"In many more traditional fields like banking and finance, STEM, academia, a traditional résumé is still very important, but the look and feel carries less weight," Ms. Minshew said.

Ms. Salemi said that it was crucial for job seekers to highlight and quantify their skills and experience and to make sure they were using the right keywords. These strategies help ensure that their résumé shows up when recruiters search a job site or internal database for specific terms.

Unlike those seeking jobs in the days of faxed and mailed résumés, today's job candidates might apply for one position through a company's job portal, have their résumés uploaded and stored in a database, and then be matched with a different role at the same company months or years later.

"If companies are experiencing labor shortages in different areas, they may very well go back to their database," Ms. Salemi said.