

# Killer Questions

## Introductions

**Hannah Ovenden**

Senior Marketing Communications Executive

<https://uk.linkedin.com/in/hannahovenden>

**Rob Green**

Head of Services

<https://uk.linkedin.com/in/robdgreen>



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# Killer Questions

## Agenda

- What are Killer Questions?
- Some examples
- Features and benefits
- How they work
- How they are configured
- Your questions (via webinar chat)



# Killer Questions

## What are killer questions?

- Killer questions, knock-out questions, screening questions...
- A configurable set of questions which allow for candidate screening to take place ahead of the application form being visible
- They allow recruiters to determine the essential criteria that candidates must meet, in order to be eligible to apply for a vacancy
- Killer questions can also be job specific
  - We call these job specific killer questions

# Killer Questions - Examples

## Killer Questions

These questions are added to the application form, and will be used for every job which used the application form containing the question.

- Are you eligible to work in the UK?
- Have you previously worked for (company name)

## Job Specific Killer Questions

These questions are added to the job, and will only be used for the jobs which they are added to.

- Do you have a driving licence?
- Are you an experienced user of Microsoft Excel?



# Killer Questions

## Features

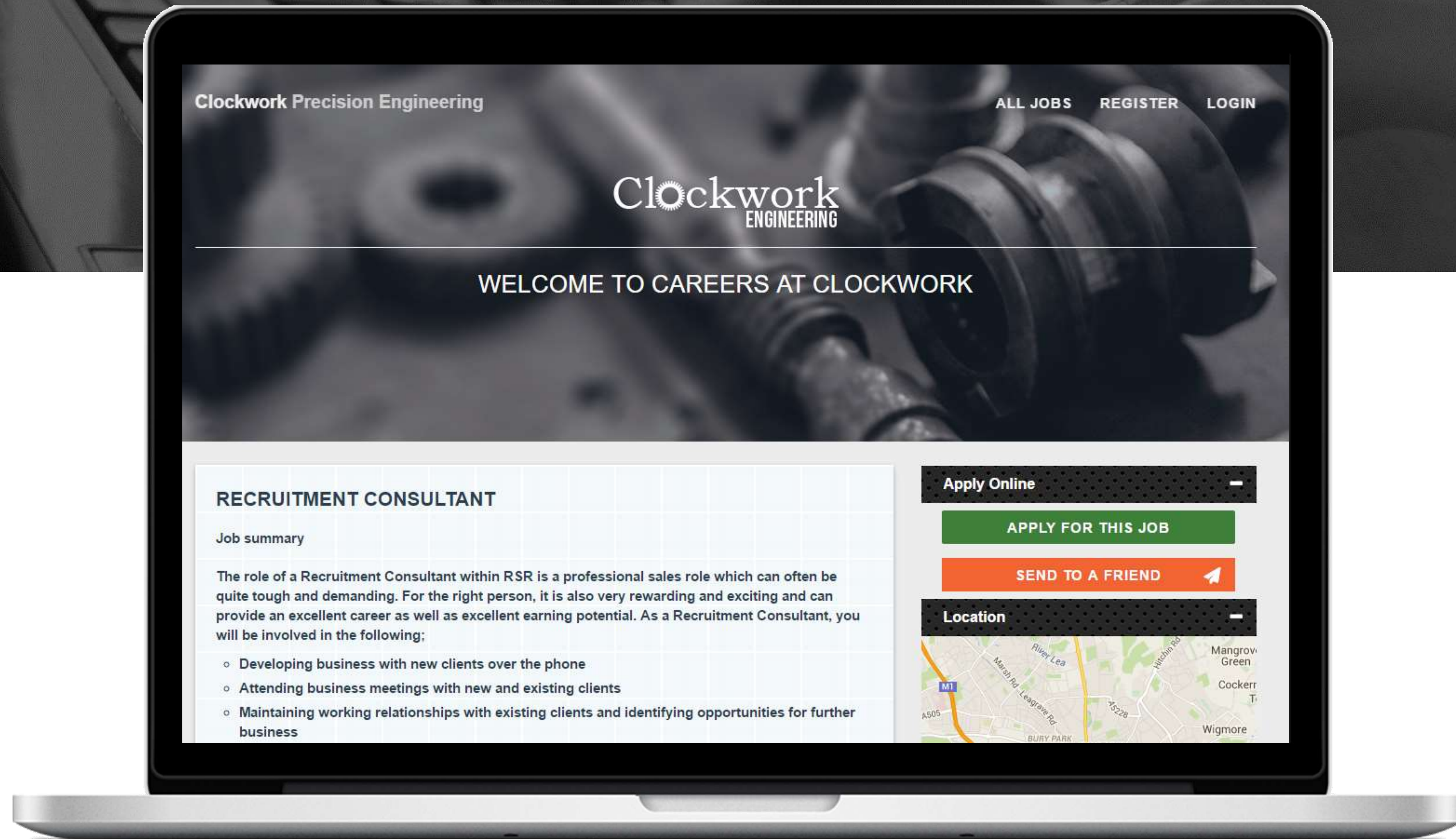
- ✓ Screening questions displayed to candidates before they see the application form
- ✓ Automatic candidate scoring
- ✓ Automated, configurable, on-screen messages to candidates based on their achieved score.
- ✓ Where scoring is insufficient, remove the ability for the candidate to apply.

