

Ask the Career Coach: Nomad Job Seeker

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If I am open to relocating for a job, even willing to relocate at my own expense, how do I convey this to a potential employer when my address on my resume clearly shows I am an out-of-state candidate? Does being an out-of-state candidate prevent me from being given serious consideration?

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Being mobile in this marketplace is a nice advantage to have. Some traditionally minded "gatekeepers" (recruiters and/or hiring managers) will want to understand your motivation for considering a position outside your geographical area as presented on your resume. Questions commonly asked include: Is the potential employee in the process of relocating? Does the relocation depend on the position they are applying for? Have they already relocated and have not updated the current resume to reflect the new address?

Be prepared to speak to your intentions. Address them in your cover letter or email. Tell why you are interested in moving to this new area (for example, family, friends, previously lived in this area). Indicate whether, as in your case, that you will not need a relocation package. Seeing your compelling reason can sway the gatekeeper.

Indicate in the cover letter/email that you are able to stay in the local area at your own cost, such as with family or friends. One option is to list two addresses on your resume like college students do when applying for internships. There is the "permanent" and "school" address. In your case, you can replace the school address with your second home's or a friend's home where you wish to relocate to. You can also choose to leave your address off your resume. The catch is the online submissions.

Online submissions are handled through Applicant Tracking Systems (ATS). ATS is a programmed tool with parsing engines that reads resumes. One option is to eliminate your home address from the top of your resume (so the parsing engine won't find it where it's expected). Another option is to type in the words "see resume" in each box, and for the city and zip code - insert the job location's city and zip code instead of putting your actual street address and city (and some are mandatory).

Many recruiters have experienced candidates saying "I'm considering all options" when in reality such a relocation could be more detrimental to them, financially and emotionally. It does not work out as planned. Your job is to sell yourself, your skills and ability to perform the job and deliver value—and sell your motives on why this move works for you.

For your information, most companies, even in this tight market, may offer some relocation assistance if the position a difficult one to fill.

"Ask the Career Coach" is a column dedicated to those who may be in transition or wrestling with a career dilemma by providing a forum for advice. We welcome your questions. Please send them to CareerCoachLisa@gmail.com.

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