



BEFORE & AFTER — COMPLETE DELIVERABLE PAIR

Software Engineer resume: the complete rewrite

Target: Senior Software Engineer (Backend) (US market).

CONSTRUCTED EXAMPLE — "Daniel Osei" is a fictional candidate created to demonstrate our methodology, not a real client. Client materials are never published. Scenario: Backend-leaning Full Stack Software Engineer with 5 years shipping distributed systems, targeting Senior Software Engineer roles.

THE AFTER — the optimized resume

Daniel Osei

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PROFESSIONAL SUMMARY

Full Stack Software Engineer (TypeScript/Node.js, Go, Python) with 5 years designing and scaling backend systems, including a microservices migration serving 2M+ requests/day. Integrate AI-assisted development tools (GitHub Copilot, Claude Code) into daily workflow with measured turnaround and quality outcomes. AWS, Docker, Kubernetes, Kafka.

PROFESSIONAL EXPERIENCE

Software Engineer (Full Stack) — Fenwick Digital · Mar 2021 – Present

- Built and scaled a TypeScript/Node.js order-processing service handling 2M requests/day, cutting p95 latency from 800ms to 210ms through query optimization and Redis caching.
- Led design of an event-driven microservices architecture (Kafka, Go, Kubernetes on AWS EKS) that replaced a monolith, enabling independent deploys for 6 teams and reducing release incidents 40%.
- Integrated Claude Code and GitHub Copilot into the team workflow — scaffolding, tests, and migration scripts — reducing average feature turnaround from 5 days to 2 while holding code-review defect rates flat.
- Mentored 3 junior engineers through onboarding and their first production on-call rotation, with zero escalated incidents during their first 90 days.
- Drive code review and automated testing standards across the backend guild: unit and integration coverage gates in CI/CD (GitHub Actions), plus observability dashboards (Grafana) for every new service.

Software Engineering Intern — Fenwick Digital · Jun 2020 – Sep 2020

- Shipped a Python internal tooling service for automated test-data generation, adopted by 3 product teams; converted to a full-time offer.

OPEN SOURCE & PROJECTS

- Contributor to an open-source Node.js job-queue library: 6 merged pull requests covering retry semantics and CI/CD workflow fixes, reviewed through the project's public code review process.

SKILLS & TOOLS

Software Engineer · Software Developer · Full Stack Engineer · Backend Engineer · TypeScript · JavaScript · Node.js · Python · Go · SQL · Microservices · Distributed Systems · Event-Driven Architecture · REST APIs · GraphQL · Scalability · AWS · Docker · Kubernetes · Kafka · Terraform · CI/CD · Git · Agile / Scrum · GitHub Copilot · Claude Code · LLM-Assisted Development · Code Review · Automated Testing · Observability · Mentorship

EDUCATION

BS Computer Science, Portland State University — 2021

Both versions, through our ATS simulator

We ran the complete before and after through the same analysis engine as our free ATS simulator, against a realistic posting for "Senior Software Engineer (Backend)". This is a simulation of how keyword-based parsing and screening behave in general — not a claim about any specific ATS, and not an "ATS score". Every number is computed from the documents by the simulator's own code and verified by our test suite — never typed in by hand.

ATS simulator result	Before	After
Robot record: fields extracted	7 of 8	7 of 8
Content lines lost (mapped to no field)	0	0
Weighted keyword coverage vs the posting	29%	72%
Simulated recruiter-search rank	#6 of 7	#3 of 7

What changed, and why

KEYWORDS & SEARCH

Summary: adjectives out, stack and scale in

"Passionate" and "fast learner" are never typed into a recruiter search box. The rewrite front-loads the exact strings recruiter searches use — the languages (TypeScript, Go, Python), the architecture vocabulary (microservices), the scale (2M+ requests/day) — and states the AI-tooling experience with measured outcomes rather than buzzwords.

KEYWORDS & SEARCH

"Coder / Full-Stack Dev" → the title recruiters search, with parseable dates

Recruiters filter on canonical titles: "Software Engineer," "Backend Engineer," "Full Stack Engineer." A quirky self-styled title like "Coder / Full-Stack Dev" matches none of them and reads as junior. The job line now carries the real, verifiable title — no inflation, just the standard form of what he already does. The date range gains months ("Mar 2021 – Present"): ATS profiles compute years of experience from parsed dates, and year-only ranges misparse often enough that a "5+ years" filter can silently exclude the resume.

