

A-PlayerSEARCH

EXECUTIVE RECRUITING

First Interview Prep

Summary:

The goal for the first interview (usually a phone call) is about getting through the process and getting to the next step. The main focus should be selling yourself, and getting more info on the opportunity (and company) by asking good questions. Doing your homework and asking good questions are paramount!

What Hiring Managers Look For:

- Experience
- Ability to break down doors and sell NEW deals in a competitive environment
- Ability to develop a territory
- Consistent showing of over-achievement
- Big Deals, New deals, and Big Name Companies
- The ability to survive in a start-up environment without a lot of infrastructure

Preparation:

Check out website:

Understand company; recent news events; background of execs; person hiring; funding, additional tidbits recruiter may provide

Be prepared to talk about Achievements

Current wins – list of customers you've had that are significant. Note: Hiring Managers like "HUNTERS" so emphasize "NEW" wins

Know your resume inside and out (this is the interviewer's first impression and where most questions will be coming from)

Quota Achievements – be prepared to talk about the %'s. Most important, be ready to back it up with #'s

Have good questions prepared: *During first interview, try to keep interview general and conversational (get the manager talking).*

What makes company unique? (differentiation from competitors, philosophy)

Direction of company and their technologies space?

What are the challenges?

Competition? – who run into? When win/lose deals... why?

Current Reps – what makes them successful?

Hiring managers background – where came from; why made the change; how got at current position

Be able to talk about WHY you're a good hire

Find out the Hiring Process and the Next Steps

ABC – "Always Be Closing"

Hiring Managers, particularly in sales, like closers. Therefore, if your interest is piqued and you would like to get to the next step, make sure to close the deal!

