

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · SALES RECRUITER

1	What experience do you have in sales recruiting?	1 2 3 4 5	
2	How would you go about sourcing and identifying qualified candidates for a position?	1 2 3 4 5	
3	Describe your strategies to identify, assess, and develop potential sales recruits.	1 2 3 4 5	
4	What techniques do you use to motivate talent to join our team?	1 2 3 4 5	
5	Are there any particular recruitment initiatives that you've found effective in the past?	1 2 3 4 5	
6	Do you prefer working with passive or active job seekers when it comes to recruiting?	1 2 3 4 5	
7	How do you maintain an efficient hiring process from start to finish?	1 2 3 4 5	
8	What challenges have you encountered during the sales recruiting process, and how did you overcome them?	1 2 3 4 5	
9	Describe your approach to developing relationships with potential candidates.	1 2 3 4 5	
10	How do you make sure you're staying up to date on industry trends and best practices when recruiting?	1 2 3 4 5	
11	What strategies do you use to ensure that the hiring process is efficient and cost-effective to approach the difficult task of interviewing a large number of sales candidates?	1 2 3 4 5	
12	Are there any particular interviewing techniques to ensure new recruits are properly onboarded and integrated into our team?	1 2 3 4 5	
13	What processes do you follow when evaluating the performance of your current sales recruiters?	1 2 3 4 5	

OVERALL ASSESSMENT

CRITERIA	SCORE (1-5)	NOTES
Educational Background Appropriate qualifications or training for the position.	1 2 3 4 5	
Prior Work Experience Skills or qualifications acquired through past work.	1 2 3 4 5	
Qualifications / Experience The technical skills the position actually needs.	1 2 3 4 5	

CRITERIA	SCORE (1-5)	NOTES
Problem Solving Abilities Demonstrated critical problem-solving.	① ② ③ ④ ⑤	
Communication Team building and communication skills.	① ② ③ ④ ⑤	
Organizational Fit Would this hire steer the organization the right way?	① ② ③ ④ ⑤	
Directional Fit A step forward, or backward, in their career?	① ② ③ ④ ⑤	

RECOMMENDATION

☐ Advance ☐ Hold ☐ Decline

1 = well below the bar · 3 = meets it · 5 = clearly above it

AvaHR — hiring software for teams without a recruiter
Use the same scorecard for every candidate in this role.