

Talent Acquisition Manager Interview Questions And Answers Guide.



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Talent Acquisition Manager Job Interview Preparation Guide.

Question # 1

Can you tell us what's a common mistake you see among job seekers?

Answer:-

How they apply. Don't just apply for a job because you can't stand your current job, so you're running from something or feel like you'll just take anything to escape. It's really about the candidate and job match, especially now. The workforce is opening up more than it was in 2008/2009. It's becoming a candidate or job seekers market. When there are a lot of jobs but not a lot of qualified seekers, that's when a candidate has more choices, and they shouldn't feel powerless like they don't have anything to contribute.

Also, target your job search. When you're aligned with the job and the organization's mission, your resume and cover letter are aligned, too. I've seen resumes where they cut and paste from the job posting and embed keywords into a resume. That's not authentic and doesn't demonstrate your unique talents.

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Question # 2

Tell us do you use social media in hiring or to research candidates?

Answer:-

I wouldn't say that we research candidates using social media because that can get very sticky. We use social media to present job opportunities. I'm searching LinkedIn and I see you might be qualified for a position, I'll share a link to the job. But you have to be careful on how deeply you probe. Information you discover might be protected information.

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Question # 3

Explain me what misconceptions do people have about your cause area?

Answer:-

That you have to be a clinician to work in healthcare. We have IT, fundraising, marketing, PR, finance, HR, we have sales and business development.

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Question # 4

Tell us what skills and qualifications would you look for when hiring a sales rep for your team?

Answer:-

A large part of a sales manager's job is to hire a staff of high performing sales reps. What constitutes a high performing rep can vary from company to company based on the product they're selling, as well as the mission and values of the organization. This question can give you great insight into the candidate's hiring abilities. You'll get an idea of what they value in a sales rep, whether or not their management style is a fit for your company, and perhaps even a foreshadowing of what kind of sales team they'll end up building.

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Question # 5

Tell us who is the smartest person you know?

Answer:-

This may seem like an odd question, but it can give you great insight into what traits the candidate values. By asking them to describe someone they know personally, you'll be more likely to get a genuine answer. Ask for specificity. Answers to this will vary, but you are looking for a candidate who values the same traits you and your company value. Do you have a great method for identifying the best candidates to lead your sales team? We'd love to hear from you in the comments!

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Question # 6

Tell us what do you do when you realize a project is off deadline?

Answer:-

This question will be 90 percent of my evaluation. I want candidates to walk me through, in detail, the steps they take to alert the stakeholder and make a plan to get the project back on track. Hitting deadlines is the most important issue in my industry. In fact, it's the first, second, third, fourth, and fifth most important thing.



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Question # 7

Tell us how many stacked pennies would it take to equal the height of the Empire State Building?

Answer:-

The candidates that use critical thinking as opposed to dismissing the question as silly are the ones you want to keep around. I once had a candidate jump up to the whiteboard and mathematically find his way to an answer that was within 100 feet. Needless to say, he was the type of person that we wanted on our team.

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Question # 8

Tell us we often work with high-maintenance clients. Explain how you would handle this?

Answer:-

Many of my past managers and clients have been high-powered, busy individuals who needed me to be attentive, intuitive, on-time and meticulous about keeping commitments. I keep a tight calendar with planned appointments and meetings. In the past I have also made it a habit to schedule regular meetings or phone calls with clients to build the consultant-client relationship and stay up-to-date on their talent acquisition needs. I also make myself available after working hours when needed, and I have a self-imposed two-hour response time whenever possible for phone calls and emails.

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Question # 9

As you know we hope to hire someone who can suggest and implement creative methods of finding quality talent. How have you accomplished this in the past?

Answer:-

In a recent position, I helped my company implement talent acquisition efforts through social media platforms like LinkedIn and Twitter. This initiative helped increase the hiring of young, driven and technologically savvy employees and helped us research potential employees more thoroughly before conducting interviews. I am also very interested in the growing interest in remote work and believe that there are great possibilities and benefits for business to be found in hiring remote workers.

