



WELCOME PACKET

Career Coaching

with Komeil Mehranfar

JOB SEARCH COACHING FOR MID-SENIOR SOFTWARE ENGINEERS

WELCOME LETTER

Hello — welcome. I'm glad you're taking this step. Nothing excites me more than working with mid-senior engineers who are ready to run a serious job search and land a high-paying role.

I prepared this packet so that before we start coaching, you have a clear view of how we'll work together, what to expect, and what commitment looks like on both sides.

In it, you'll find answers to questions clients usually ask, plus logistics, packages, and policies.

Career coaching here is a focused partnership: we build a real job-search strategy — clearer positioning, stronger applications, better communication, and accountability until offers land. You own the outcomes; I bring structure, hiring-side experience, and consistent follow-through.

What I mean by deep commitment:

- 1. Active presence:** You show up on time and do the work we agree on between sessions (applications, outreach, practice) — even when it isn't perfect.
- 2. Transparency and courage:** You say what's working and what isn't, try uncomfortable conversations (networking, negotiation, interviews), and give direct feedback.
- 3. Taking responsibility:** You own the results. I won't run your job search for you — I'll help you run it better.

Please read the rest of this welcome packet carefully so we start with shared expectations.

Komeil Mehranfar

Career coach for software engineers

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ABOUT ME



I'm Komeil — a career coach. I help mid-senior software engineers land high-paying jobs through focused job-search coaching.

I also work full-time as a software engineer and have been in tech for nearly 8 years.

I'm married and live with my wife, Tara, in Haarlem, Netherlands.

I'm originally from Iran. I lived in Tehran from age 14 to 22, then moved to the Netherlands — a path that shaped how I think about career decisions, migration, and building a life that actually works.

My Story

In 2018 I made a daring decision: I left university and went all-in on programming. Over ~8 years I grew from a novice developer to leading teams — and learned that companies hire for clear value, positioning, and communication, not skills alone.

Immigrating to the Netherlands was a turning point. I invested heavily in my own growth: therapy, coaching as a client, and programs like Landmark and an intensive leadership course in Amsterdam. That work feeds how I coach others through high-stakes career moves.

I'm currently completing a 125-hour (12-month) training at [Impact Coaching Academy](#), leading toward an ICF-recognized coaching credential.

ICF (International Coaching Federation) is the world's largest professional coaching organization and sets widely recognized coaching standards.

Personal Life

In my free time I play piano and board games. I also mentor other software engineers regularly. My focus in this practice is clear: help mid-senior engineers run a better job search and land roles that match their level.

Practical Details of Coaching Sessions

How Sessions Are Conducted

Sessions are held through secure video calls on Zoom or Google Meet.

All sessions are completely confidential and are only noted or recorded with mutual consent.

Booking and Scheduling

We agree on a specific weekly time that works for both of us to maintain continuity and order.

Session Cancellation Rules

Give 24 hours notice: To cancel a session for free, please notify at least 24 hours before the session.

Same-day cancellation: Sessions cancelled less than 24 hours before the session will be charged in full, except for emergency cases. By emergency cases, I mean situations that happen and you have no role in changing them.

Absence without notice: Sessions you miss without notice will be charged in full.

Action and Practice Between Sessions

At the end of each session we agree on concrete next actions for your job search (applications, outreach, prep, LinkedIn/CV work). You choose what you commit to. If I have a suggestion that would help, I'll offer it — you decide whether to take it on.

Support Between Sessions

If you have any questions during the week or want to share something with me, feel free to message me via Telegram or WhatsApp. I usually respond within 24 hours. You can tell me about your progress, ask for help if you're stuck somewhere, or check your exercises with me.

Pricing & Policies

1:1 Coaching Packages

CAREER BOOST

1:1 Career Boost

Four focused 1:1 sessions on one high-impact job-search topic — interview prep, CV, LinkedIn, salary negotiation, and more.

4 weeks · 4 sessions · 60 minutes each

€600 (€150 per session)

CAREER COMPANION

1:1 Career Companion

A full 3-month 1:1 job-search coaching journey — from audit and positioning to interviews, referrals, and offers.

3 months · 12 sessions · 60 minutes each

€1,800 (€150 per session)

CAREER PARTNERSHIP

1:1 Career Partnership

Offered by invitation after our intro call — three months of intensive weekly coaching, then 21 months of monthly check-ins.

24 months · 12 sessions · 60 minutes intensive · 15 minutes check-ins

€250 + 60% of second month's gross salary (€250 entry fee · success fee due with your second paycheck)

Pricing & Policies

Payment Terms

For Boost and Companion, the full package amount is due upfront before your first session. For Partnership, a €250 entry fee is due upfront to start; then you pay 60% of one month's gross salary with your second paycheck after starting the new role.

1:1 Career Boost: €600

1:1 Career Companion: €1,800

1:1 Career Partnership: €250 + 60% of second month's gross salary

€250 entry fee is due upfront to start. When you land and start the new role, you pay 60% of one month's gross salary with your second paycheck.

Refund Policy

Satisfaction Guarantee: Not satisfied after your first session? Full refund, no questions asked.

Package Refunds: Unused sessions in packages can be refunded or used for future periods.

Cancellation & Termination: Either of us can end the collaboration by giving 7 days advance notice, and after notifying the desire to end the collaboration, the last session will be dedicated to an exit session.

Coaching Policies

Confidentiality

All coaching conversations are completely confidential. Information will not be shared with third parties without your written consent, except where legally required or in cases of imminent harm.

Professional Boundaries

Our relationship remains within the coaching framework. Sessions are held respectfully at designated times, focusing on your job-search and career goals. Coaching is not a substitute for therapy or psychological treatment.

