

B2

LET'S LEARN ENGLISH!

Lesson 01 :
Candidate profiles

START



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Title of the lesson

1rst Part

Titre de la leçon
1ère partie

Candidate profiles

In this lesson, you analyse candidate profiles, express opinions, practise interviews, and mediate professional recruitment information effectively.

Duration : 45 minutes

Competences covered:

All B1 skills plus Expression,
Interaction, Opinion





Specific objectives of the lesson

- ▶ Actively participate in formal discussions about recruitment and candidate evaluation.
- ▶ Conduct interviews with ease using appropriate professional language and follow-up questions.
- ▶ Describe candidate profiles clearly and precisely, using complex sentences and accurate vocabulary.
- ▶ Mediate recruitment-related information by summarising, paraphrasing, and explaining it to others.

Warm-up & Activation 1



A strong candidate profile is more important than performance during an interview. Why?

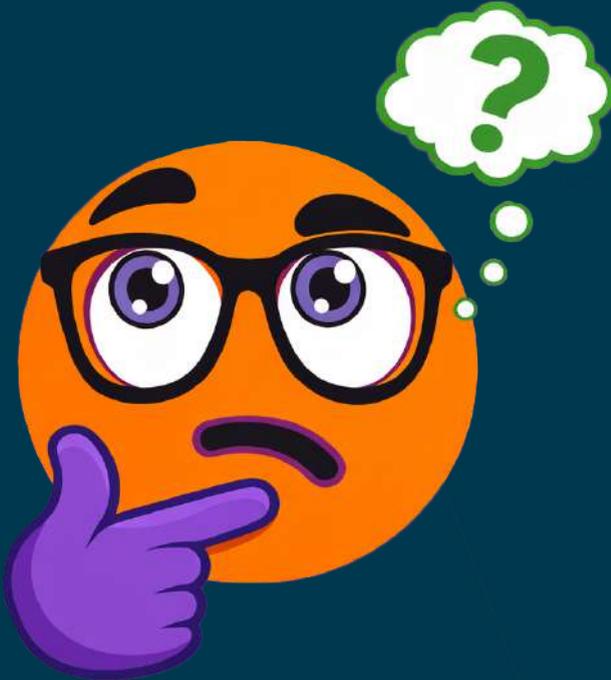
+ MY OPINION



I partly disagree, because
interviews often reveal
communication skills and
attitude.



Warm-up & Activation 2



Soft skills should be prioritised over technical skills when selecting candidates.

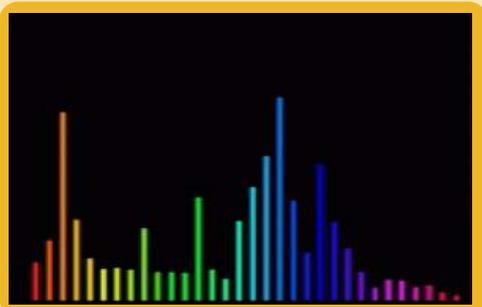
+ MY OPINION



I agree, as technical skills
can be learned more easily
than interpersonal skills.



LISTEN TO THE AUDIO



What Recruiters Look For

Radio interview from :
Business Morning Radio
(United Kingdom)

Key elements :

- First impression of profiles
- Importance of measurable achievements
- Adaptation to job descriptions



What is the main idea of
the podcast extract?

+ INFO



Choosing the Right Candidate

Podcast extract from :
Global Careers Podcast.
(United States)

Key elements :

- Professional career story
- Behavioural interviews
- Authentic communication



What is the main idea of
the podcast extract?

+ INFO

←

Recruiters ignore career progression.

True

False

Send



Behavioural interviews focus on past experience.

True

False

Send



Cultural fit is considered important.

True

False

Send



←

Memorised answers are recommended.

True

False

Send



Listen



What Recruiters Really Look for in Candidate Profiles

Candidate profiles, which are often the first point of contact between applicants and employers, play a decisive role in recruitment. Recruiters, who manage large volumes of applications, must identify relevant information quickly. A profile that highlights key achievements, such as improved performance or leadership experience, immediately attracts attention.

