SANQA
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Recruitment Survey - September 2022

Please take a moment to complete our survey - we want to hear from you 😎 in order to educate our clients, improve the process to give you a great experience!

1. **Are you currently in the market for new opportunities?** *

- ● Yes
- ○ No
- ○ For the right position

2. **How many job opportunities do you receive per week?** *

- ○ 1
- ○ 2
- ○ 3
- ○ More than 3
- ● None
- ○ Less frequent

3. What is your preferred communication to hear about opportunities? *

○ Email

○ WhatsApp/Telegram

○ SMS

○ Call

○ LinkedIn

○ None, I will apply if I am looking

4. If you are actively looking for opportunities, where do you prefer looking for available opportunities? *

○ Job boards (Pnet, CareerJunction etc.)

○ LinkedIn

○ Web Search

◉ Specific Company Search

○ Word of mouth

○ | Other |

5. What would make you move jobs if you are not looking or only willing to move for the right position? *

○ Totally remote working

○ The company brand

○ Tech stack

◉ Opportunity for growth

○ Salary

○ Company culture

○ Immigration opportunities

○ Work-life balance

○ Paid leave days

○ Bonus pay outs

○ Medical Aid and/or other benefits

○ | Other |

6. **Which of the following do you prefer?** *

⦿ Permanent opportunities

○ Fixed contract

○ Independent contractor

○ | Other |

7. **If you are willing to look at contract positions, what is the shortest contract period you would consider?** *

⦿ 1 year minimum

○ 2 years minimum

○ 3 years minimum

○ 5 years minimum

○ Not willing to look at contract opportunities

8. **How do you feel about completing documents for applications?** *

○

○ Prefer not to, but will do it anyway

○ Do not complete at all – will not apply

⦿ Do not mind at all

9. **Do you mind doing technical test related to your skills?** *

⦿ No I do not mind

○ Will only complete once an interview has been done and I have been shortlisted as a fit

○ I prefer not to do test at all

10. **Would you pass on an opportunity if on-site interviews are requested?** *

○ No

○ Yes

⦿ Prefer teams interviews

11. **What is your expectation to get feedback from a recruiter once your application has been submitted?** *

⦿ 2 weeks max

○ 3 weeks max

○ 4 weeks max

12. **What is your salary % increase expectation when looking at new opportunities?** *

○ 5% or more

⦿ 10% or more

○ 15% or more

○ 20% and more

○ [Other]

13. What do you feel companies can do to get a better idea of your technical skill level during an interview? Feel free to share your insights. *

> I feel like a company should have a set of questions and a demo coding test just to get a feel of what you can do or probably give you an assignment to complete before they interview you.

14. Would you be open to apply to a company if you have heard less favourable feedback or had a bad experience previously applying to the company? *

○ No not at all

◉ Yes, open to give it a try

○ Depends on the opportunity presented

○ [Other]

15. What do you like least about the current recruitment processes you have experienced? *

◉ Documentation completion

○ No feedback on application or interview

○ Interview questioning style

○ Unfavourable offers

16. How do you prefer to work? *

○ In the office every days

○ Hybrid - rotating between working from home and office

○ Fully Remote

○ | Other |

17. **What is your area of expertise?** *

● Information Technology

○ Finance

○ Engineering

○ Administration / Business Support

○ Supply Chain / Logistics

○ Pharmaceutical / Medical

○ Sales / Marketing

○ Human Resources / Related

○ | Other |

18. **Other comments/ Input that you feel can help us make the process better for you.** *

Involving more recruiting agents in order to reach a more bigger community and candidates to hire

19. **How many years of working experience do you have?** *

● 1-3

○ 3-5

○ 5-8

○ 8-10

○ 10+

20. **Where do you reside?** *

○ Western Cape

○ Gauteng

○ KwaZulu Natal

● Eastern Cape

○ Northern Cape

○ Mpumalanga

○ North West

○ Free State

○ Limpopo

○ [Other]

21. **Are you willing to relocate for the right opportunity?** *

● Yes

○ No

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