



## MYNDORE Job Search Plan Framework

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From reactive applications to a focused, outcome-led search

A successful job search is not about volume.

It's about clarity, prioritisation and controlled execution.

This framework helps candidates define *what they are targeting, why, and how they will win* — before they apply.

### 1. Define Your Target Role (Clarity First)

Before engaging recruiters or applying, candidates must be able to articulate their target clearly.

#### Core Questions

- What level am I targeting?
- What problems am I hired to solve?
- What does success look like in the first 12–18 months?

#### Target Role Definition

Candidates should write a one-paragraph role statement:

*"I am targeting a [role level] role within [industry / business model], where I am accountable for [primary outcomes], operating at [scale / scope], partnering closely with [key stakeholders]."*

#### MYNDORE Tip:

If you can't explain your target role clearly, recruiters won't place you accurately.

## 2. Define Non-Negotiables vs Trade-Offs

Most searches stall because candidates haven't decided where they will — and won't — compromise.

### Non-Negotiables (Must Have)

Examples:

- Seniority level
- Scope / ownership
- Location or remote setup
- Minimum compensation threshold
- Type of leadership exposure

### Trade-Offs (Nice but Flexible)

Examples:

- Industry adjacency
- Company size
- Brand recognition
- Exact title

Rule:

If everything is non-negotiable, nothing moves.

## 3. Market Mapping (Where to Play)

This turns “job hunting” into opportunity targeting.

### Market Segments

Candidates should identify:

- 3–5 priority industries
- 20–40 target companies (fewer for senior roles)

- Competitors / agencies they're open to

## Role Types

### Define:

- Core target roles
- Adjacent/stretch roles
- Roles to explicitly exclude

## 4. Channel Strategy (How Roles Will Come In)

High-quality roles rarely come from a single channel.

### Primary Channels

- Recruiters / headhunters
- Direct applications (selective)
- Referrals & warm intros
- Inbound LinkedIn approaches

### Channel Allocation (Guidance)

#### Mid-Level

- 40% applications
- 30% recruiters
- 30% networking

#### Senior

- 50–60% recruiters
- 30–40% networking
- <10% direct applications

## 5. Personal Value Proposition (Why You)

Candidates should articulate why they win, not just what they've done.

### Core Value Questions

- What problems do I solve better than most?
- Where have I created disproportionate impact?
- What do people consistently come to me for?

### MYNDORE Test

If your value proposition sounds like:

"I have experience in..."

It's too weak.

It should sound like:

"I help organisations achieve..."

## 6. CV, LinkedIn & Story Alignment

Every touchpoint must reinforce the same narrative.

### Alignment Check

- CV headline matches LinkedIn headline
- Role scope and outcomes consistent
- Clear progression or explained pivots
- Stories tailored to target roles, not past jobs

### MYNDORE Tip:

Your CV gets you interviews.

Your *story* gets you offers.

## 7. Search Cadence & Weekly Rhythm

**Momentum beats intensity.**

#### **Weekly Cadence (Example)**

- **Identify new roles**
- **Progress active conversations**
- **Follow up outstanding threads**
- **Prepare for interviews**
- **Review tracker & dashboard**

**Candidates should block time for search activity like any other critical project.**

### **8. Interview Strategy & Pattern Recognition**

**Every interview provides signal.**

**Candidates should actively track:**

- **Repeated questions**
- **Recurring concerns**
- **Consistent strengths highlighted**
- **Drop-off stages**

**Patterns matter more than individual outcomes.**

### **9. Decision Framework (When Offers Come)**

**Avoid emotional or rushed decisions.**

**Decision Criteria**

- **Role scope vs promise**
- **Manager quality**
- **Business trajectory**

- Learning curve
- Risk vs reward
- Alignment with long-term goals

**Rule:**

**Don't compare offers emotionally — compare them structurally.**

## **10. Review, Adjust, Refocus**

**Every 2–3 weeks candidates should ask:**

- Am I getting interviews at the right level?
- Where am I losing momentum?
- What feedback keeps repeating?
- What needs adjusting: target, story, or channel?

**A strong search evolves — it doesn't drift.**