Technical skills, which are essential for performing specific tasks, remain important. However, soft skills, which include communication, adaptability, and teamwork, increasingly influence hiring decisions. Sophie Nguyen, a recruitment consultant who works with multinational companies, explains that candidates who demonstrate emotional intelligence tend to perform better in collaborative environments.

Interviews, which aim to confirm written information, allow recruiters to observe behaviour. Behavioural questions, which focus on real professional situations, help identify problem-solving abilities. Candidates who provide structured answers appear more credible than those who speak in general terms.

Cultural fit, which refers to shared values and working styles, has become a key factor. Companies that promote flexibility and collaboration seek candidates whose profiles reflect these priorities. In conclusion, a strong candidate profile combines accuracy, clarity, and authenticity, supported by confident interview performance.

Now, read the text



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Key vocabulary

English Word / Expression	Explanation	French Translation	Icon
candidate profile	Summary of a job applicant's skills and experience	profil de candidat	
key achievement	Notable success or accomplishment	réalisation clé	
technical skills	Job-specific abilities	compétences techniques	
soft skills	Interpersonal abilities like communication	compétences comportementales	
behavioural interview	Interview focused on past actions	entretien comportemental	
cultural fit	Alignment with company values	adéquation culturelle	
accuracy	Correctness in presenting information	exactitude	
professional story	Cohesive career narrative	parcours professionnel	



Comprehension Short questions

Read these questions and quickly write the answers in your notebook, then compare with the hidden answers (+INFO).



Question 1

1. Why must profiles be clear and relevant?

+ INFO



Question 2

2. What do behavioural questions reveal?

+ INFO



Question 3

3. Who is Sophie Nguyen?

+ INFO



Question 4

4. What elements define a strong candidate profile?

+ INFO



Sophie Nguyen is a
recruitment consultant
who works with
multinational companies.





Accuracy, clarity,
authenticity, measurable
achievements, soft skills,
and confident interview
performance.





They reveal how candidates react in real professional situations and demonstrate problem-solving abilities.





Profiles must be clear and relevant so recruiters can quickly identify key skills and experience.



←

Candidate profiles mainly help recruiters to:

Replace tests

Save interviews

Identify relevant applicants

Send



←

Recruiters read profiles quickly because they:

Manage many applications

Distrust candidates

Prefer short texts

Send



**Sophie Nguyen believes
emotional intelligence:**

Is irrelevant

Improves teamwork

Is optional

Send



Behavioural questions focus on:

Future goals

Past situations

Academic results

Send



Structured answers make candidates appear:

Unprepared

Nervous

Credible

Send



Cultural fit refers to:

Legal status

Shared values

Salary level

Send



The article's tone is:

Emotional

Informative

Critical

Send



Ordering Exercise 1

The sentences below form a coherent paragraph about candidate profiles and recruitment, but they are in the wrong order. Reorder the sentences to create a logical and coherent paragraph. Pay attention to time markers, connectors, and logical progression.

Interviews confirm information.



Cultural fit influences final decisions



Recruiters analyse profiles.



Candidate profiles introduce applicants.



Behavioural questions reveal competence.



SEND

Ordering Exercise 1

The sentences below present an argument about evaluating candidate profiles, but they are in the wrong order. Reorder the sentences to reconstruct the author's argument. Pay close attention to linking words, cause-effect relationships, and logical progression.

Written profiles allow initial screening.



Employers must choose suitable candidates.



Both tools together ensure better outcomes.



Therefore, structured profiles improve recruitment decisions.



Interviews alone are insufficient.



SEND

Let's exercise your speech.

Listen and repeat



In my view, an effective interview combines clear evaluation criteria with open questions that encourage candidates to demonstrate real professional experience.



When a candidate profile lacks detail, structured interview questions help clarify responsibilities, skills, and actual contributions.



This image shows a formal interview panel, where posture, eye contact, and preparation strongly influence recruiters' impressions.



Some argue that profiles matter most, while others believe interviews reveal true potential; in reality, both are essential.



Idiomatic Expressions

Discover these idiomatic expressions and imagine the meaning before discovering the hidden informations

01

Stand out from the crowd



se démarquer

Her international experience really helps her stand out from the crowd during job interviews.

02

Tick all the boxes



remplir tous les critères

The candidate ticks all the boxes: strong qualifications, solid experience, and excellent communication skills.

