



Intercultural differences in CVs

There is a lot written about intercultural differences between CVs, Resumes and the CVs (called ‘Lebenslauf’) used in Germany.

We listed the most important differences for you. Using the information from the websites:

<https://www.thebalance.com/cv-vs-resume-2058495>

<https://theundercoverrecruiter.com/cv-vs-resume-difference-and-when-use-which/>

There are, of course, many other sites to help you.

It is important, always to inform you about the local differences and custom in the country or the sector you are applying.

Difficult situations will appear, when you for instance want to apply at an US-company in Germany. What do they expect from you? Ask the Human Resource-department.

	Germany	UK and North Europe	U.S. and Canada	(Rest of) Europe, Middle East, Africa, Asia
	‘Lebenslauf’	Curriculum vitae (CV)	Resume (private sector) CV-Style (academia /medicine)	Curriculum vitae (CV)
Personal Data	Name, Contact data Date and Place of Birth; Family Status and Children	Name, Contact data	Name, Contact data No data which can cause diversity conflicts	Name, Contact data
Picture	Professional picture is desired	No	Definitely not!	Mostly not
Summary	Unusual	Optional, 1-2 pages Asked for by a large pool of applicants	Usual for experienced people	Unusual

Quellen für die Zusammenstellung;

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Biography	Reverse chronological order	Reverse chronological order	Reverse chronological or functional	Reverse chronological order
Contents application specific!	Experiences, research, teaching, publications, grants, professional associations, licenses	Experiences, research, teaching, publications, grants, professional associations, licenses	Highlights, no full record of your history Responsibilities more than results brief summary of skills and experiences	Experiences, research, teaching, publications, grants, professional associations, licenses
Awards	Membership / fellowships	Nice to have	Very helpful	Nice to have
Publication list	For Academia /medicine and Research jobs	For Academia /medicine and Research jobs	For Academia /medicine and Research jobs	For Academia /medicine and Research jobs
Date & Signature	Yes	No	No	No
Hobbies and volunteer work	Important in non- academic fields	Important in non- academic fields	Important but focussed	Important in non-academic fields
References/ Testimonials	Yes ('Zeugnis')	No or on request	No	No or on request
Length	2-3 pages	2 pages max.	1 (eventually 2) pages concise and bullet points	2-3 pages

Information can vary and adjust over time. We cannot give any guarantees about correctness and completeness

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