## Benefits

- ✓ Applications received will be more suited to the role.
- ✓ Reduced administration time
  - Less time screening unsuitable candidates.
- ✓ Reduced time to hire
  - Quicker and easier to identify the best applicants
- ✓ Better candidate experience
  - Candidates won't spend time applying for jobs that they are not suitable for.



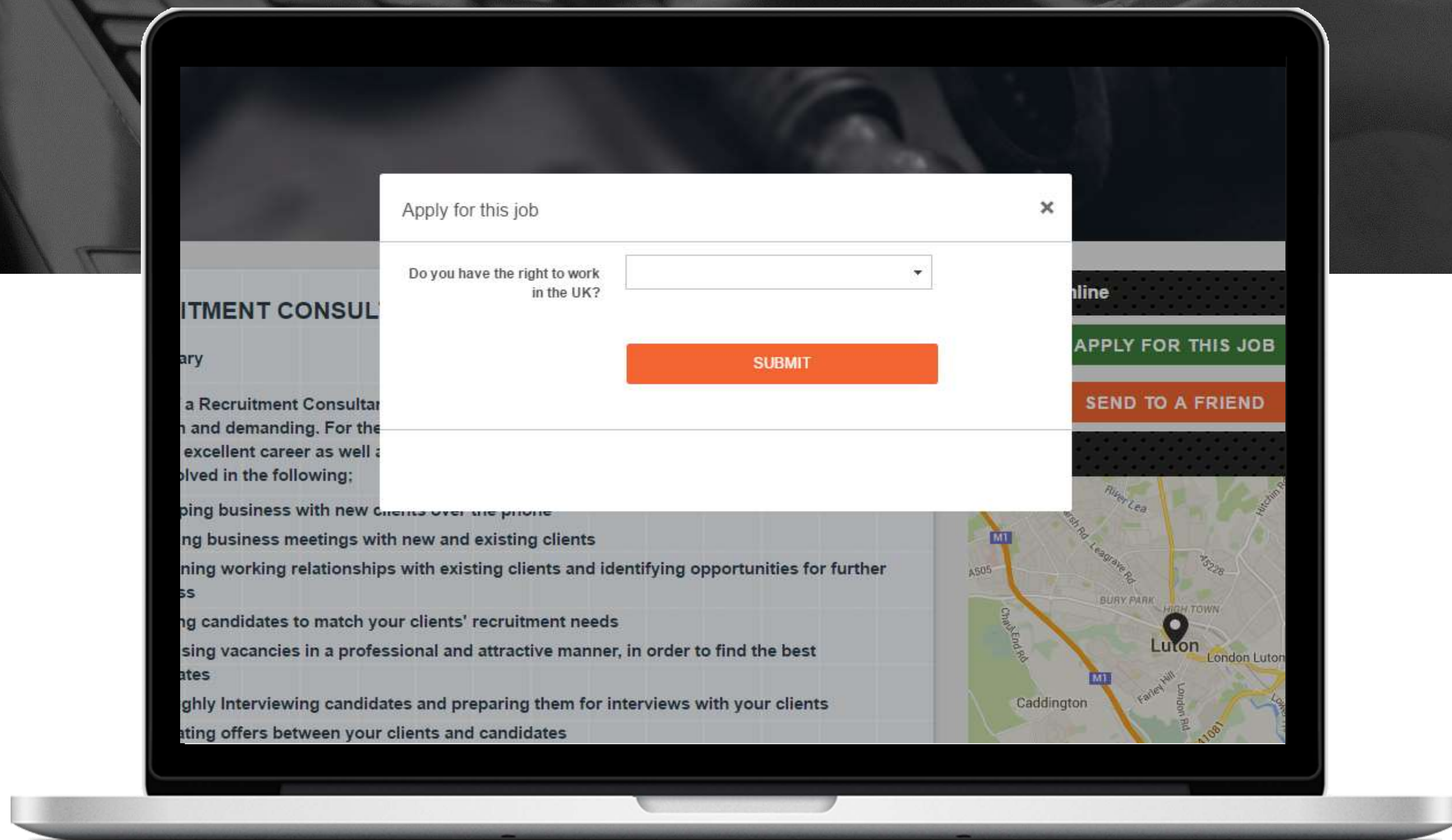
# Killer Questions







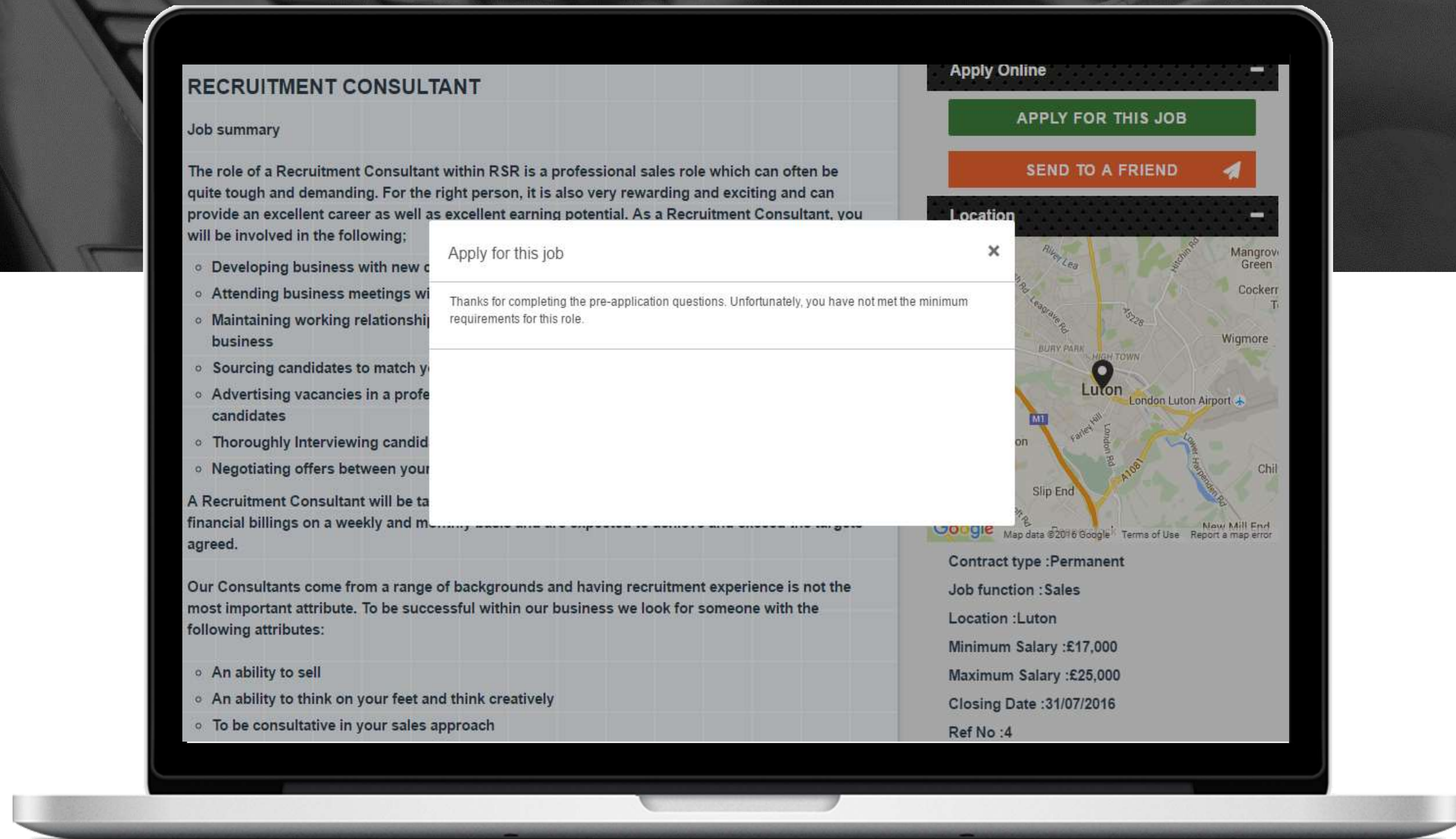
# Killer Questions







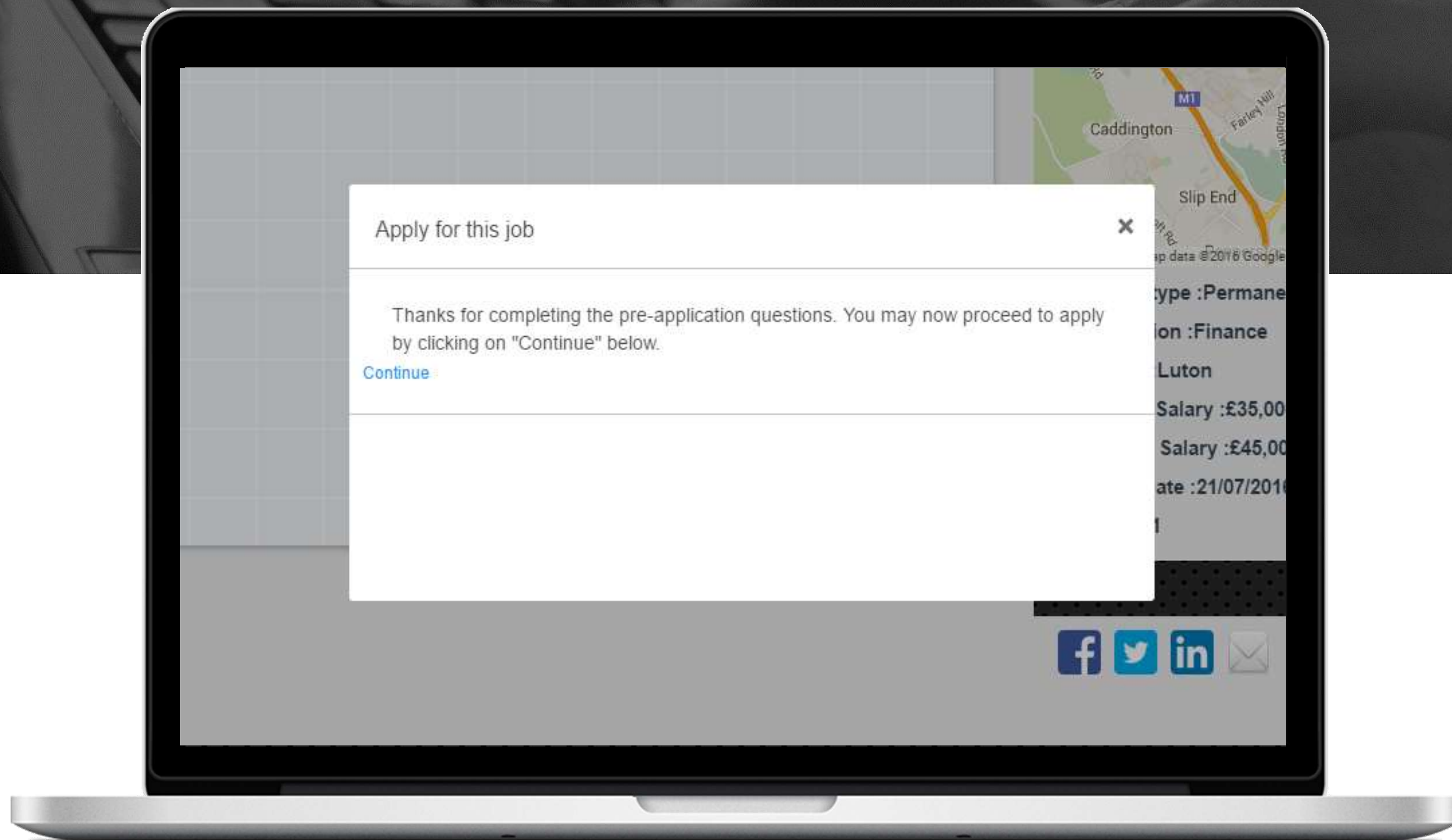
# Killer Questions







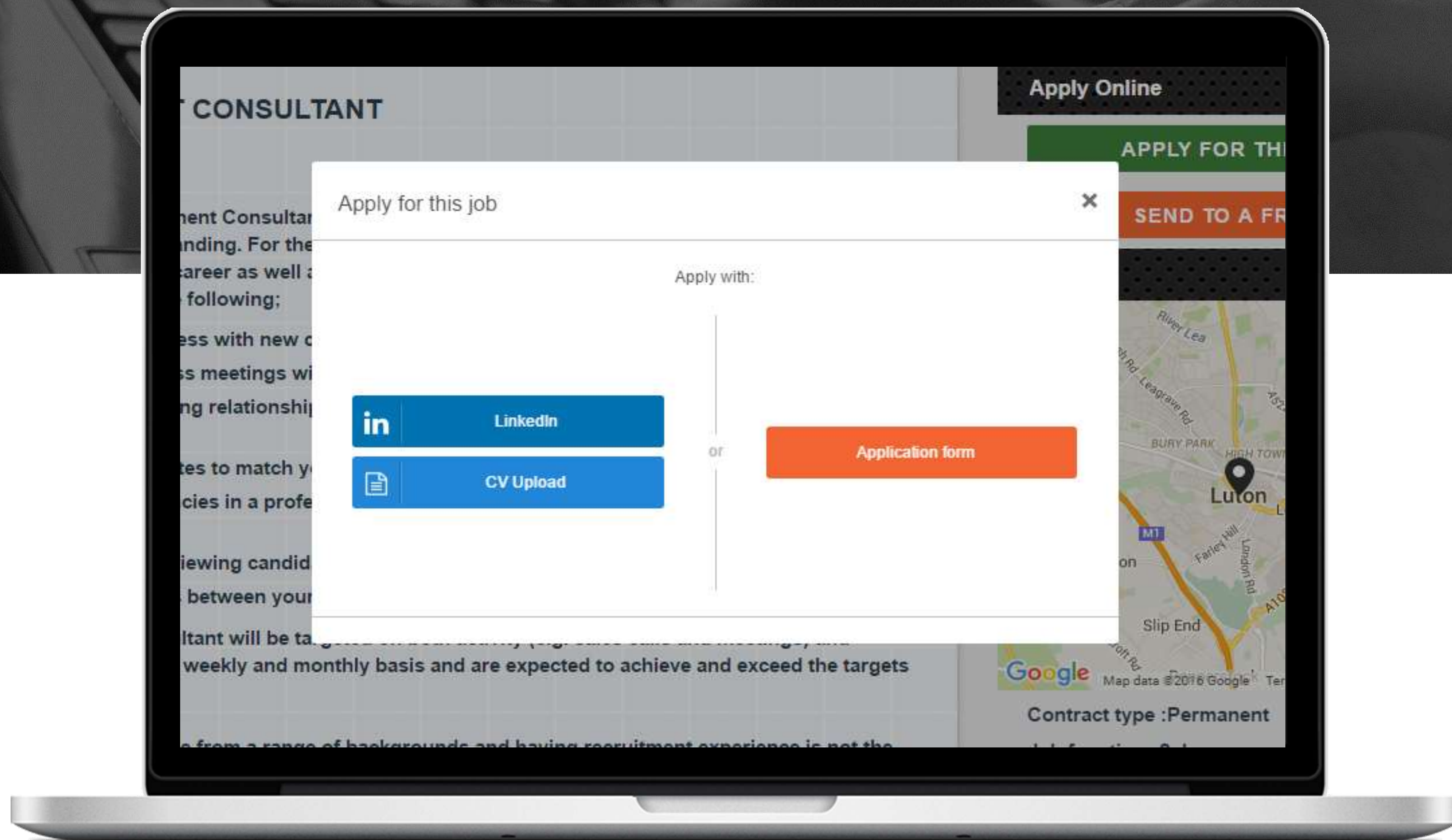