RECRUITER APPEAL

"Developing and maintaining web applications" → the system, the scale, the result

The before bullet could describe any developer on earth. The rewrite names the stack (TypeScript/Node.js), the system (order-processing service), the scale (2M requests/day) and a checkable outcome (p95 latency 800ms → 210ms via query optimization and Redis caching). Every claim is something an interviewer can probe — which is exactly what makes it credible.

RECRUITER APPEAL

"Used AI tools" → measured AI-assisted engineering

In 2026 every engineer claims AI tooling; almost none quantify it. "Reducing average feature turnaround from 5 days to 2 while holding code-review defect rates flat" is the version hiring managers believe — it names the tools (Claude Code, GitHub Copilot), the workflow, and the guardrail metric that shows quality didn't slip.

KEYWORDS & SEARCH

"Worked on backend systems" → led the architecture, named

"Event-driven microservices architecture (Kafka, Go, Kubernetes on AWS EKS)" is five recruiter searches in one honest sentence. The before version — "worked on backend systems with other engineers" — contains zero searchable technology names and hides the seniority evidence (led the design, 6 teams unblocked, release incidents down 40%).

RECRUITER APPEAL

Bug-fixing filler → mentorship, the senior signal

"Fixed bugs and improved performance where needed" adds nothing a recruiter can act on. For a senior target, the differentiating evidence is leverage on other engineers: mentoring 3 juniors through onboarding and first on-call, with zero escalated incidents in their first 90 days — a scope, a duration, and a result.

ATS PARSING

Skill dot-ratings → a real, searchable skills section

Graphic skill meters (“JavaScript ●●●●■”) are a double failure: parsers read the dots as junk characters, and self-ratings invite the question “why only 4 of 5?”. The rewrite lists technologies by their searchable names — both spelled-out and abbreviated forms where recruiters use both — and not one skill is invented; the footprint grows by naming what was always true.

STRUCTURE & LAYOUT

A second evidence block the before version never had

One employer plus a bare education line is thin evidence for a senior search. The rewrite surfaces the internship that was silently dropped and adds an open-source contribution — both true, both parseable as additional experience, and both carrying keywords (Python, CI/CD, code review) in real context.

Explore this pair as an interactive annotated diff — hover any change to see why it was made — in the Samples section of our site.

THE BEFORE — the resume as it arrived

The complete original. Every highlighted weakness above refers to a line in this document. (Fictional, like the rest of this constructed example.)

Daniel Osei

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PROFESSIONAL SUMMARY

Passionate software developer with experience building web applications. Fast learner who works well independently and in a team. Looking for a challenging role at an innovative company.

EXPERIENCE

Coder / Full-Stack Dev — Fenwick Digital · 2021 – Present

- Responsible for developing and maintaining web applications.
- Used AI tools to write code faster.
- Worked on backend systems with other engineers.
- Fixed bugs and improved performance where needed.

SKILLS

JavaScript ●●●●■ · Python ●●●■ ■ · Teamwork ●●●●● · Problem Solving ●●●●■ · Communication ●●●●■

EDUCATION

BS Computer Science, Portland State University — 2021

The keyword table for "Senior Software Engineer (Backend)"

From our research bank for Software Engineer: the recruiter-search terms that matter for this title, and whether each version carries them. The after covers 29 of 36 (the before covered 3). The remaining gaps are deliberate: terms that would be untrue for this candidate stay out. We optimize with what is true, never past it.

Recruiter-search term	Before	After
TITLES		
Software Engineer	—	✓
Software Developer	✓	✓
Full Stack Engineer	—	✓
Backend Engineer	—	✓
Frontend Engineer	—	—
SWE	—	—
LANGUAGES		
Python	✓	✓
Java	—	—
TypeScript	—	✓
JavaScript	✓	✓
Go	—	✓
SQL	—	✓
AI-ASSISTED DEVELOPMENT		
GitHub Copilot	—	✓
Claude Code	—	✓
Cursor	—	—
LLM-assisted development	—	✓

Recruiter-search term	Before	After
RAG	—	—
prompt engineering	—	—
SYSTEM DESIGN		
microservices	—	✓
distributed systems	—	✓
event-driven architecture	—	✓
gRPC / GraphQL	—	✓
REST APIs	—	✓
scalability	—	✓
CLOUD & DELIVERY		
AWS / Azure / GCP	—	✓
Docker	—	✓
Kubernetes	—	✓
CI/CD	—	✓
Terraform	—	✓
serverless	—	—
ENGINEERING PRACTICE		
code review	—	✓
automated testing	—	✓
observability	—	✓
Agile / Scrum	—	✓
Git	—	✓
mentorship	—	✓

Every change in this document maps to our published 12-point checking standard, applied to every delivered order.