1. Can you walk me through the typical process you experienced with the recruitment chain when working with recruiters??
2. How were responsibilities divided between the recruiters in terms of talent management, communication, and client relations?

* Were there any challenges with having multiple recruiters involved? If so, how were these resolved?

1. What was the recruitment process like from your perspective as a candidate? How was your initial contact made?
2. How did you assess the credibility of the recruiters or agencies you worked with? Did they provide you with any vetting or preparation before client interviews?
3. Did you feel that the recruiters had a strong understanding of your skills and the client’s needs? How did they communicate this?
4. How was the financial aspect managed between you, the recruiters, and the client? Were there any commission structures, or fixed pricing involved?
5. How transparent were the financial dealings, especially regarding your compensation and the recruiters’ cut?
6. Did the recruiters provide any added value that justified their involvement financially?
7. How was day-to-day communication handled between you, the recruiters, and the client? Who was your main point of contact?
8. Were there any formal platforms or systems used for managing work, payments, or deliverables?
9. How involved were the recruiters during the course of the project? Did they offer ongoing support or step back once you were placed?
10. How did the recruiters or agencies support you in terms of career growth, feedback, or long-term relationship building?
11. Did you ever encounter issues related to cultural or timezone differences, and how were you expected to manage these in your work setup?
12. What would you say are the best practices in this kind of recruitment model, both for the recruiters and for the talent?
13. Were there any operational inefficiencies or pain points that could be improved?