Data Protection & Privacy

Your information is used only for coaching and stored securely. You have the right to access, modify, or request deletion of your data. Information will never be shared without your explicit consent. All data will be securely deleted after our collaboration ends, in compliance with GDPR laws.

Frequently Asked Questions

1. Exactly what do you do as a coach in coaching sessions?

- I listen without judgment and help you diagnose what's blocking interviews or offers.
- I ask questions and give direct feedback on positioning, applications, and communication.
- We practice high-stakes moments (recruiter screens, HR rounds, negotiation).
- I suggest concrete next actions for the week.
- I hold you accountable to what you committed to between sessions.

2. Who is this coaching for?

Primarily mid-senior software engineers with 5+ years of experience who want to land a high-paying job.

You'll get the most from it if you:

- Are actively (or ready to be) in a job search
- Want honest feedback, not just encouragement
- Will do outreach, applications, and practice between sessions
- Are open to changing how you position and communicate yourself

3. How long do we work together?

It depends on the package. Career Boost is 4 weeks (4 sessions). Career Companion is about 3 months (12 sessions). Partnership is invitation-only after our intro call and runs longer with intensive work first, then ongoing check-ins. For deeper job-search work, Companion-level commitment usually gives us enough time to change results.

Frequently Asked Questions

4. What's the difference between coaching and therapy?

Coaching is future-oriented and action-focused — here, on your job search and career outcomes. Therapy usually works with past trauma, mental health, and emotional healing. If you're struggling with serious emotional issues, work with a licensed therapist. Coaching is not a substitute for therapy.

5. How do I know if coaching is right for me?

It's a strong fit if:

- Applications aren't converting to interviews, or interviews stall before an offer
- You're willing to be honest about what's not working
- You'll step out of your comfort zone (networking, mock interviews, negotiation)
- You can invest time between sessions

If most of that is true, coaching can help. We'll also use the free intro call to check fit.

6. What if I'm not sure what role or company type I want?

That's common. Part of our work is clarifying target roles, level, geography, and constraints — then building a search strategy around that. You don't need a perfect answer before we start.

Frequently Asked Questions

7. How much work between sessions should I expect?

Usually a focused set of weekly actions: applications, outreach, interview prep, or LinkedIn/CV work. The more you execute between sessions, the faster you see movement. We calibrate volume to what's realistic for your schedule.

8. What if I have to miss a session or change the time?

Give at least 24 hours notice to cancel free of charge. Cancellations inside 24 hours are charged in full except true emergencies (situations you didn't cause and couldn't reasonably avoid). Absences without notice are charged in full. We'll reschedule when life happens — just communicate early.

9. Do you only coach software engineers?

Yes — this offer is built for mid-senior software engineers (5+ years). My background is in tech, and the coaching focuses on job-search strategy in that market. If after the intro call I don't believe I can help your situation well, I'll say so.

10. How confidential are our coaching sessions?

Fully confidential. I won't share your information without your explicit consent, except in rare cases where there's imminent risk of harm to yourself or others, or where legally required.

Frequently Asked Questions

11. Can I contact you between sessions?

Yes. Short WhatsApp or Telegram messages for quick questions, blockers, or wins are welcome. I usually reply within 24 hours on working days.

12. What if I want to stop or pause my coaching package?

If you need to pause for travel, illness, or life events, tell me. We can pause and continue when you're ready. Either of us can end the collaboration with 7 days' notice; the last session is an exit session.

13. Do you guarantee I'll get a job by a certain date?

No. There is no fixed-date job guarantee. What I offer is strategy, hiring-side experience, interview and communication practice, and accountability so you convert more of what you're already sending out.

14. What kind of resources might you offer me?

Depending on your bottlenecks:

- Weekly action plans (applications, outreach, prep)
- Feedback on CV, LinkedIn, and messaging
- Mock interviews and negotiation practice
- Frameworks for positioning and referrals
- Relevant articles, templates, or intros when useful

Frequently Asked Questions

15. What if coaching doesn't feel like it's working?

We'll put it on the table early. Sometimes we change the approach; sometimes you need a different kind of support. After the first session, if you're not satisfied, you get a full refund — no questions asked.

16. How do we get started?

1. Complete the intake form.
2. Book the free 30-minute intro call.
3. Read the welcome packet before we meet.
4. On the call, we check fit and choose a package.
5. If we continue, you sign the coaching agreement and we start.

Still have questions?

Bring them to the free intro call — that's what it's for. If you haven't started yet, [complete the intake form](#) first.

First Steps

This packet prepares you for our intro conversation. Before we meet, make sure these are done — then bring your questions to the call.

1 Intake form

You should already have completed the intake form. If not, do it now: [Career coaching intake](#).

2 Intro call booked

You should already have booked your free 30-minute intro session. If not, book it now: [Calendly — free introductory session](#).

3 Bring your questions to the intro

The next step is our intro call. Ask anything about fit, packages, how we'll work, and what package makes sense for your search. If we both decide to continue, I'll send the coaching agreement to sign after the call — not before.

"One can choose to go back toward safety or forward toward growth. Growth must be chosen again and again; fear must be overcome again and again."

— Abraham Maslow

Let's get your job search moving

Every serious search starts with a clear strategy and consistent action. Finish the intake and booking checklist, bring your questions to the intro, and we'll decide together whether coaching is the right next step.

Bring honesty, follow-through, and willingness to practice uncomfortable conversations — I'll bring structure, hiring-side perspective, and accountability.

Contact Information

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[Telegram](#) & [WhatsApp](#)

Thank you for reading this carefully to the end!