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Question # 10

Please explain what aspects of the job search do candidates focus on that aren't really that important to you?

Answer:-

There's no need to spend too much time looking for the hiring manager's name.

And sometimes, I get packages with resumes, raised font, and brochures after they've applied for a job. I can't even look at it. I have to toss it. They did a lot of work to put that together, but because of the legality giving preference to someone doing work above and beyond what most job seekers might be able to do, I have to put it aside. For an organization of our size, it's a waste of time. Spend your time on conveying your personal brand through a cover letter, resume, and by networking.

Go above and beyond when you're an actual candidate. If you are brought in for an interview, and you want to bring something in like a project, presentation or other visuals to demonstrate your ability to do the job, I highly recommend that.

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Question # 11

Do you know what's one trait that all candidates need if they want to work in this cause area (population health) regardless of role?

Answer:-

You have to have some desire to be helpful to others. Even if you're an IT person, you have to care about the health and well being of others.

That being said, health care is a challenging industry to work right now. We are becoming an incredibly competitive field, which is challenging for for some who left the for profit world to seek an opportunity in the not for profit world. We're more businesslike than before: cost control, cost optimization, market share, etc. You need to be flexible and adapt quickly.

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Question # 12

Please explain what made you a good sales representative? What makes you a good manager?

Answer:-

Most sales managers have worked their way up from a sales rep position, and this question gets at the heart of a very important truth: many great sales reps turn out to be terrible managers. While a sales rep turned manager can certainly put themselves in a sales rep's shoes and therefore understand their motivations, an ideal candidate will know that the skills of a sales rep are very different from the skills of a great manager. While sales reps are often responsible solely for their own goals and accounts, a manager must think about his or her team as a collective entity. Rather than being competitive and hands-on, they must be able to step back from the limelight and concentrate on helping others succeed. An ideal candidate will be able to give specific examples of their motivations and skills as a sales rep, and understand that those skills and motivations will have changed when they became a manager.

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Question # 13

Please explain what kind of tools do you use in your job? Do you think that the working style has changed with the new opportunities coming from the web?

Answer:-

LinkedIn is a key tool for us in terms of sourcing talent. For creative positions, we also rely on specific platforms where it's possible to review the portfolios. New digital tools have really revolutionised our working style over the last ten years and allowed us to expand our talent pool and reach a bigger audience.

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Question # 14

Tell us what do you do when you are overwhelmed by all the moving parts in any given project?

Answer:-

I love this question because it allows the candidate to show if they are aware when they are overwhelmed. You can learn if the candidate gravitates toward being tight (follow the blueprint, no matter what) or loose (wait too long to address their own confusion). Lastly, it shows whether the person knows how to ask for help, whether that's for coaching or resources.

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Question # 15

As you know this job requires strong interpersonal skills as well as the ability to be comfortable in front of audiences. Describe your experience with both presenting and public speaking?

Answer:-

In my previous position, I conducted monthly workshops on various company culture and talent acquisition topics at my workplace. On a client's request, I also gave a workshop on employee retention and implementing employee appreciation programs. I have since given the same talk several times at business associations and groups in my town as well as in various workshops and seminars across the nation. Lastly, I have always had jobs that required me to present on results in front of clients and managers.

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Question # 16

Basic Talent Acquisition Manager Job Interview Questions:

Answer:-

- * How do you build a talent pipeline?
- * What sourcing techniques do you prefer?
- * Have you used any ATS systems?
- * What is your experience with internet recruiting?
- * What are key elements that affect an employment brand?
- * How important do you think networking is? What are your preferred networking methods?
- * Walk me through the hiring process for the position of [example]
- * What are you looking for while CV screening?
- * How do you ensure a positive candidate experience?
- * How do you prepare for interviews? What are the most important things to consider?
- * What KPIs have you found useful in the past? What have you done to improve them?
- * How do you assess current employees to discover fits to open positions?
- * What's important to consider when creating succession plans?
- * How do you stay current with hiring trends?
- * Imagine there is a disagreement between hiring managers for a candidate. How do you approach this?
- * You are asked to fill twice as many positions in the next year than in the last. How do you maintain quality in sourcing and recruiting?

