
Recruitment Manager interview questions

Use these sample Recruitment Manager interview questions to evaluate candidates for senior-level HR roles.

Recruitment Manager Interview Questions

[Recruitment Managers](#) are responsible for full life cycle recruiting. They employ effective methods to source, evaluate and hire candidates.

During interviews, learn more about candidates' experience with recruiting techniques, including [assessment tests](#), [social media sourcing](#) and different interview formats (e.g. [phone](#) and [group](#) interviews). Candidates should also have a good understanding of labor legislation.

Recruitment Managers usually hold a senior-level position. This means candidates should have good analytical and decision-making skills to interpret and act upon important recruitment metrics, like [time-to-hire](#) and [cost-per-hire](#). If relevant to your open role, ask questions about candidates' ability to manage and motivate a team.

Operational and Situational questions

- We are thinking of buying a (new) ATS to organize our hiring. Given our company size and annual hiring needs, what would you recommend? How would you research available options?
- A day before a new hire starts, they inform you they can't accept your job offer after all. What would you do?
- How would you respond to a hiring manager who wants to fill a position in 10 days?
- Give me an example of a Boolean search string you would use to source candidates for X role?
- How would you approach a hiring manager who didn't think recruiting was a priority?

Role-specific questions

- In which cases are group interviews appropriate?
- What do you ask during a phone screening call to identify potential deal-breakers?
- What social networks do you use to boost your employer brand? Mention two or three ways to create an attractive careers page on social media.
- What are the most important recruiting KPIs and how do you keep track of them?
- What steps do you take to reduce biases when hiring?

Behavioral questions

- Describe a time when you reduced cost-per-hire. How did you come up with this solution?
- How do you deal with hiring managers who have high expectations and reject all candidates?
- How do you attract diverse candidates?
- What resources do you use to stay up-to-date with changes in labor regulations?