one blameless postmortem, fill the offer matrix, and rerun the whole chain to see what moved.

— 1530 · WRAP-UP

SUMMARY

1530

You are the product. Your portfolio is the source of truth. Run it every week.

SUMMARY

THE DAY IN ONE SLIDE

00

You are the product

ATS, hiring manager, dev team.

M1

Score your skills

Public data, rerunnable.

M2

How the ATS reads you

Parse, grade, decode.

M3

Your resume

Cut from the record.

M4

Portfolio

The single source of truth.

M5

LinkedIn

Matches the record.

M6

Defend every line

90 seconds per line.

M7

Measure it

Funnel, postmortems, offers.

AFTER TODAY

YOUR TAKE-HOME LABS

Module	Take-home lab
M1 · Score your skills	10 postings, the resume score; mark each skill can prove or need proof
M2 · How the ATS reads you	Parse test, decode one posting, run a Screen Grade against it
M3 · Your resume	Rebuild one lane resume from the portfolio, spec check
M4 · Portfolio	First Friday Setup, five entries, GitHub and portfolio scores, sync check
M5 · LinkedIn	Score and fix LinkedIn, then the two scores and the plan
M6 · Interviews	Mock AI screen, grade every line, two weakest answers, Stack Defense Doc
M7 · Funnel and offers	Funnel tracker, one postmortem, offer matrix, rerun the chain

All in the kit: TAKE-HOME.md

AI-ERA-JOB-KIT

EVERYTHING IN THE KIT

7

skills

One chain

7

agents

Screeners and reviewers

11

scripts

Keyless, rerunnable

3

commands

Start with /job-hunt

Public data, no API keys, every number rerunnable.

VetsWhoCode

— RETOOL. RETRAIN. RELAUNCH.

YOU CAN DO THIS.

Score it. Build the record. Run it every week.

OPEN FLOOR

QUESTIONS ?