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Question # 17

Prospective supervisor based Talent Acquisition Manager Job Interview Questions:

Answer:-

- * What would be my primary responsibilities?
- * What would I be expected to accomplish in the first six months on the job? In the first year?
- * What are some of the department's ongoing and anticipated special projects?
- * How much contact or exposure does the department and staff have with management?

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Question # 18

Operational and Situational Talent Acquisition Manager Job Interview Questions:

Answer:-

- * What is your approach when it comes to building a talent pipeline?
- * Name the sourcing techniques you use.
- * Do you have any experience of using an ATS?
- * Tell me about your experience with online recruiting.
- * Name the elements that affect an employment brand.
- * According to you how important is networking? Name the networking methods you use.
- * Describe the hiring process you follow.
- * What things do you keep in mind when screening CVs?
- * How do you ensure positive candidate experience?
- * What type of preparation you do before the interview? What are the important things to consider?
- * Tell me about the KPIs you find most useful. What have you done to improve them?
- * How do you ensure that a candidate is perfect for an open position?
- * What things do you keep in mind when preparing succession plans?
- * How do you stay updated with hiring trends?
- * How do you handle disagreements between hiring managers about a candidate?
- * If the number of positions you have to hire doubles in the coming year. What would be your approach?

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Question # 19

Ask the Talent Acquisition Manager Job Interview Questions:



Answer:-

- * Are employees encouraged and given the opportunity to express their ideas and concerns? What do employees seem to like best and least about the company?
- * What is the rate of employee turnover?
- * How large is the department where the opening exists?
- * Why is the position open?
- * Does the job require much travel?
- * What are the chances of being relocated after starting the job?
- * What type of orientation or training do new employees receive?
- * How often are performance reviews given?
- * Who determines raises and promotions and how?
- * What are the long-range possibilities for employees in similar positions who consistently perform above expectations?
- * What employee benefits does the company offer?

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Question # 20

Behavioral Talent Acquisition Manager Job Interview Questions:

Answer:-

- * Tell me about a time when you made a mistake that cost you a great candidate.
- * What type of challenges do you face when dealing with recruitment agencies? How do you resolve them?
- * Tell me about your experience with onboarding.
- * Have you ever helped someone in improving their work?
- * Tell me about the talent management project that you are most proud of.

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Question # 21

Professional Talent Acquisition Manager Job Interview Questions:

Answer:-

- * Describe a time you made a mistake that cost you a good candidate
- * Have you ever encountered problems dealing with recruitment agencies? How did you resolve them?
- * Tell us about your experience with onboarding
- * Describe a time you helped someone do their job better
- * Tell me about your most successful accomplishment in talent management

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Question # 22

Some things to pay attention to during your visit:

Answer:-

- * Do the people seem happy?
- * Are they helpful?
- * Are they enthusiastic about their work?
- * Are they enthusiastic about the organization?
- * Do you feel welcome?
- * Do you like the people?
- * Do you like the facilities?
- * Do you like the management style?
- * Does this seem like a good place to work?

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Question # 23

Explain me where do most of your hires come from? Job referrals? Online applications?

Answer:-

First, we have a few groups of hires. Nurses are a huge piece of our talent community. And then there are professionals like therapists and non-clinical professionals like marketing, finance, etc.

We get over 50,000 applications a year. It's really hard to just put an application in and stand out, so there is definitely something to networking. However, we get a bulk of our people from college relationships and memberships. In health care, credentialing is very important. For non-clinical, you're working next to PhDs and MDs. So it's not only your education but your certifications and professional memberships.

When it comes to memberships, obviously I can't just take your resume and give you a job. But if I keep running into this person at events and meetings, she's going to be the first person I call. If I go to Drexel University and I'm part of alumni group or new students, we're living, working, and playing together. This is how networking works for us and how we find many hires.

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Question # 24

Explain me what qualities do you have that prepare you for a people-centric, high-stress job in talent acquisition?

