



ARCHER
RECRUITMENT

Interactive Recruitment Experience Business Development

Interactive Recruitment Experience

In the interview you will complete this role play exercise with a member of our team. The purpose of this exercise is to provide you with a glimpse into the world of recruitment and the kinds of conversations you will encounter. We do not expect you to be an expert at this stage; just do your best and have some fun with it!

It is not about getting it right the first time, so we may run through the exercise twice with you (and give you some tips in between). We are also looking to assess coachability, so do your best to take the feedback or advice on board.

Scenario:

You have a call scheduled with a Software Engineering Manager in Bank of Ireland. You had a brief email exchange with them, and learned that the Manager is having problems hiring software engineers.

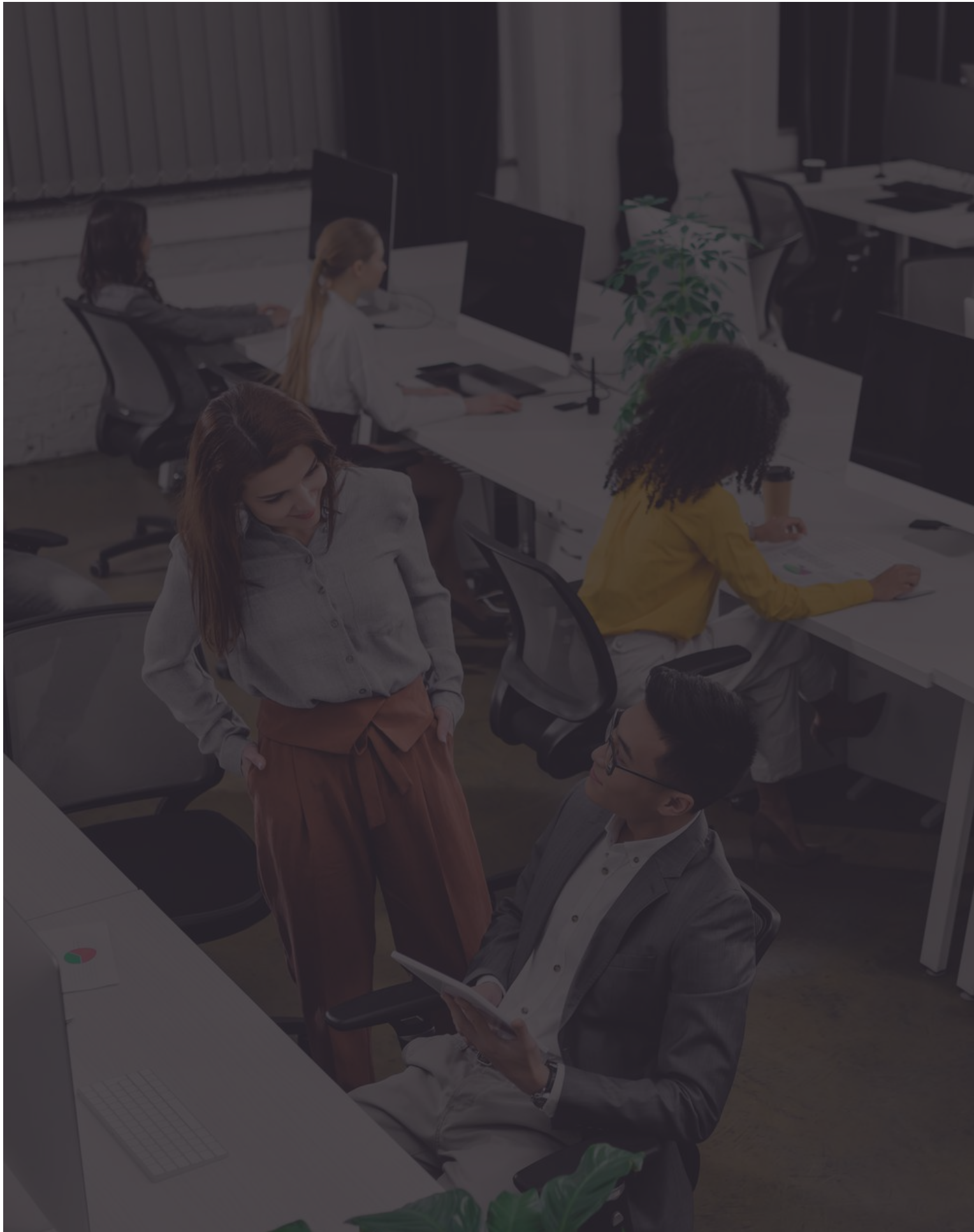
You booked an exploratory conversation with them, with the purpose of signing them as a client for Archer.

Goals for the conversation:

- Learn about the Manager's hiring needs (what roles they need to fill) by asking open ended questions.
- Gather additional information about the team and the profiles of individuals they typically hire.
- Discover problems with their current recruitment process (and dig into these problems).
- Arrange a meeting between the Manager and one of the Team Leads in Archer to discuss their challenges in more detail, and to propose a solution.

Tips:

- Ask open ended questions to move the conversation forward and gather information.
- Take your time.
- Don't forget to smile.
- Let your personality come across – make it an enjoyable conversation for both parties.
- If you encounter some resistance, keep moving forward! Don't get deterred easily.



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