# Killer Questions







# Killer Questions





# Killer Questions



The laptop screen shows a recruitment website for 'Clockwork Precision Engineering'. A modal form titled 'Apply for this job' is open, featuring a progress bar with three steps. The form includes fields for personal and contact information, a 'Do you have the right to work in the UK?' section, and a CV upload area. The background website shows a job listing for a 'RECRUITMENT CONSULTANT' in Luton, with details on salary and application steps.

**Apply for this job**

1 — 2 — 3

Title

First Name

Last Name

Email Address

Home Address Line 1

Home Address Line 2

Town / City

County

Postcode

Mobile Number

Do you have the right to work in the UK? ☐ Yes ☐ No

CV Upload

**RECRUITMENT CONSULTANT**

Job summary

The role of a Recruitment Consultant is quite tough and demanding. For the role you will provide an excellent career as well as you will be involved in the following:

- Developing business with new clients
- Attending business meetings with clients
- Maintaining working relationships with clients
- Sourcing candidates to match your clients requirements
- Advertising vacancies in a professional manner
- Thoroughly Interviewing candidates
- Negotiating offers between your clients and candidates

A Recruitment Consultant will be taking financial billings on a weekly and monthly basis.

Our Consultants come from a range of backgrounds, the most important attribute. To be successful you need the following attributes:

