

Functional Resumes for Experienced Professionals

Career Document Series

Know yourself: Know your skills

A functional resume is designed to more effectively highlight your most career-related skills. Skill Clusters are used to group skills and experiences by category or quality.

Skill Clusters

This is the marketing component of your resume that promotes you. This type of resume divides your experiences into specific skill or functional areas. Some common skill areas may include Communication, Writing, Computer, Research etc. As with any resume, be sure to include skills gained from work experience, volunteer experience (*internships, community service, student teaching*), and campus leadership. Use a variety of *ACTION WORDS* which describe situations and achievements.

Job seekers can create a functional resume to serve one of two purposes.

Purpose 1: A functional resume can be used for a **job seeker with a great deal of experience in the same type of work** or career field who has held a number of positions either at the same company or at a variety of companies. The functional resume for this candidate consolidates like experiences and skills into Skill Clusters based on common responsibilities and skills.

Purpose 2: A functional resume can also be used for a **job seeker looking to make a career change**. This person's skills and abilities may be similar to those required of the desired position in terms of transferability. However, the job seeker needs to clearly make the connection between past job skills and experiences and desired job skills and experiences for a potential employer. The functional resume for this candidate consolidates like experiences and skills into Skill Clusters based on those responsibilities and skills required for the desired position.

The following pages include the following:

- **Sample Functional Resume**
- **Sample Chronological Order Resume**
- **Functional Resume Template**
- **Sample Cover Letter**

Sample Functional Resume job seeker looking to make a career change

Gracie E. Goodwin

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- Skill**
- Strong communication skills: both oral and written
- Highlights:**
- Twelve years progressive management experience
 - Demonstrated ability to handle increased responsibility well
 - Interested in open, customer-service orientated environment

Computer Skills: MS Office, UNIX system, database management software

Leadership Experience:

- Oversaw daily operations of imports division
- Supervised 65 full-time employees
- Handled conflicts as they arose
- Decreased division loss by 32% in 6 months
- Evaluated employees on accomplishment of goals
- Increased sales in region by 65% in two years
- Completed 6 month sales representative training session

Organization

- Developed, submitted, and worked with comprehensive quarterly budget
- Developed and implemented new employee recognition program
- Assisted division manager with daily operations of Imports Division

Communication

- Facilitated employee focus groups to identify area needs
- Met regularly with 112 current clients to review orders and present new products
- Assisted members with problems or questions
- Designed layout and content for monthly newsletter
- Interviewed volunteers and other sources for newsletter articles

Special Training: Attended various training sessions concerning:

- Effective sales and marketing
- Building your communication skills
- Creating relationships of trust with your client

Employment History:

ABC Company, Milwaukee, WI

- Imports Division Manager May 1992- Present
- Imports Division Assistant Manager August 1987- April 1992
- Sales Representative July 1985- March 1992

YMCA, Chicago, IL

- Publications Assistant August 1984- May 1985

Education:

MARQUETTE UNIVERSITY, Milwaukee, WI

Bachelor of Arts Degree in Communication May 1984

Functional Resume Template

FirstName LastName

Street Address ▪ City, ST ▪ phone number ▪ e-mail address

SUMMARY OF QUALIFICATIONS

Include statement here to communicate field of expertise, type of environment you are experienced in, relevant professional characteristics, and skills.

- Statement of special skills and or characteristics you offer that are relevant to the job
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EXPERIENCE

Job Qualification Category> (for example, "Management & Supervision")

- Action word statement of skills gained, accomplishments, scope of experience, or quantifiable result
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Job Qualification Category>

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EMPLOYMENT HISTORY

Position Title, Company, City, ST, <Month> 20xx – <Month> 20xx

Position Title, Company, City, ST, <Month> 20xx – <Month> 20xx

Position Title, Company, City, ST, <Month> 20xx – <Month> 20xx

EDUCATION

Bachelor of _____ Degree in <Major>, MARQUETTE UNIVERSITY, Milwaukee, WI

COMMUNITY INVOLVEMENT

Organization, 20xx – 20xx

Organization, 20xx – 20xx

Organization, 20xx – 20xx

Sample Cover Letter

Gracie E. Goodwin

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March 29, 20xx

Jonathon Saunders
Human Resources Director
The Best Company in the World
1212 33rd Street, Suite #1
Omaha, Nebraska 68144

Dear Mr. Saunders:

I am writing in reference to the Assistant Director of Human Resources position listed recently in the *Milwaukee Journal Sentinel*. This position interests me because of my strong interest in working with employees in the area of human resources. In addition, I believe my background and skills fit well with your company's mission which states a goal: "To select and employ the most capable and satisfied employees."

My experience at ABC Company reflects twelve years of experience in a corporate setting. During these years, I have been able to take on increasingly more responsibility through my promotions. Each of these positions has given me the opportunity to explore various aspects of the organization. Most recently as the Division Manager, I have been able to strengthen my skills in working with diverse groups of people. I work well solving conflicts between employees, whether they be employer/supervisor conflicts, or employer/employee conflicts. In addition, my strong organization and leadership skills, which are constantly being challenged and developed, allow me to be a successful, contributing employee to ABC Company.

Enclosed please find a current copy of my resume and references. If you should have any questions regarding how my skills fit with your organization, please give me a call at 414-288-7423. I may also be reached by e-mail at ggoodwin@mu.edu. Thank you for considering me for this position. I look forward to hearing from you soon.

Sincerely,

Grace E. Goodwin

Grace E. Goodwin

Enclosures