

Finding a new job can be challenging at any age, but job seekers over 50 often face additional hurdles, such as employer biases, outdated hiring practices, and rapid changes in technology. But don't let that discourage you! Your experience, reliability, and problem-solving skills are a huge advantage in today's job market. This guide is here to help you highlight those strengths, tackle potential challenges, and find the role that's right for you. Whether you're updating your CV, preparing for interviews, or expanding your professional network, these friendly and practical tips will support you every step of the way.

Searching for a job in today's competitive market can be frustrating, and it's easy to feel disheartened when applications don't receive responses or interviews don't lead to offers. Many older job seekers find themselves in a cycle of applying for roles they are highly qualified for but struggling to get to the next stage. Even when an interview is secured, and it feels like a perfect match, rejection can still follow, leaving you wondering what went wrong.

One of the biggest challenges older workers face is overcoming unconscious bias from employers who may assume they are too experienced, overqualified, or not up to date with technology. Some hiring managers may also hesitate to hire someone they perceive as being close to retirement, even if you have no plans to stop working anytime soon. Additionally, many companies prioritise candidates who fit their existing workplace culture, which can sometimes favour younger applicants.

This guide will help you address these challenges head-on by positioning yourself as a valuable, forward-thinking candidate who is adaptable, eager to learn, and capable of contributing in meaningful ways. From crafting a compelling CV that highlights your skills rather than dates, to nailing the interview and demonstrating your enthusiasm for the role, you'll find practical advice to help you stand out in the job market. With persistence, the right strategy, and confidence in your abilities, you can overcome these barriers and land the job you deserve.

CV Tips

- **Choose a Simple, Modern CV Format:** Avoid flashy templates that might confuse automated systems (ATS software). A clean layout with black text, size 11 font, and one highlight colour (like dark blue for headings) is ideal.
- **Skip Age-Related Details:** There's no need to include your date of birth, graduation years, or early career dates. Let your skills do the talking.
- **Showcase Your Most Relevant Experience:** Stick to the past 10 years of work in detail. Anything older can go in an 'Early Career' section without dates.
- **Highlight Transferable Skills:** Rather than emphasizing how long you've worked, focus on what you've accomplished and how it applies to today's roles.
- **Consider a Functional CV Format:** This style focuses on skills and achievements rather than listing jobs chronologically. It can be great for showing what you bring to the table without putting emphasis on dates.

- **Make LinkedIn Work for You:** Keep your profile fresh, up-to-date, and add it to your CV. Engaging on the platform can help show you're active in your industry.
- **Use a Professional Email Address:** If you're still using an old email provider, consider switching to Gmail or another modern service. Use your real name and try to avoid numbers such as Another585@ etc. You can even create an email specifically for job applications.

Training & Learning

- **Show You're Always Learning:** Employers value curiosity and adaptability. Online courses (LinkedIn Learning, Coursera, etc.) are great ways to develop new skills.
- **Get Comfortable with Technology:** Video calls, workplace apps, and digital communication are a big part of today's work environment. If you're not confident, a little practice goes a long way.
- **Take Advantage of Free Resources:** Many platforms, including LinkedIn Premium, offer free trials with access to great training content.
- **Prove You Can Adapt:** Employers want to see that you're open to new ways of working. Mention any recent learning experiences on your CV and in interviews.

Cover Letter Tips

- **Demonstrate Your Knowledge:** Show that you understand industry trends and challenges.
- **Highlight Your Enthusiasm:** Employers love candidates who are eager to contribute and learn.
- **Keep It Short and Sweet:** A well-crafted, one-page letter is more effective than an overly detailed one.

Interview Tips

- **Dress for the Role:** Research the company's culture and dress accordingly. Some workplaces are casual, while others expect business attire.
- **Turn 'Overqualified' into a Strength:** If an interviewer raises this concern, highlight how your experience allows you to hit the ground running and add value quickly.
- **Prepare Your Pitch:** Why do you want this role? How does the company's mission align with your skills and goals and how can that benefit them?
- **Focus on the Future:** Employers don't want to hear that you've already achieved everything you wanted. Have an answer ready for "What can you bring to the table?"
- **Use STAR Stories:** Answer questions with structured examples (Situation, Task, Action, Result) to clearly show your impact.
- **Let Your Personality Shine:** A warm smile, enthusiasm, and positive body language can make all the difference.

Networking Strategies

- **Use Your Existing Contacts:** Former colleagues, industry events, and friends of friends—networking is key to finding opportunities.
- **Engage on LinkedIn:** Like, comment, and share insights to show that you're active and knowledgeable.
- **Attend Professional Events:** Whether in-person or online, these are great ways to meet potential employers and peers.
- **Make Your Message Clear:** When reaching out, let people know exactly what kind of role you're looking for.

Additional resources

- LinkedIn has a huge amount of learning materials and offer free advice and specific learning tools for job seekers. Use this link to access these free resources:
[Resources | Global Impact \(linkedin.com\)](#)
- For expert tips on your CV and interviews, there is only one company we are happy to recommend; **Caversham CV writing**, (whilst we do not receive any introductory fees from them, please do mention where you got their details from 😊). They offer an excellent Job search checklist and extremely valuable CV tips, as well as other useful resources which you can download for free, just logon to their website to access these valuable resources. They also offer tailored 'paid for services' if you need that extra level of help.

Website: <https://cavershamcvwriting.co.uk/>

Or email them at: contact@cavershamcvwriting.co.uk

- The UK government does provide many free courses, but this changes regularly, but you may find courses that will give essential skills you are looking to learn and all for free!

To check out what may be available and applicable to you, check out their website here:

<https://nationalcareers.service.gov.uk/>

Alternatively, you can call their helpline to chat to an advisor to see what may be available **0800 100 900**

- The Centre for Ageing Better is an organisation that does some fantastic work championing older workers and have a list of 'Age Friendly' employers who are committed to giving older workers an opportunity for consideration of employment. Link to these employers is here:

<https://ageing-better.org.uk/signed-age-friendly-employer-pledge>

This guide is here to try and make your job search easier and more successful. With the right approach, persistence, and a willingness to adapt, hopefully you can get past the barriers and secure the role that fits you best. You've got this!