03

Make a strong first impression



Faire une forte première impression

Candidates must make a strong first impression, as recruiters often decide within the first few minutes.

04

Climb the career ladder



Gravir les échelons professionnels

He is motivated to climb the career ladder and is willing to take on extra responsibilities.

05

Sell yourself



Se mettre en valeur

During an interview, candidates must sell themselves without sounding arrogant.

06

Have something on your CV



Avoir quelque chose sur son CV

Volunteering abroad is a valuable experience to have on your CV.

07

Fit the company culture



Correspondre à la culture d'entreprise

Even skilled applicants may be rejected if they do not fit the company culture.

08

Under pressure



Sous pression

Interviewers often ask difficult questions to see how candidates perform under pressure.

09

Get your foot in the door



Mettre un pied dans l'entreprise

An internship is a good way to get your foot in the door in a competitive industry.

10

A good fit for the role



Correspondre parfaitement au poste

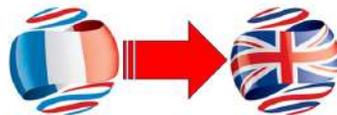
Her profile makes her a good fit for the role, especially because of her leadership skills.

Translation exercise 1

(French to English)

Translate the following French sentences into simple, correct English :

Un profil de candidat efficace doit présenter clairement les compétences, l'expérience et la motivation, tout en restant honnête et cohérent avec le poste proposé par l'entreprise.



*Click here and compare
with yours*





Text:

Un profil de candidat efficace doit présenter clairement les compétences, l'expérience et la motivation, tout en restant honnête et cohérent avec le poste proposé par l'entreprise.

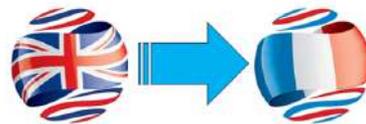
Proposed answer:

An effective candidate profile must clearly present skills, experience, and motivation, while remaining honest and consistent with the position offered by the company.

Translation exercise 2 (English to French)

Translate the following English sentences into simple, correct French :

Recruiters analyse candidate profiles carefully in order to select applicants whose skills and values match the company's expectations.



[Click here and compare
with yours](#)





TExt:

Recruiters analyse candidate profiles carefully in order to select applicants whose skills and values match the company's expectations.

Proposed answer:

Les recruteurs analysent attentivement les profils des candidats afin de sélectionner ceux dont les compétences et les valeurs correspondent aux attentes de l'entreprise.

Let's go writing



 Write a formal email (180–200 words) presenting your candidate profile to a recruiter.

 **Sample solution :**



*Click here and compare
with yours*



Email



Subject Application : Candidate Profile for Project Coordinator Position

Dear Hiring Manager,

I am writing to present my candidate profile and to express my interest in the Project Coordinator position advertised on your company's website.

I hold a Bachelor's degree in Business Management and have over four years of professional experience in administrative coordination and team support. In my current role, I manage schedules, prepare reports, and coordinate communication between departments, which has strengthened both my organisational and interpersonal skills. I am particularly recognised for my ability to work efficiently under pressure and to meet deadlines without compromising quality.

In addition to my technical competencies, I possess strong soft skills, including clear communication, adaptability, and problem-solving. Colleagues describe me as reliable and proactive, qualities that enable me to contribute positively to collaborative environments. I am also comfortable using digital tools such as Microsoft Office and project management platforms.

I am highly motivated to join your organisation, whose values and professional culture closely match my own career goals. I would welcome the opportunity to discuss how my profile could meet your needs.

Thank you for considering my application. I look forward to your response.

Yours faithfully,

-Your name-

Title of the lesson

Part 2

Titre de la leçon

Deuxième partie

LANGUAGE STRUCTURE



Describing people precisely by adding essential and extra information
(Relative clauses : defining & non-defining)



Contextualization :

Let's observe these sentences from the text !



1. “Candidate profiles, **which are often the first point of contact between applicants and employers**, play a decisive role in recruitment.”
- 2 “Sophie Nguyen, **a recruitment consultant who works with multinational companies**, explains that candidates who demonstrate emotional intelligence tend to perform better.”
3. “A profile **that highlights key achievements** immediately attracts attention.”

Inductive guiding questions.



