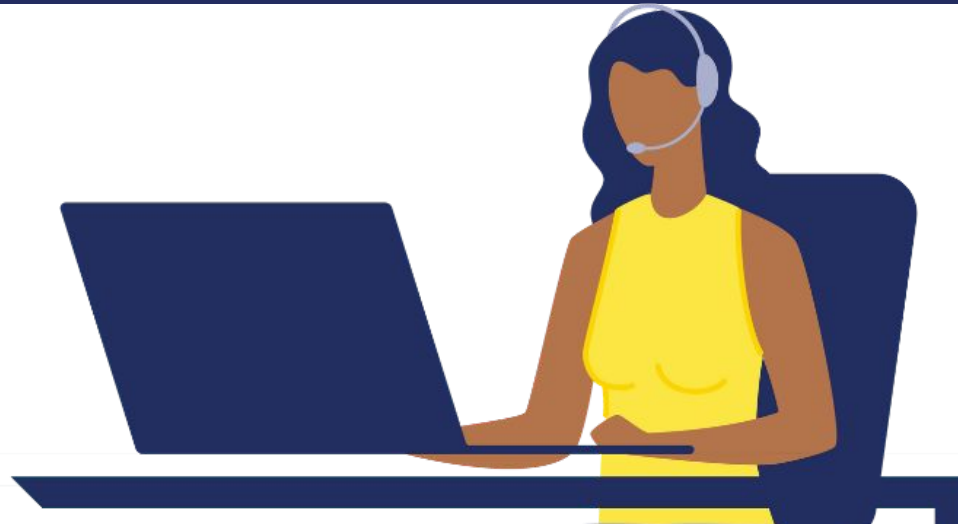
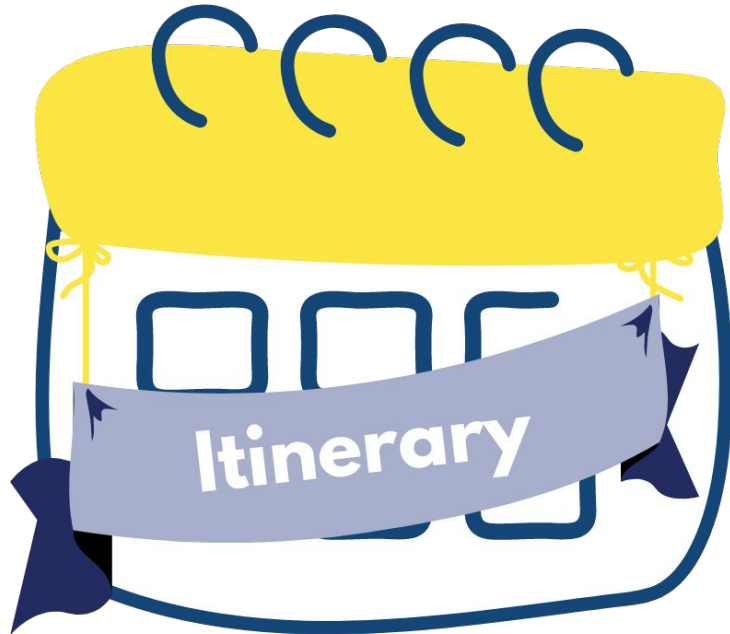


Detailed Recruiter Phone Screen (RPS)



This lesson will cover:

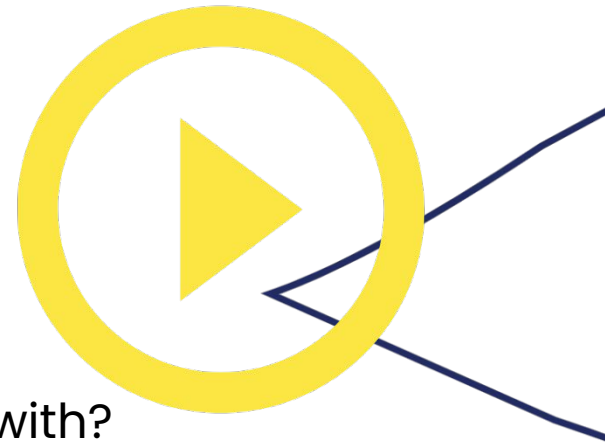


- ▶ **Candidate's Current Role**
- ▶ **Candidate's Previous Roles**
- ▶ **What do They Want to do Next?**
- ▶ **Why are They Leaving?**
- ▶ **Their Current Job Search**
- ▶ **Motivating and Logistical Factors**
- ▶ **Salary and Expectations**

