

Interviewing Stages Expectations

Recruiter Screen Expectations

A recruiter is an individual responsible for identifying and attracting top talent to the organization. They work closely with hiring managers and other stakeholders to develop job descriptions, create job postings, and source candidates. The recruiter will often not know nuanced answers to questions that pertain to the role, team, or metrics. They will be focused on verifying you meet the minimum qualifications. They'll then decide whether to recommend you for the next steps in the hiring process.

Hiring Manager Interview Expectations

During the interview process, the hiring manager may ask a range of technical and behavioral questions to assess a candidate's fit for the role and the team. They may also provide details about the day-to-day responsibilities of the position and the organization's overall goals and priorities. Ultimately, the hiring manager's role is to ensure that the candidate selected for the position has the necessary skills, experience, and personality to contribute to the success of the organization.

Understanding Technical Interviews and Assessments

With technical skilled jobs, technical interviews and assessments are a common part of the hiring process. These evaluations help employers identify candidates with the necessary skills and experience to succeed in the position. Some common types of technical interviews and assessments in the tech industry include coding challenges, whiteboard interviews, and technical presentations.

Overall, technical interviews and assessments are designed to evaluate a candidate's technical abilities and potential fit for the position. By using a range of assessment methods, hiring teams can gain a more complete picture of a candidate's skills and experience, making it easier to identify the best candidate for the job.