

schülke -+

HR Recruiter Tips



Elzbieta Makselon
Global HR Business Partner SBU
OTC & HR Director Poland

Including a photo in your CV improves your chances

A professional, up-to-date photo can be neutral or slightly positive—but only if it fits the business context. Outdated or casual images can hurt your chances. In some countries (like the UK or US), photos are discouraged to avoid bias.

Elzbieta Makselon, Global HR Business Partner SBU OTC & HR Director Poland

Are cover letters still needed?

Only when requested. In many cases, especially with high application volumes, long cover letters may not be read. If used, keep it short and relevant.

Elzbieta Makselon, Global HR Business Partner SBU OTC & HR Director Poland

**“Recruiters don’t like questions”
– Not true.**

Asking questions shows interest, preparation, and professionalism. Staying silent can suggest a lack of engagement.

Elzbieta Makselon, Global HR Business Partner SBU OTC & HR Director Poland

Talking about salary is taboo?

Not at all. Discussing compensation is normal
– just approach it openly and consider the full offer,
not just the salary.

Elzbieta Makselon, Global HR Business Partner SBU OTC & HR Director Poland

What we look for at schülke

At schülke, we believe that skills can be developed – but values must be lived. That's why we're looking for people who not only bring expertise, but who also share our mindset and our mission: to protect lives worldwide.

We value those who act with passion, strive for quality, drive innovation, build trust, and believe in the power of collaboration. People who are brave, curious, and who walk the talk – just like we do.

Understanding and embracing how we work is just as important as what you bring to the table. That's what turns a good hire into the right one.