1. Which information is essential to identify the person or thing?
2. Which information is extra and can be removed without changing the main meaning?
3. What punctuation do you notice around some relative clauses?

Observation and manipulation :

1. “A profile **that highlights key achievements** immediately attracts attention.”
2. “Sophie Nguyen, a recruitment consultant **who works with multinational companies,** explains...”

→A profile **which shows important results** quickly gets noticed.
→Sophie Nguyen, **who collaborates with global firms,** explains...

Other sentences

- Recruiters, who manage large volumes of applications, must identify relevant information quickly.”
- Recruiters, who handle many CVs, must find key details fast.
- “Technical skills, which are essential for performing specific tasks, remain important.”
- Technical skills, which are necessary for certain jobs, remain

variable.



✓ Grammar Summary

A. **Defining Relative Clauses** (Essential Information)

- Give essential information
- Used to identify exactly who or what
- No commas
- The pronoun can sometimes be omitted

Example:

- *Candidates **who provide structured answers** appear more credible.*



✓ Grammar Summary

B. **Non-defining Relative Clauses** (Extra Information)

- Give additional, non-essential information
- The sentence still works without the clause
- Always use commas
- The pronoun cannot be omitted

Example:

- Recruiters, who manage large volumes of applications, must identify information quickly.

C. Relative Pronouns Overview

Pronoun	Used for	Example
who	people	candidates who perform well
which	things / ideas	interviews which confirm data
that	people or things (defining only)	profiles that stand out
whose	possession	candidates whose profiles reflect values
where	places	companies where collaboration matters
when	time	a period when hiring increased

Interactive Quiz (Choose the correct answer)

1. Candidates ___ demonstrate emotional intelligence perform better.

which

who

whose

3. A profile ___ highlights achievements attracts attention.

that

who

which

2. Recruiters, ___ manage many applications, need efficiency.

that

which

who

4. Companies ___ values match the role attract better talent.

who

which

whose



 Practice Exercise 1 :

Complete each sentence using a defining or non-defining relative clause.

1. Candidates ___ provide clear examples appear more confident.
2. Recruiters, ___ handle large volumes of data, rely on structured profiles.
3. Interviews ___ focus on real situations reveal soft skills.
4. Sophie Nguyen, ___ is a recruitment consultant, shares expert insights.
5. Companies ___ culture promotes collaboration attract diverse candidates.



Correction



- 
1. Candidates who provide clear examples appear more confident.
 2. Recruiters, who handle large volumes of data, rely on structured profiles.
 3. Interviews that focus on real situations reveal soft skills.
 4. Sophie Nguyen, who is a recruitment consultant, shares expert insights.
 5. Companies whose culture promotes collaboration attract diverse candidates.



 Practice Exercise 2 :
Reuse in Context (Production Phase)

Write 5 sentences about your own routine using Past Simple + Past Continuous.



Correction

Sample solution:

1. I work with colleagues who support teamwork.
2. My manager, who has years of experience, gives helpful feedback.
3. I attend meetings that focus on problem-solving.
4. Our company, which values flexibility, encourages innovation.
5. I use tools whose design improves productivity.

Common Mistakes with Relative Clauses

Category	✗ Non-convenient statement	✓ Correct & Natural
Missing commas	My boss who works in HR is helpful	My boss, who works in HR, is helpful
Wrong pronoun	A person which manages teams	A person who manages teams
Overusing that	Sophie, that works in HR	Sophie, who works in HR
Too vague	I met a recruiter. He was nice.	I met a recruiter who was helpful
Possession error	A candidate of which profile	A candidate whose profile
Spoken style	She's someone that is good	She's someone who communicates well
Repetition	A profile which is clear which is detailed	A profile that is clear and detailed
Missing essential info	I like the candidate	I like the candidate who explained clearly
Informal chaining	She works in HR and recruits	She works in HR, where she recruits talent
Unclear reference	Candidates who have skills they succeed	Candidates who have strong skills succeed

CONCLUSION

Write one or two things you can do after this lesson.

Example : "After this lesson, I can discuss recruitment professionally, analyse candidate profiles, conduct interviews confidently, mediate information, and write clear professional texts."



THANK YOU !



THE END !

Let's move to the next lesson



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