

# Detailed Transcript—Thinking Like a Recruiter

[00:00:00.000 - 00:00:02.500]

**Visual:** The Microsoft logo appears on a clean white background.

**Audio:** [MUSIC PLAYING]

[00:00:02.500 - 00:00:08.000]

**Visual:** A blue slide with layered contour patterns displays the Coursera and Microsoft logos in the upper corners. White text scales into view in the center.

**On-Screen Text:** Thinking Like a Recruiter

[00:00:08.000 - 00:00:32.000]

**Visual:** A young man with dark hair and a beard, wearing a white blazer over a peach-colored collared shirt, stands in a modern studio setup with a grey background. A fiddle-leaf fig plant and a wooden bookshelf stand on his left, while a floor lamp and snake plant stand on his right. He speaks directly to the camera with deliberate facial expressions and minor hand gestures.

**Speaker:** "Just imagine a recruiter at a mid-size software company post a junior QA opening on a Monday morning. By Wednesday, hundreds of applications had landed in their inbox. They have about six seconds to decide whether your resume stays or goes."

[00:00:32.000 - 00:00:46.230]

**Visual:** While the presenter continues speaking in the studio, a dark grey text box slides into view on the upper left side of the frame.

**On-Screen Text:** Resumes ranked low hardly reach the recruiter

**Speaker:** "Many resumes are ranked so low in recruiter searches that they never surface—not because the candidate lacks the skills, but because the resume doesn't speak the right language."

[00:00:46.230 - 00:01:09.005]

**Visual:** The dark grey text box fades away, leaving the presenter centered in the studio frame as he continues speaking directly to the camera.

**Speaker:** "Question is, does your resume present them in a way the system and the recruiter can actually find? In this video, you'll step to the other side of the hiring table and find out exactly what recruiters look for in a junior QA resume."

[00:01:09.005 - 00:01:17.000]

**Visual:** The scene transitions to a light grey background with purple title text fading in at the top.

**On-Screen Text:** Applicant tracking system (ATS)

**Speaker (Voice-over):** "Before your resume reaches a human, it passes through an applicant tracking system, or ATS."

[00:01:17.000 - 00:01:34.000]

**Visual:** A rounded rectangular card with a purple border animates onto the center of the light grey screen, displaying title text and purple bullet points sequentially.

**On-Screen Text:** Role of ATS • Automatically scans and ranks resumes using keyword and contextual matching • Links your experience to what recruiters are looking for

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**Speaker (Voice-over):** "It is software that scans, sorts, and ranks incoming applications based on relevance using contextual and keyword matching to connect your experience to what recruiters are searching for."

[00:01:34.000 - 00:01:44.000]

**Visual:** The text inside the rounded purple-bordered card clears and replaces itself with new bulleted guidance text.

**On-Screen Text:** Profile optimization Aligning your profile with target skills ensures you appear in candidate searches

**Speaker (Voice-over):** "Therefore, you need to optimize your profile so that you appear when recruiters search for the skills they need."

[00:01:44.000 - 00:02:22.000]

**Visual:** The screen slides upward, transitioning back to the presenter standing in the studio room. As he speaks, the left side of the frame populates with a light grey panel containing purple text and bullet points.

**On-Screen Text:** Important keywords for a resume • Core tools: Highlight Playwright, Postman, and Jira explicitly • Core methodologies: Feature terms like end-to-end testing prominently

**Speaker:** "For junior QA roles, the keywords that consistently appear in job postings include Playwright, an open-source browser automation framework; end-to-end testing, verifying a complete user workflow from start to finish; Postman, a platform for API testing; and Jira, the bug and project tracking tool used by most software teams. If you have worked with these tools, name them explicitly. Don't assume that the system will connect the dots."

[00:02:22.000 - 00:02:54.000]

**Visual:** The text panel slides out of frame to the left, restoring a full view of the presenter in the studio as he gestures while delivering his explanation.

**Speaker:** "Hiring managers aren't only seeking automation skills—they want a balance: manual testing fundamentals, writing test cases, documenting defects, and exploratory testing. Demonstrate that you understand why quality matters. Automation potential indicates your ability to scale it. You don't need to be an expert; you need to show that you have started."

[00:02:54.000 - 00:03:44.000]

**Visual:** The presenter remains centered in the studio frame, using hand gestures to emphasize comparison points as he speaks directly to the camera.

**Speaker:** "There's a meaningful difference between listing a skill and demonstrating what you actually did. Compare these two bullet points: 'Tested web applications using Playwright' versus 'Authored 15 end-to-end test cases using Playwright covering three core user journeys across Chrome and Firefox.' The second one names the tool, demonstrates real scope, and provides a recruiter with something concrete. Skip fabricated business metrics; stick to what you controlled: test cases written, browsers validated, and user journeys covered."

[00:03:44.000 - 00:04:43.000]

**Visual:** The presenter maintains his position in the studio setup, addressing the camera with supportive facial expressions and gestures throughout his concluding

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advice.

**Speaker:** "Now, if you are transitioning to QA from a different field, don't leave that experience off your resume or leave it untranslated. Your background is actually an asset. QA teams value people who understand real user behavior and where workflows break. Instead of simply listing a previous job title, add a line that bridges the gap. For example: 'Applied retail operations knowledge to identify high-priority user journey edge cases during exploratory testing.' Start with the job postings you are targeting. Every tool and skill phrase you find there is a keyword your resume needs to reflect—and every real task you completed is a bullet point waiting to be written."

[00:04:43.000 - 00:04:46.000]

**Visual:** The video cuts to a solid white background as the four-color Microsoft logo animates into position at the center, accompanied by the text "Microsoft".

**Audio:** [MUSIC PLAYING]