Length, Photo, Age on your CV?
Not rules. Decisions.

You have the skills.
You have the experience.
You are strong in your field.

What matters is not only what you show.
But how you show it.

Length.
Photo.
Age.

Three topics where there are no absolute truths.
But there are very good decisions.

Why this topic matters more than most people think

Recruiters and hiring managers scan your CV in seconds.

And in those seconds, this is exactly what happens:

→ They form a first impression
→ They decide whether to keep reading
→ They develop a sense of you

And this is precisely where these three factors come into play.

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1. CV Length: Clarity beats detail (most of the time)

We can agree on one thing:

Overly long CVs lose impact.

What currently applies (reality in 2025/2026):

- Junior / Mid-level: 1–2 pages

- Senior / Lead / CISO: 2–3 pages

- Anything beyond that: risk of important content getting lost

However, completeness vs clarity is not a contradiction.

A CV can achieve both.

The difference lies in how you **prioritise your content.**

A strong principle:

- Recent roles → more depth (2–4 bullet points)

- Older roles → concise (one sharp sentence)

You are not losing anything.
You are structuring more intelligently.

Example

Weak:
Every role described in equal detail (including jobs from 10 years ago)

Strong:

Current role:

- Built SOC detection use cases

- Introduced SIEM optimisations

Earlier role (2014):

- Entry into IT security in network monitoring

→ Complete **and** clear.

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2. Photo on your CV: Between emotion and bias

This is where it gets interesting.

Because there are two valid perspectives.

What happens internationally:

- Many companies deliberately omit photos

- Focus on more objective evaluation

- Especially in tech and international environments: no photo is standard

What often still applies in the DACH region:

- A photo is accepted or sometimes expected

- A strong image can:

  - build trust

  - signal professionalism

  - convey personality

What truly matters:

Not whether you include a photo.
But what you include it for.

cyberunity recommendation:

→ A photo **is a conscious choice, not a requirement**

Use a photo if:

- it is professional

- it fits your target role

- it strengthens your overall impression

Leave it out if:

- you operate internationally

- you want to consciously reduce bias

- you want maximum focus on content

In short:

A photo can enhance your profile.
Or distract from it.

You decide.

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3. Age on your CV: Transparency vs interpretation

Again, there is no black-and-white answer.

International trend:

- Age / date of birth is often omitted

- Goal: less bias, more objectivity

Why many still include it (for good reasons):

- Transparency from the outset

- Avoiding later surprises

- Open communication

And that aligns with your mindset.

What actually happens:

Age can:

- create clarity

- but also trigger interpretation

cyberunity recommendation:

→ Transparency is powerful. But it should be used consciously.

You may include your age if:

- you want to present yourself openly

- you are in an environment where it is expected

You may leave it out if:

- you want to position yourself more strongly on skills

- you are operating internationally

Important thought:

You will be assessed based on your experience anyway.

Age is rarely decisive.
But it can influence perception.

The common thread

All three topics are not rules.

They are levers.

And the key question is always:

Does this information support my overall impact — or not?

The 3 questions for your CV

Go through your CV:

1. Is the length optimised, or am I losing focus?

2. Does my photo support my impact — or distract from it?

3. Does stating my age create clarity — or unnecessary judgement?

If you can answer these questions clearly,
you no longer have a standard CV.

You have a well-thought-out one.

What makes a strong CV

A strong CV is not:

→ maximally complete
→ or minimally reduced

A strong CV is:

→ clear
→ easy to follow
→ and honest

You decide how you present your path.
But not whether you present it.

Because:

It is not omission that improves your CV.

It is your ability to explain breaks, gaps, or uncomfortable elements in a way that makes sense.

That is what builds trust.

And that is professionalism.

Next week: Side projects and hobbies on your CV.
How to use them to strengthen your business value — or unintentionally lose valuable points.

This article is part of the cyberunity CV series for cyber security professionals in the DACH region.