Candidate's Current Role

Guiding Questions:

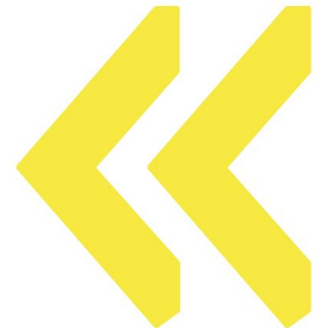
- ▶ Tell me about your current role, and where you are working?
- ▶ What are some of the big projects you have worked on there?
- ▶ What are the biggest challenges you are working on?
- ▶ What do you enjoy most about the role?
- ▶ What do you enjoy least?
- ▶ What systems do you use daily?
- ▶ Are there any languages you do not want to work with?



Candidate's Previous Role

Guiding Questions:

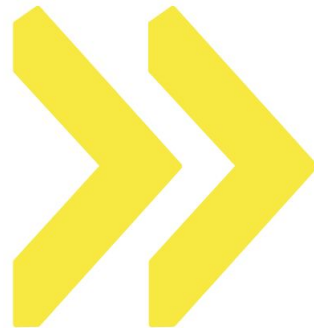
- ▶ If previous roles look significant, ask a bit about what they did there in addition to the current role.
- ▶ Can you tell me about the shorter job stint you had at _____?
- ▶ What made you leave that company to join your current role?
- ▶ What systems or processes did you work with at these previous roles?



What do they want to do next?

Guiding Questions:

- ▶ What do you like about (company you are getting their resume for)?
- ▶ What are you looking for in a new company and team? Let them speak, and ask them to elaborate if the answer is short.
- ▶ Depending on the company you are specifically making the intake for, question them about their specific size, and make sure they are aware of the company logistics.



Why are they leaving their current company?

Guiding Questions:

- ▶ Laid off, fired, funding, team/leadership changes, projects ended?
- ▶ If they say: Looking for a more interesting opportunity – ask them what do they mean by that?
- ▶ Ask them to elaborate?

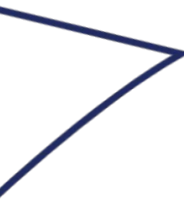


Current Job Search / Timeline

Interviews



Guiding Questions:

- ▶ Have you done or scheduled any onsite already?
 - ▶ If so, do you still have time to go through a whole new interview process?
 - ▶ Ask if they have an offer out?
 - ▶ What companies are you interviewing at? What are the types of companies?
 - ▶ How soon are you able to start?
- 

Motivating and Logistical Factors

Guiding Questions:

- ▶ What are the most important factors in your process for choosing a new job?
- ▶ Where do you live? (be specific, especially in large metropolitan areas)
- ▶ Are you open to commuting from X location to Y location? If it is far, can you do that 5 days a week?
- ▶ Are you looking for a full remote role? If so, is the company you are speaking with them about ok with full remote?
- ▶ What is your work authorization? Talk about visas.



Salary and expectations

Guiding Questions:

- ▶ What are you targeting in compensation?
- ▶ What is your current Total Comp? Would love a breakdown of this but it is getting more difficult based on laws in different states.
- ▶ Do you have any bonuses or vested equity?
- ▶ If the company you are pitching does not offer sign-on or bonuses make sure to let them know.
- ▶ That is probably higher than the range [our company] can offer. Do you still want to interview? Their range is around [salary amount]



Conclusion



Getting to know the candidate is extremely important. You want to ask all these questions while giving them scenarios to find out what their motivating factors are, and what they are looking for out of a new position.

These conversations will help you identify potential candidates quicker.



QUESTIONS?

