



# InterviewPenguin.com

## Your Best Job Interview Coach Since 2011

### Talent Acquisition Manager Interview Questions

1. Why do you want to work as a Talent Acquisition Manager?
2. In your opinion, how can our company stand out in the eyes of talented graduates?
3. What are your favorite sourcing techniques?
4. In your opinion, what makes for an attractive employment brand?
5. Imagine that you post a vacancy for a Management Trainee position on a major job board. You receive 100 applications. What will you look for while screening the applications?
6. Tell us about an example of a successful social media recruitment campaign (one you ran, or just observed from a position of a job candidate).
7. You have probably done some research about our company, and what we do here. In your opinion, what can we improve when it comes to building our employment brand, and attracting new job applicants?
8. Do you have an experience with an applicant tracking system?
9. Imagine that we swap roles, and you lead this interview. What questions will you ask someone who tries to get a job of a talent acquisition manager? Is there anything you will look for in their answers?
10. What is a succession plan for a position, and what role do these plans play in the recruitment strategy of the company?
11. Have you ever cooperated with recruitment companies, or individual headhunters? What advantages and disadvantages does such a cooperation have?
12. How do you think I rate as an interviewer?
13. What is the most difficult situation you've ever faced at work?
14. Tell us about a time when you struggled to communicate something to someone. What did you do to eventually get your message over?
15. Tell us about a time when you demonstrated leadership in work, or outside of it.
16. If we hire you for this job, what goals will you set for yourself for the first year in the role?

**Source & answers to the questions:** <https://interviewpenguin.com/talent-acquisition-manager-interview/>