

DSR

As moving further, we have improved to design of prompt used to generate reference check questions now the prompt will instruct the AI to first analyze the job description and extract the requirements from it then those requirements will be again sent to the AI to generate most relevant reference check questions that must be asked at the time of interviewing the candidate.

Following is the screenshot of the reference check questions generated for rest Job Description including sales, financial controller, and store person: -

1. Can you confirm the candidate's experience in sales development roles, particularly in the related sector?
2. How would you rate the candidate's ability to manage priorities, be well organized, and deal well under pressure?
3. Can you provide examples of the candidate's experience in customer lead generation?
4. How successful has the candidate been in developing relationships with new verticals in the freight forwarding or related market?
5. Can you provide examples of the candidate's experience in developing customer relationships with a high retention rate?
6. How would you rate the candidate's consultative sales and relationship management skills?
7. Can you confirm if the candidate has experience in the industrial vertical in freight forwarding and/or supply chain management roles?
8. How successful has the candidate been in establishing, maintaining, and improving key account management practices to ensure retention and improvement to customer base?
9. Can you provide examples of the candidate's experience in driving and developing relationships in new verticals in the freight forwarding or related market?
10. How successful has the candidate been in delivering all customer KPIs in accordance with the Sales Strategy/plan?
11. Can you confirm if the candidate has experience in managing and growing customer base?
12. Can you provide examples of the candidate's experience in offering additional services to existing customers?
13. How would you rate the candidate's ability to work closely with commercial, subject matter experts, key accounts customer service, and operations to secure the best outcome for the customer?
14. Can you confirm if the candidate has experience in managing and optimizing profitable commercial revenue streams?
15. How successful has the candidate been in securing, retaining, and maintaining customers, including account management programs with the aim to scale the logistics business?

Figure 1: Sales Questions

1. Can you confirm the candidate's experience as a financial controller?
2. How would you rate the candidate's ability to undertake financial analysis and identify trends?
3. Can you provide an example of the candidate's experience in managing inventory and stock levels?
4. How would you rate the candidate's ability to manage capital requirements and funding?
5. Can you provide an example of the candidate's experience in conducting cost reduction evaluations?
6. How would you rate the candidate's ability to manage expenses and maintain an effective operating environment?
7. Can you confirm the candidate's experience in planning and implementing financial strategies?
8. How would you rate the candidate's analytical skills?
9. Can you provide an example of the candidate's experience in planning and forecasting monthly cash flow?
10. Can you confirm the candidate's experience in preparing annual budgets and presenting reports to the company board?
11. Can you confirm the candidate's experience in liaising with company accountants?
12. How would you rate the candidate's ability to ensure timely processing of financial tasks?
13. Can you confirm the candidate's strong work ethic and ambition to grow with the company?
14. How would you rate the candidate's communication skills, both verbal and written?
15. Can you confirm the candidate's residency/citizenship status and current location in New Zealand or Australia?
16. Can you confirm the candidate's ability to provide their own transport?
17. Can you provide two professional references for the candidate?
18. Is there anything else you would like to add about the candidate's suitability for this role?

Figure 2: Financial Controller Questions

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1. Can you confirm the candidate's experience in a pick pack environment?
 2. How did the candidate perform in terms of coordinating with transport to ensure all receiving shipments are moving in and out of stores as scheduled?
 3. Can you provide an example of the candidate's ability to safely operate forklifts and reach trucks, load and unload trucks?
 4. How skilled was the candidate in picking and packing of product within the agreed timeframe?
 5. Can you provide an example of the candidate's ability to assemble and pack outgoing orders, ensuring quality and timely dispatch?
 6. How did the candidate perform in assisting with stock-takes and stock rotation and generating reports on inventory balance and shortages?
 7. Can you confirm the candidate's ability to work independently and as part of a team?
 8. How did the candidate perform in terms of working with initiative?
 9. Can you provide an example of the candidate's ability to work in a physically demanding role?
 10. How did the candidate perform in terms of their numeracy and literacy skills?
 11. Can you confirm the candidate's intermediate computer skills, including their ability to use email and excel spreadsheets?
 12. How did the candidate perform in terms of their communication skills, both verbal and written?
 13. Can you provide an example of the candidate's hard-working and reliable nature, with a can-do attitude?
 14. How did the candidate perform in terms of complying with health and safety policies and procedures?
 15. Can you confirm if the candidate has an OSH certification or F endorsement? If not, can you provide an example of how the candidate was supported to obtain these endorsements?

Figure 3: Store Person Questions