Answer:-

Leadership, time management and a finely tuned understanding of people are three key qualities I would bring to this position. In my last position, I was promoted to lead recruiter within 12 months of being hired at the company. I managed a team of three other recruiters and helped the staffing agency I worked with grow their client base by 25 percent and earn the title of Top Staffing Agency in our metropolitan area. In this leadership position and in past positions, I have honed my time management abilities to make sure that no project or task gets neglected and that not a minute goes to waste. Lastly, my understanding of the qualities that make lasting, worthwhile hires has grown considerably over my nearly 10 years in staffing, HR and talent acquisition. My people skills allow me to work calmly and effectively with coworkers, managers, subordinates, clients and candidates alike.



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Question # 25

Tell us what do you expect to see from a new hire 30 days after employment? Three months? One year?

Answer:-

I expect you to be building relationships. You can't get anything done alone these days.

Much depends on your job, however you should be highly proficient in your job duties in the first year at a minimum. A great way to figure out your goals is to sit with your manager to clarify expectations. Also ask yourself, "How will I become proficient so I can operate on my own 90% of the time?" Employers need talent individuals who add value really from day one.

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Question # 26

Please explain an example of a time you have had to address a sales rep that is consistently failing to meet their quota. How did you handle this situation and what was the outcome?

Answer:-

Questions like this (i.e. ones that require a candidate to provide a real world example of how they dealt with a challenging situation) are some of the most powerful questions you can ask in a hiring interview. Rather than asking them a leading question that "coaches" them into saying what they think you want to hear, these questions require a concrete answer. Ultimately, you want to learn how the candidate deals with a team or a rep that isn't meeting company standards. A great answer to this question will be one that demonstrates how the candidate identified the specific reason the rep was failing to meet their quota, how s/he addressed that issue, and whether or not it was ultimately rectified. A good follow-up to this question is, "Have you ever terminated a sales rep for any reason? Under what circumstances?"

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Question # 27

Tell us in order to evaluate a profile, do you rely only on the CV and the interview or are do you also use social networks and other specific digital tools?

Answer:-

Interviews and CVs are obviously very important parts of the process. However, Kering also requires our candidates to carry out online assessments in order to test their personality and ensure candidates are aligned with our core values.

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Question # 28

Explain me the project team is clearly not working well together. What are three different ways to address this?

Answer:-

Every project is full of the unexpected. A critical skill for project managers is the ability to solve problems flexibly and with agility. Thus, asking project managers to present multiple solutions to a challenge is a great interview question!

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Question # 29

Explain me how involved are you in industry groups, and what kind of professional development activities do you engage in?

Answer:-

In addition to being a member of the Society for Human Resource Management, I also contribute to several online business publications, which requires me to do a large amount of research on my own time to uncover new development and trends in the talent acquisition industry. I also attend industry conferences and participate in the SHRM's seminars and workshops as often as possible. In such a fast-moving industry, I know it is vital that I keep my skills current, which is why I make sure I'm always on the edge of new industry trends.

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Question # 30

What experience do you have with respects to this particular as Talent Acquisition Manager?

Answer:-

Ever since my first paper route at age 10 I've been doing something to keep myself busy and earn money. Back then, it was obviously about earning some spending money. What I didn't realize was that I was actually starting the journey of establishing what I liked to do and how I fit in to the grand scheme of things. I then worked as a junior computer tech in my last 2 summers of high school. It was here that I discovered what I was passionate about and what I wanted to do. I enrolled in college to get my degree in computer sciences, and I have been working around technology ever since.

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Question # 31

Tell us how do you conduct an interview? According to your experience, which are the key steps that should never be missing in a job interview?

Answer:-

The job hiring process works both ways. While I always hope to meet outstanding candidates, I also always try to deliver an excellent candidate experience through all the selection processes steps, from the first contact to the interview process. After all, the candidate is also trying to decide if the company is a good fit for them, so it's important that their experience with us be positive. In terms of interviews, they help recruiters understand the level of motivation and the candidate's potential with respect to a vacancy or future opportunities, which is essential to the recruitment process.

