

Tier 3 Questions for Candidates

Be interested in the people you talk to. Get inquisitive and find out about their projects, company, the people they work with and jobs that they are aware of.

Use open questions, which start with:

Who | What | When | Where | Why | How

Jobs

Internal vacancies:

What are your career prospects in your current job?

When will you find out if you will receive an extension for your current contract?

Does your company promote internal employees for senior positions or do they hire directly as well?

What would be your role if there were any expansion plans for your company?

Would you be willing to relocate if your company offered you a job in their other offices?

Which other offices are currently hiring?

What are they hiring for where you work at the moment?

What internal opportunities are you considering?

Jobs

External vacancies:

What steps have you taken to find your next role?

When was the last time you had an interview? With who? What feedback did you get?

How many companies have you applied to since you started looking?

How many interviews have you already done?

Who have you already interviewed with?

What have you applied for? What attracted you to that position?

What have other agencies spoken to you about? How interested are you?

How many interviews lined up?

How many people are they looking for for that project?

Company

Where are their other offices? Where are they currently delivering projects?

Who are their Customers / Suppliers / Partners?

From your personal perspective, what are they like to work for?

What are their future plans?

Who are their main competitors?

Which companies do they tend to hire people from?

What made you want to work for xxxxxxxxx company?

What do you enjoy / not enjoy about your job?

What do you think would make your job better?

People

Who is your manager, is it *[guess a name]*?

Who interviewed you?

Who do you work with that you would like to work with again potentially?

Who is the current *[INSERT TITLE]*?

Who will you resign to once you find a new position?

Who signs your timesheet?

How many people in your team have similar skills to you?

What projects are you currently working on?

Is there any specific company you want to work for? Who do you know who works there?

Who is the best X you have worked with in the past?

Who is the best manager you've had, where do they work now?

Who is the Project Manager? Programme Director?

Projects

What are the current projects you are working on at [*client, domain, target*]?

What is the duration of the project, and:

- How long have you been on the project?
- At what stage the project is currently?
- Size of project?
- Budget?
- Workforce required?
- Current challenges?
- Past challenges?
- Upcoming/predictive/foreseen challenges?
- Managers?

What will you be working that is new if you stay for another year?

What are the highest profile projects in the company at the moment?

What projects would you most like to get involved in?