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Current salary disclosure in the UK

I am going to move to the UK and currently taking part in the recruitment process for one of the companies. The employer asked me about my current salary, according to my contract I cannot expose this information, however the employer keeps insisting. He says that I will have to expose this information and it is obligated by the law. However when I checked I couldn't find any British law that would correspond to this information. Is there any law in the UK that obligates the employees to expose their current salary for the new employer?

Answer

The people who already answered your question probably know more about whether the non-disclosure of your current salary can legally be enforced in the UK. However I do want say this about it.

- The clause about non-disclosure of your current salary is probably meant to prevent you from discussing it with your current colleagues. By enforcing these non-disclosure your company can lowball it's employee's. However I don't think they are interested that much if you share it with an HR-person in another country.
- How likely is it that your current company finds out that you shared your salary with an HR-person in another country?
- Is your current company willing to start a lawsuit in another country over something quite minor?

About whether or not it is required to show your current salary to your new employer I think one the following is the case.

1. The company is lying and want this information to be able to

lowball you.

2. They really are legally required to know your current salary.
Could be that it is something visa-related like Tymotheusz says.
3. It is not legally required but it is just some bureaucratic quirk of the company.

I think if it is a big/reputable company option 2 or 3 is far more likely.

Summarized, although it might be legally possible for your current company to come after you for breaching the non-disclosure of your salary, the chances of it actually happening are rather small I think. So if the UK-company seems reputable and gives you a good offer the benefits of just giving them your salary information probably outweigh the risks.

Career opportunities after Siri annotation analyst?

What do future career paths look like if someone has an year of experience as SIRI annotation analyst? This is also known as AI/ML annotation analyst, but this is not about machine learning programming.

I am not very interested in programming side. Is one year experience sufficient to consider further opportunities or should I gain more experience first? Thank you.

Answer

What I understand from the job description is that part of it consists of evaluating Siri's responses to certain input. Which means that you are essentially testing a computer system. So maybe this will help you getting a job in testing/Q&A at another company.

To think a little more out of the box. I have read that in functions such as these you might get access to a lot of juicy, private conversations. Maybe you can use some of these stories to kickstart a career as a journalist, blogger or writer.

Administrative Work- Ask for work, or remain working on another task?

Good Afternoon,

I work as an administrative assistant recently I was tasked to do a project which I finished in a timely manner. When I finished I asked the Executive Director if she had anything else for me, she responded that there wasn't and to continue working with what I am doing.

There wasn't anything else for me to do, except do a rundown and ensure that my work was accurate. I approached her again recently and asked if there was again anything else to do, she had assured me that I was doing a great job and to just stay focused and "continue on with what I was doing" (Assuming this meant the rundown). I am feeling self-conscious because it has been 4 weeks now, and I am technical if anything doing nothing, kind of. I am trying to keep myself busy with the rundown but there isn't any accountability and without any responses or feedback to my work, it puts me in a state of anxiety.

Overall my question is am I doing something wrong by "continuing what I am doing?" or should I be assertive and request more work just to feel valued or important at work (if that makes sense)?

Answer

A common and natural assumption is that people/employees are hired to perform certain (productive) tasks. However the lately deceased David Graeber explains in his excellent book Bullshit jobs that this is not always the case. Based on your job title having the word "assistant" in it and that your boss, the Executive Director doesn't seem very interested

your production, I think you might be what David Graeber calls a flunky. That means that your primary function is to add status to your boss. After all an Executive Director without an administrative assistant is like a Playboy without a fancy car.

If you just can accept the fact that your main purpose might be to add status to your boss you can have a pretty relaxed job. If you want to become an actual asset to the company you could learn/study during working hours and/or take some initiative finding useful to do yourself.

Are 2-page resumes loathed in the Software world?

After several years in CS Academia, I'm applying to SWE roles. I have rich employment history for being 30-something years old, with technical and academic positions all of which have had strong programming and theoretical components. I also have a reasonably wide technical skillset and several projects to link to from within my resume.

Since my actual American Industry experience is under a year, most of the interest I am getting is for what Bay area companies would call "level 4", which is one level above "new university grad". Totally reasonable, and I'm A-ok with it.

I have been advised by a career mentor that given my experience, skills, and projects, I should not fear having my resume spill over into a second page. I am sticking to a one-column format to assist ATS systems; if I could do two-columns, one page is not a problem. My career mentor tells me that this is information that they received from an engineer at Twitter who said, roughly, that:

"A two-page resume is fine as long as it is to the point and contains rich signal about your coding skills and relevant experience. It's only a problem when there is a lot of irrelevant fluff."

However, I am quite ambivalent about this. Ever since I got into the job market I have been strongly advised to keep my resume into one page. After 5 jobs in various aspects of CS, this is harder to do without throwing away past positions. So I guess my question is: **Would a two-page resume immediately be disqualified from further consideration when seen by a human? Is it perhaps even the case that ATS systems are tuned to let go of 2 - page resumes? Am I over-thinking this?**

Please note that this is exclusively for software engineering roles in US / Canada.

Answer

Disclaimer: I am not a hiring manager nor did my CV's always result in invitations/job offers.

I think that a good CV should be short, relevant and readable. This does definitely not mean it should never be more than one page long. With some layouts you get to two pages pretty quickly even when you don't put on that much information. If you obsessively try to cram everything in one page by using tricks as smaller fonts, or less empty space there is a big chance your CV will get less readable and therefore less attractive.

So my advice is that it is better to have two-page CV in a nice, spacious and readable layout than a one-page CV in a crammed layout.

Should I ask for a pay raise if I can't have one?

I work as a junior developer in a medium sized company in a team of 8 to 10 junior and senior developers.

My performance is very high in terms of productivity and expertise. The management is aware of my performance and relies heavily on my technical and social skills.

Unfortunately, a salary increase would be very difficult to obtain because I already have a very decent salary for my age.

Question: Is it counterproductive to ask anyway for a pay raise?

Answer

In the past it was seen as normal to pay women less, even if they did the exact same work as a man. Although this pay gap still exists, it is now generally frowned upon and even forbidden in a lot of jurisdictions.

But paying young people (a lot) less than older people for the same work is still seen as pretty normal. However this is obviously just as unfair. Just because it still seen by many as normal doesn't mean you have to accept it though. I think the first thing you have to do is to shed the mindset that you are entitled to less just because you are younger. If your work is just as good as your older colleagues you should get the same salary.

Is it helpful if the future former employer is very profitable when looking for a new job

A former, more experienced colleague, told me this after he quit because of a new job. Our smallish employer (< 50 employees, legally it is a GmbH, something like an LLC) is very chaotic and dysfunctional, with a high turn-over rate. But it has been growing at double-digit rates for the past few years, delivering nice profits I assume.

So, in his opinion, this company is a great jumping board, because prospective employees don't see the chaos that is driving away the people (our glassdoor rating is abysmal, so it shouldn't be that much of a secret). They just assume that if you are leaving a successful company, you must be a high performer, ergo, they are more likely to hire you.

Difference between him and me: He had some sort of administrative function, probably an accountant, with many more years active in the workforce, while I am a Junior SW developer.

My question is: Is profitability and growth rate of the last employer a relevant factor when evaluating candidates for an opening? Is it sometimes? Is this information that is accessible through formal or informal ways?

Answer

Disclaimer: I don't work in HR or was involved with any hiring decisions in the past. This being said my two cents regarding your question are as follows.

I think in general it might be true that if you work/have worked in a successful company some of that mojo rubs off to you and might make