

COMMON QUESTIONS FOR RECRUITERS

KNOW BEFORE YOU GO

You should conduct your own research before the fair so that you know exactly which questions you want to ask the employer. If you're having a hard time figuring out where to start, or need help keeping the conversation going, the questions below can help! Remember, the recruiter you meet at the fair may not be in the same position that you are interested in, so ask your questions with that in mind.

ABOUT THE POSITION

- Which professional and personal skills does it take to succeed at this type of work?
- What skills, experience, or education do you look for when you recruit for this position?
- How does this position fit into the overall organizational structure?
- What percentage of time would be dedicated to each of the responsibilities of this position?
- What challenges and opportunities are associated with this position?
- What on-boarding or initial training is provided to new employees in this position?
- What does a typical day look like for someone in this position?
- What does the compensation typically look like for this position?

ABOUT THE ORGANIZATION

- What is the organization's culture like?
- What does growth and development look like at this organization?
- How are new employees supported as they look to grow their skills and responsibility level within the organization?
- What does communication look like at this organization?
- What kind of technology do you use for communicating with people on your team, on other teams within the organization, and with people outside of the organization?
- What benefits are available through this organization?

ABOUT THE HIRING PROCESS

- What is the hiring process like for this position/for recent college graduates at this organization?
- Does your organization do any on-campus interviews at USF?
- How will I hear whether I have been selected for an interview? Who will I hear from?
- How long does the interview process typically take?

ABOUT ADVANCEMENT WITHIN THE ORGANIZATION

- What opportunities for advancement are there in this organization or within this industry?
- What would be a typical next career move for someone in this position?
- What career paths are available within this organization?



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