

27 Talent

Interview Tips

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27 Talent are here to help you achieve the best outcome possible with your job search.

When it comes to interview preparation, we are here to guide you but it's up to **YOU** to stand out from the crowd and show the interviewer that you are prepared and taking your job search seriously. Here are some interview tips that will help you.

1. Do your homework
2. Question time
3. Demonstrate your knowledge
4. Why do you want a career in Recruitment Consultancy?
5. Why will you be a good Recruitment Consultant?
6. What do you know about our company?
7. Your turn to ask the questions



Do your homework

Before the interview you should prepare by researching each company and person you are meeting with by looking at their website or LinkedIn page. Take some time to learn some facts and figures about the business including what markets they operate in, when they were founded, how many employees they have and what their values are. Lack of thorough interview preparation is very obvious and does not reflect well.

For the purpose of an interview you should dress smartly and be well groomed. You will be entering a corporate environment and first impressions do count. Putting effort into your appearance can make you feel more confident and also show the interviewer that you have business acumen and that you are commercially aware.

Plan your journey ahead of your interview. We would advise that you get to the area 10 minutes early and check in at reception 5 minutes before your interview. Any excuses for being late will not go down well and can put you at a disadvantage before the interview has even begun.



Be sure to research the recruitment market so that you can demonstrate your understanding of how the industry operates and what your job role would consist of.

Be confident from the moment you walk into the building. We have chosen to put you forward for this role because we believe you are a great candidate and will impress our client. When you meet your interviewer you should greet them with eye contact, a smile and a strong handshake. You have nothing to lose, so give it your best shot!

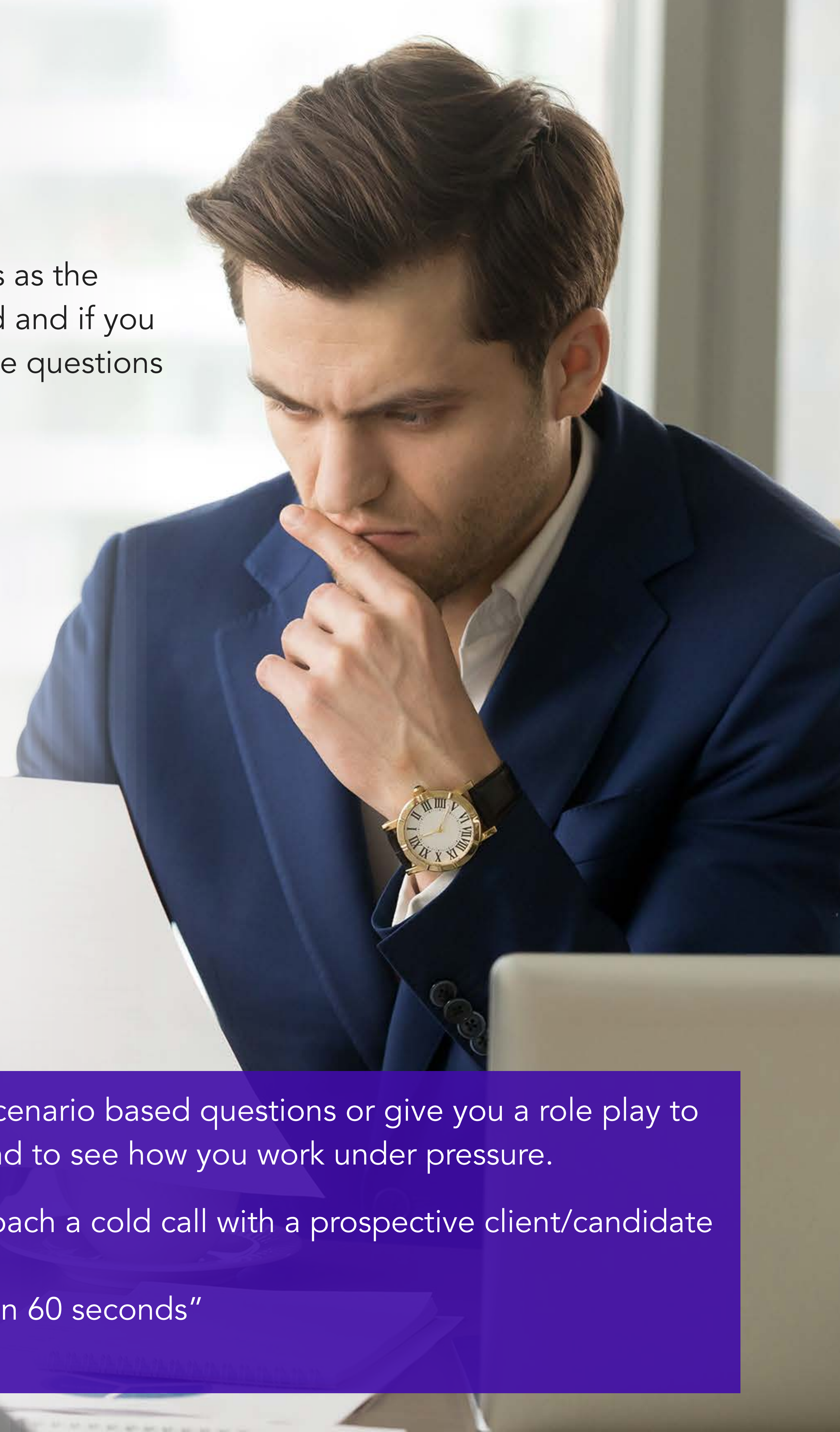
Question time

You will be asked a lot of questions throughout the interview process as the interviewer is trying to understand your personality, your background and if you are a good fit for the company as well as the role. Be prepared! Some questions will be challenging and will require you to think on your feet.

