

Top Questions You Must Ask Before Dialing Your First Technology Candidate



SPECIALIZING IN TECH • ENGINEERING • SECURITY CLEARANCE

Save yourself time and effort. Get a better result for the IT hiring manager.

Obtain key qualifiers from the IT hiring manager up front. Don't just look for key words in a resume or rely on a standard job description. With answers to the following questions you'll be able to conduct phone interviews more efficiently and uncover qualified technology candidates more quickly.

TECH SPECIFICS

1. Certifications required
2. Skills and years of experience required by area of expertise (QA, servers/networks, databases)
3. Level of involvement with skills: used in new development, enhancement and/or maintenance work
4. Management experience/expertise required
5. Specific work experience required vs. preferable (rank order of importance)
6. Proof of work product or deliverable that must be demonstrated
7. Project scope for past activities (hours, budget, resources)
8. Security clearances required
9. Key development tools the candidate must have experience using (rank order of importance)
10. Methodologies the candidate must have used extensively

REMEMBER THE BASICS

11. Permanent position or temporary contract position (& how long)
12. Level of education required
13. Position's most critical responsibilities
14. Most difficult aspects of the position
15. Desired personality characteristics
16. Organizational structure above and below the position
17. Management style of the supervisor(s)
18. Overall pace of work: Quick or methodical
19. Amount of interaction with customer groups or clients (how much and in what types of situations)
20. Salary range/maximum salary
21. Percentage travel required
22. Culture of the group/team

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Look to the tech leader first.TM

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