

## **Recruiter Panel Questions**

### **The Candidate Search/Application Process**

**Q:** How do you identify the talent/applicants that you interview? Could you provide the percentages for the techniques you use (for ex. online recruiting, newspaper ads, networking, etc)?

**Q:** What are the most challenging current recruiting issues? And what do you anticipate in 5 - 10 years?

**Q:** Describe the process your company uses to hire new employees once you have selected them for an interview (how many interview steps, etc.).

**Q:** Does your company read cover letters? Are they important in the decision making process of who you interview?

**Q:** What is the appropriate way to follow up on an open posting? How can the candidate ensure that his/her information gets to the hiring manager?

**Q:** Do you respond to all applicants? If yes, at what point(s) and how?

### **Candidate Qualities**

**Q:** What qualities describe the ideal applicant?

**Q:** What are the biggest mistakes that management level candidates make during the screening process?

**Q:** How does age impact the hiring process? For example do older candidates truly Receive the same consideration? How can he/she overcome this barrier?

**Q:** What important qualities do you look for in new graduates?

### **Interviewing**

**Q:** What are common interview questions you ask?

**Q:** What type of interviewing (i.e. behavioral, technical, team, etc.) does your company do? Are hiring managers trained on interviewing?