- What is recruitment consultancy?
- Why do you want to be a recruitment consultant?
- Why do you think you will be a good recruitment consultant?
- What do you know about the company?
- What is your biggest achievement?
- What is your biggest failure and how did you bounce back?
- What are your strengths and weaknesses?
- How would you describe your family background?
- What do you want to achieve in the next 5 years?
- If we gave you £10,000 today, what would you do with it?
- What three words would close friends use to describe you?
- Why should we hire you over other candidates we are interviewing?
- What other companies/roles are you considering?
- Where else have you interviewed and what was your feedback?

Some interviewers like to ask scenario based questions or give you a role play to test your natural sales ability and to see how you work under pressure.

- Discuss how you would approach a cold call with a prospective client/candidate
- Sales pitch: "Sell me a pen"
- Elevator pitch: "Sell yourself in 60 seconds"
- Hot air balloon debate



Demonstrate your knowledge

As a Recruitment Consultant you are in charge of building your own business within a business. It is a direct sales role where you are selling job opportunities to candidates, and candidates to clients. There are over 40,000 recruitment agencies in the UK and each firm will operate differently depending on the sectors they recruit into, the seniority of the roles they recruit and whether they recruit for permanent, contract or interim roles.

A day in the life of a recruiter is not limited to, but will include:

- Business Development
- Negotiating fees
- Client meetings and entertainment
- Advising clients on their interview processes
- Sourcing candidates
- Screening and interviewing candidates
- Preparing candidates for interviews
- Gathering interview feedback from clients and candidates
- Closing deals

Some of the challenges a recruiter faces in the role include:

- Working 10 – 12 hours per day (it is not a 9 – 5 job)
- Facing rejection and hearing “**NO**” more than “**YES**”
- Goal posts often being moved by clients and candidates
- Working in a competitive and target driven environment where expectations are high

Why do you want a career in Recruitment Consultancy?

The interviewer will need to be convinced that this is a career path you have spent time researching and considering. They will want to understand why you think this is the right role for you and what motivates you. Points worth mentioning may include:

- Recruitment is a meritocratic industry – you get out what you put in.
- Recruitment is a commission based role where you can earn a six figure salary in under five years.
- Recruitment offers a clear progression path from Trainee to Director – your success is in your hands.
- The environment is competitive, sociable and rewarding.
- You are surrounded by like-minded people in the workplace and are working towards common goals.

Make sure each point you make is backed up with a personal example. Make the interviewer remember you because you have told them about your personal drivers and motivations. If you are claiming to be money motivated and driven by progression – why? You can talk about your goals for the future or why your personal background has driven you to get into a meritocratic industry.

Why will you be a good Recruitment Consultant?

This is your chance to sell yourself and your transferable skills. Talk about what you believe it takes to be a good recruiter and then use an example to demonstrate that you have this attribute. Saying "I am competitive" or "I am motivated by money" with no reason as to why will not leave a memorable impression. By using personal examples, you are keeping your answers interesting and allowing the interviewer to get to know who you are.

I am hard working

I achieved First Class Honours at University whilst managing a part-time job.

I am highly competitive

I have represented my University's 1st Football/Netball Team and thrive in competitive environments.

I am confident

I am social secretary of a team/society and I am used to speaking to large groups of people.

I am driven

I come from humble beginnings and I am driven to work hard, to be successful and achieve financial goals.

I am motivated by money

I have worked 20 hours per week alongside studying.

I am resilient

I decided to cycle to Paris for charity and had to train, rain or shine, give up social events for months and there were times when I wanted to give up because it challenged me but I persevered and it was so rewarding.

What do you know about our company?

This is a question they will ask you. They already know what they do and they certainly do not want you to just regurgitate their website to them. This is a great opportunity for you to show them that you've done your research whilst also gathering information for your own benefit to see if this could be the right role and company fit for you.

"I saw on LinkedIn that you have been with the business for 3 years and have achieved multiple promotions. Can you tell me more about your experience with the business and the progression I could expect?"

"I saw on your website that you have an extensive training scheme for graduates. Can you tell me more about that?"

"I can see that in the last 5 years the business has opened 4 new offices. What are the expansion plans for the next 5 years?"

"I know that the business was established in 2015 and you now have 60 employees. Is there still room for new people joining to get to the top?"

"Your business has won awards for XYZ. How did the business manage to achieve this success?"

Your turn to ask the questions

You want to make sure you have 3 - 5 questions to ask at the end of the interview. An interviewer does not like to hear "I have nothing to ask you, I think you answered everything". Being inquisitive is a big part of the job and you should demonstrate your ability to ask questions at this point in the interview. Asking questions will also show the interviewer that you are interested in the opportunity and that you are eager to find out more. Some questions you could ask may include:

- What is the quickest anyone has achieved their first promotion? How did they manage to achieve that?
- What are the top attributes that you look for in an employee?
- What is the realistic earning potential in the first year?
- What does your top biller bill and earn?

Do not ask questions about the basic salary, hours, flexible working, travel expenses or any of the "fluffy stuff" – we can answer this for you. You only have a limited amount of time with them so you want to ask interesting questions which show your interest in the job and company.

Do you have any reservations about me or is there any reason why you wouldn't progress my application to the next stage?

If they do have a reservation about you, this is your chance to find out what it is and to convince them otherwise by giving more examples. Your interviewer is likely to challenge you so know that this is an interview technique and nothing personal. They want to see how you handle reservations and form a compelling argument.

End your interview how you started it – with eye contact, a smile and a strong handshake, and thank them for their time.

Good luck!

We see potential in you and trust that you have what it takes to secure a great role with one of our clients. We are here to support you with your job search and interview preparation every step of the way so if you have any questions at all, please give us a call and we will be more than happy to help you.

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