



InterviewPenguin.com

Your Best Job Interview Coach Since 2011

TOP 20 Interview Questions for Recruiter Job Applicants

- Why did you apply for this job?
- What are your favorite candidate sourcing methods?
- What would you do to attract real talent to our job offers?
- You find yourself in an interview with a job candidate. And they are doing well. What will you do to ensure that they will accept the job offer?
- What is your opinion about referral programs? Do you plan to incorporate them in your work?
- Here are three resumes of candidates for mobile app developer candidates (they show you the resumes). Look at them and pick the best match for the job.
- What is the first, and the last question, you would ask job candidates in an interview?
- Can you read the non-verbal communication of job candidates? Can you tell if someone is lying to you. If yes, how do you do it?
- Do you plan to conduct reference check with job applicants?
- Imagine that you want to headhunt a leading manager, working for one of our top competitors. How would you proceed?
- What is your experience with LinkedIn? Do you use it as a recruiter? Have you ever recruited someone with the help of LinkedIn?
- Talk about a hiring process from your last job. What worked well? What didn't work well? What would you change?
- Tell us about your biggest failure in recruitment.
- Tell us about your biggest success as a Recruiter.
- Describe your favorite tools for tracking and following up with candidates. Do you use any software in your work?
- In your opinion, what is the role of HR managers and executives in the process of recruitment? Should they participate on it?
- What is the first thing you will do in work if we hire you?
- Here is one of our job ads (they show you the ad, typically printed). What can we improve about the ad so it will attract more job seekers?
- Do you consider advertising on job boards as an effective technique for sourcing new candidates? What are your favorite job boards?
- Do you have any questions?

Source and some answers: <https://interviewpenguin.com/recruiter-interview-questions/>