- An ability to sell
- An ability to think on your feet
- To be consultative in your sales approach
- To be able to negotiate and influence
- To be good at building long standing relationships
- The right mindset - honest, flexible and reliable, with the determination to succeed

**APPLY FOR THIS JOB**

**SEND TO A FRIEND**

**Luton**

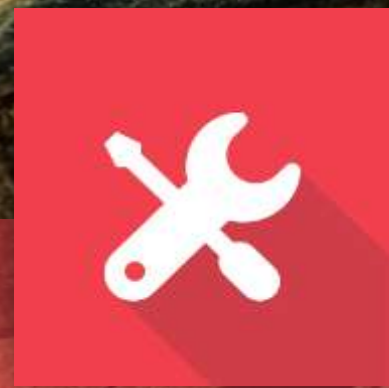
**Job type: Permanent**

**Location: Sales**

**Salary: £17,000 - £25,000**

**Start date: 31/07/2016**





Configuration



# Configuration

How are killer questions configured?



## Things to configure

- An application form section of type “Killer Questions”
- Banding messages
- Default question scoring

## Where job specific killer questions are required you will also need

- Job specific questions to be enabled
- The killer questions section to be configured to Allow job specific questions
- Job specific killer questions are added to the job for each vacancy where they are required.



# Configuration

How are killer questions configured?

## Related System Parameters

### **Killer questions**

None

### **Job Specific Killer Questions**

JOB\_POST\_JOB\_SPECIFIC\_QUESTIONS\_ENABLED



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# Killer Questions

## Questions?

(please ask questions via the chat function on the web conference panel)