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| **Candidate Name** |  |
| **Candidate Email** |  |
| **Current Position & Company** |  |
| **Current Location** |  |
| **Willing to relocate?**  Yes or No? |  |
| **Location Preference**  Please mark an X next to each location they are open to relocating to. | Chicago  Amsterdam  NYC  Singapore  Austin  Any/all |
| **Citizenship Status**  Do they require sponsorship? What type? How much time remains on their current visa? |  |
| **Education + GPA**  If still in school, please provide their transcript(s) |  |
| **What are the candidate’s motivations for looking to leave their current employer?** |  |
| **What are the candidate’s motivations to join Headlands?**  What are their career goals? |  |
| **Interest in Finance**  0 = Not interested  1 = Open to the idea  2 = Interested but considering all opportunities  3 = Interested and only considering Finance opportunities |  |
| **Why do you think they’re good for Headlands?**  **What is the candidate really good at?**  **What is the candidate not good at, or not interested in doing professionally?** |  |
| **Comp Expectations + Rationale**  (If volunteered by candidate) |  |
| **Competing Processes/Offers/Timelines**  Which other firms is the candidate speaking to?  Does the candidate have any verbal or written offers? |  |
| **Employment Obligations**  Notice Period  Non-Compete |  |
| **Top 3 programming languages**  Please rate each language:  0 = No Experience  1 = Used it before  2 = Confident User  3 = Expert User |  |