



### 10 Questions to Stump a Recruiter

There are a lot of recruiters out there, and you want to make sure they know their stuff. When you're speaking with a recruiter, ask these questions to gauge how savvy they are. The more of these they can answer, the better of a recruiter they are, and you'll know you're in good hands.

1. **How long has this position been open?**

The longer the position is open, the harder it could be to get the offer because it means there are red flags. Either the hiring manager won't interview fast enough, the recruiting firm doesn't have a good relationship, or HR is messing things up on their end. I think a good amount of time is anything less than 30 days from a recruiter.

2. **Why is this position open?**

Did this person get fired? Is the team growing? Did the client sign a new project? You need to know what you're walking into and this is a great question for that.

3. **Does the client have the budget to bring this individual on salaried after the hourly contract (applicable on contract and contract-to-hire roles)? If so, what is the salary range?**

We have something in our industry called a 'right to hire' where there isn't a budget at the moment to bring you on salaried but there COULD be at the end of your contract duration. Asking the recruiter this question will show if it's a true contract to hire or not.

4. **What is the hiring manager's name?**

This will show you if the recruiter actually has somewhat of a decent connection with the manager. If they just send you a stock job description, another thing I would ask for is the intake call notes from the manager.

5. **How many other candidates have interviewed for this role so far?**

You will be able to learn why candidates were rejected and that way improve your chance. This question will allow you to learn A LOT about the role and the interview process.

6. **How many candidates have you placed with this manager and/or team?**

7. **How many candidates has your entire team placed with this manager/team?**

Questions 6 and 7 will show you how deep the relationship is with the recruiter and the hiring

manager/company. The more people they have placed the better. Even if it's just one, that's totally cool, and if it's zero then that's okay too! Just know you may be in for some bumps along the way as the recruiting firm irons things out on how the company hires.

8. **How long has your company recruited for this client?**

This is different than question 6/7 because sometimes parts of a recruiting division get involved at different times within a company's hiring process. But again, the longer the better.

9. **If there are any other candidates submitted to this role, what are their salaries/hourly price points, and how do I compare to those candidates?**

Probably one of the most important questions on how to price yourself. This will give you an idea of how your skills stack up with the others you are either competing against or have interviewed.

10. **(Optional) Is this is a VMS client? If so, are you a tier-1 vendor?**

A VMS client in the recruiting world is when they are required to work through a third-party HR tool that usually makes the hiring/interviewing process slower. Asking if they are a tier-1 will reveal that they probably have better success at placing people in this environment than not.