



THE RESUME SELF-AUDIT

The 3 Reasons Your Clinical Resume Isn't Getting Calls Back

A Quick Self-Audit for Healthcare & Life Science Professionals

Before you send another application, check these three things first.

01 The Translation Gap

Clinical language vs. the words recruiters search for.

02 The Invisible Outcomes

Real impact that never gets quantified on paper.

03 The Profile–CV Mismatch

A resume and a LinkedIn profile telling two stories.



Dr. Tejashri S. Patil

MPH (Epidemiology) · BDS · IIM Executive MBA
Founder, ShriPath Consulting

Inside: three short, honest checklists healthcare and life-science professionals can use to spot exactly why their resume isn't converting into interviews — before changing a single bullet point.



The Real Problem

Why strong careers still get filtered out

6–7 SECONDS

That's roughly how long a recruiter spends scanning a resume before deciding whether it's worth a closer read — or a quiet pass.

It's rarely a credentials problem.

Most clinical and public health resumes are written in clinical language, for a corporate-language filter. Your training, your judgment, and your outcomes are real — but the recruiter (or the ATS scanning before them) is often looking for different words to recognise the same value.

That gap shows up in three predictable places — and once you can see them, they're genuinely simple to fix. This isn't about rewriting who you are. It's about making sure the resume in front of a recruiter says, in their language, what you already know to be true about your work.

01

The Translation Gap

Clinical words vs. corporate words

02

The Invisible Outcomes

Real impact, never quantified

03

The Profile–CV Mismatch

Two different stories, one candidate

Let's look at each one, starting with the words on the page.



The Translation Gap

Recruiters and ATS systems are scanning for business language. If your resume still speaks only in clinical terms, here's where the signal gets lost.

- Does your resume say “patient management” instead of “stakeholder coordination” or “team leadership”?
- Does your resume say “patients” everywhere a corporate reader might expect “clients,” “stakeholders,” or “end users”?
- Does it say “case load” instead of “project volume” or “portfolio size”?
- Are your soft skills written as generic traits (“hardworking,” “dedicated”) instead of business competencies (“cross-functional collaboration,” “process optimisation”)?
- Do you describe your work as “duties” and “responsibilities” instead of “outcomes” and “impact”?
- Would a recruiter without a clinical background understand your top 3 bullet points without Googling a term?
- Have you translated clinical terms like “rounds,” “triage,” or “case review” into language a non-clinical recruiter would recognise?
- Have you removed dense medical abbreviations (ICU, OPD, EMR) that only make sense inside a hospital system?

QUICK WIN EXERCISE

Pick your top 3 resume bullet points. Rewrite each one by swapping one clinical word for its corporate equivalent. That single habit is the translation skill recruiters are quietly screening for.



The Invisible Outcomes

Strong outcomes are easy to undersell when you've lived inside them every day. Here's where impact tends to disappear on paper.

- Have you quantified at least one result anywhere on your resume — time saved, errors reduced, people trained, or cost avoided?
- Have you included at least one number in your top 3 bullet points — not only in your education section?
- Does your resume mention team size, budget, or scope wherever you led, managed, or coordinated something?
- If you trained, mentored, or onboarded people, have you said how many?
- Have you stated the “before vs. after” of any process, protocol, or workflow you improved?
- Have you mentioned the scale of your patient population, region, or programme, rather than just “managed patients”?
- Does your LinkedIn headline describe what you help organisations achieve, not just your job title?
- Would a recruiter know the size of your impact without having to ask a follow-up question?

A REUSABLE OUTCOME FORMULA

[Action verb] + [what you did] + [measurable result]

Example: “Reduced average patient wait time by 23% by redesigning the triage workflow across 4 departments.”



The Profile–CV Mismatch

Recruiters check LinkedIn before they call. If your profile and your resume tell two different stories, the mismatch itself becomes a reason to hesitate.

- Does your LinkedIn “About” section read like a copy-pasted CV summary?
- Does your profile photo look like a recent, professional headshot rather than a cropped group photo?
- Does your headline state only your job title, with no mention of your expertise or value?
- Have you listed your key skills the way recruiters actually search, not only in clinical jargon?
- Have you posted, commented, or engaged on LinkedIn in the last 30 days?
- Does your “Featured” section showcase any of your work, recommendations, or projects?
- Is your most recent role on LinkedIn the same as the one on your resume — down to the dates?
- If a recruiter views your profile right after reading your resume, would the two tell the same story?

LINKEDIN REALITY CHECK

If your resume says “strategic leader” and your LinkedIn headline still reads “Doctor at XYZ Hospital,” that gap is what’s costing you the callback — not your experience.



What Comes Next

Turning the audit into action

Score yourself honestly. Here's what it usually means:

0–1 No Answers

You're close. A few small edits could meaningfully lift your callback rate.

2–4 No Answers

There's a real translation gap forming. Most healthcare professionals land here — and it's very fixable.

5+ No Answers

Your experience is strong, but right now it's getting lost in translation on paper.

If you checked “no” on two or more of these, the issue usually isn't your experience — it's how it's being communicated. That's exactly what we work through together in Path Finder.

Path Finder

A 1:1, 60-minute career clarity session

- Clear role-fit direction for your next move
- A rewritten positioning strategy for resume + LinkedIn
- A 90-day execution roadmap to act on immediately

[Book your session at shripath.in](https://shripath.in)



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MPH (Epidemiology) · BDS · IIM Executive MBA
Founder, ShriPath Consulting · Healthcare AI Research Lead, Turing

Helping healthcare and life-science professionals turn real experience into real interviews.