

Gaps in your CV? They scream louder than you think.

Why transparency beats perfection and how to fill gaps properly.

8 years of experience, strong projects and achievements.

But between 2022 and 2023 there's: n o t h i n g.

No entry. No explanation. Just a gap.

The employer stops. Reads again and thinks skeptically: What happened there?

And that's where you lost the interview.

Two types of gaps

1. Time gaps

6 months between two jobs. Or 1 year without an entry. But no explanation.

The hiring manager thinks: Burnout? Got fired? Long unsuccessful job search?

2. Content gaps

A job is listed in the CV: with title and year. But nothing else.

The employer thinks: Was the role a mistake? Were there problems? Why is it being concealed what was done there?

Both gaps do the same thing: They stop the reading flow. And they invite speculation. And speculations about CVs are almost always negative.

What really happens

Line managers and HR scan your CV looking for red flags. A gap causes them to stop and immediately raises questions.

When the hiring manager stops at a gap and wonders "What's going on here?" your time is up. Your CV gets put aside and the next one comes up.

Not because the gap is disqualifying. But because it's an unanswered question. And unanswered questions cost time.

"But I don't want to talk about it"

I understand.

Maybe you were between two projects and the company restructured. Maybe you were in a role that didn't work out. Maybe you consciously took a break.

That's okay.

But: Silence makes it worse. Because silence leaves room for interpretation. And that almost never works in your favor.

An honest, brief explanation beats silence. Always.

How to fill gaps properly

Date format: Always include months

Weak:

2021 – 2025: Senior Cyber Security Analyst, Company

2019 – 2022: Cyber Security Analyst, Company

Strong:

May 2021 – April 2025: Senior Cyber Security Analyst, Company

January 2019 – June 2022: Cyber Security Analyst, Company

Why? Because year-only dates can hide gaps. "2022–2023" could mean: December 2022 to January 2023 (only 2 months). Or January 2022 to December 2023 (2 years).

With months, everything is transparent. No hidden gaps and therefore no speculation.

Time gaps: transparent, but brief

Weak:

March 2023 – Present: Senior Cyber Security Analyst, Company

January 2019 – June 2022: Cyber Security Analyst, Company

Strong:

July 2022 – February 2023:

Professional reorientation after project completion. Focus on OSCP certification and strategic job search.

Or:

July 2022 – February 2023:

Break after company restructuring. Participated in Bug Bounty programs on the side.

Brief and honest. No drama. Let's move on.

Content gaps: better brief than nothing

If a job was relevant but confidential, it's better to say exactly that.

Weak:

Security Consultant, Company January 2021 – December 2022
[no further information]

Strong:

Security Consultant, Company January 2021 – December 2022

- *Consulting in critical infrastructure sector (details under NDA)*

You don't say too much. But you give enough context so the employer can continue reading.

And if the job isn't relevant?

Then still include it but keep it small.

Weak:

[Completely omit job, creating a 2-year gap]

Strong:

Logistics Specialist, Company July 2019 – September 2022

- *Operational work during professional reorientation and studies in Cyber Security*

One line. No details. But the gap is gone!

Transparency beats perfection

No CV is flawless. Careers are rarely linear.

But a CV that's honest is credible. And credibility gets you closer to the interview.

Review your CV:

1. Are there time gaps without explanation?
2. Have I omitted jobs and thereby created a gap?
3. Are there jobs that only appear as titles without context?

If yes, then fill them. Brief, honest and transparent.

Next week: Reference letters and education. How to handle incomplete degrees and negative references.

This article is part of the cyberunity CV series for Cyber Security Professionals in the DACH region.