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Question # 32



Tell us what are the questions that a candidate should ask herself/himself before applying for a job offer? Why?

Answer:-

When considering a new job, candidates should ask themselves if they possess the necessary requirements to succeed in the role and whether the job would help them develop their career in the direction they'd like to go.

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Question # 33

Explain me what's the best advice you've given to a sales rep on his or her first day on the job?

Answer:-

A great sales manager is a natural leader and teacher, with genuine enthusiasm to help others succeed. If they're only driven by meeting quota or closing deals, they may be better suited for a sales rep position. This question will help you see what kind of mentor the candidate will be, and how they will help your team grow and evolve. Look for a candidate who has a desire to help others, not someone who gives you a generic answer. Look for personal stories--the candidate should be able to demonstrate her ability to connect with people on a personal level.

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Question # 34

Tell us a story of a time a candidate stood out to you? What did they do to set themselves apart?

Answer:-

One person we recently hired had great self-awareness of what her strengths were and what she needed to develop. Usually when we ask someone, "What are your strengths and areas for development?" they say they take on too much work or that they are a perfectionist. This doesn't really demonstrate self-awareness. I want to hear specifically what areas you are strong, what areas you aren't, and how you hold yourself accountable for your personal development.

This person in particular noted that she was a harmonizer and great at helping defuse conflict. Her areas of development were strategic thinking and decision quality. She had specific examples of how she tries to improve this.

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Question # 35

Tell us as a talent acquisition manager, what is your management style?

Answer:-

In my experience delegating responsibility and authority is crucial. A team needs to be able to develop and grow as individuals and a whole, not be held back by low expectations or ego.

I believe in building a team. Each member of the team should be clear on their role, know where they fit in and feel as though they can depend on one another. I also believe in real-time feedback. If you do something wrong you should know it immediately. Regardless of right or wrong, the further removed feedback is in time, the less effective it is.

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Question # 36

Explain me something you have never told anyone else?

Answer:-

When recruiting for project managers, I'm looking for sound communication skills. Asking this fun question and hearing the candidate's response allows me to recognize what the person in front of me is actually like.

If the interviewee comes up with an interesting answer, I know they are creative and can communicate well. Their response obviously shouldn't be negative, but needs to be something honest and interesting enough to remember.

It also allows me to see if the candidate is a quick thinker, which is another important skill required from a project manager. As this is not a particularly common question a candidate would expect to be asked, it's fascinating to see what they come up with.

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Question # 37

Tell us what do you wish interviewees asked you?

Answer:-

I wish they asked me what my leadership style is like and what I expect. They are interviewing us as much as we're interviewing them. So they can confirm that this feels like the right match for them.

I also wished they asked, "How will I know I'm successful in this job in a year?" Use the interview to establish expectations.

Finally, I have candidates meet the team without me in the room. I wish people would talk about teams and get to know players on the team. Talk about where their strengths could help the team do better things. What kind of team they are going to be joining? What could they add to our team and what could that team add to them?

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Question # 38

Explain me have you ever been particularly impressed by a candidate in positive way? Why?

Answer:-

The candidates who impress me the most usually combine two key elements: remarkable knowledge about their field and passion for the job. Also, being humble is a quality that I value very much in a candidate, especially in young professionals.

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Question # 39

Can you tell us what is your greatest weakness?

**Answer:-**

Most candidates when encountered with this question often begin explaining the list of their dark sides, considering they might get a benefit out of it. Fallacy! What the recruiter wants to understand from the candidates here is how they are prepared for the work challenges and what approach do they prefer to use to overcome a problem or tough situation.

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Question # 40

Tell us what roles are the hardest to fill in your organization? Why?

Answer:-

Finding enough nurses. Many nurses are reaching retirement age and since they are usually working a 12-hour shift it is difficult for them to continue working at the bedside.

Also, respiratory therapists, rehabilitation therapists and pharmacists. In the past, you needed a Bachelor's degree and now you may need a Master's or even a doctorate. In general health care workers need higher levels of credentialing than before.

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Question # 41

Tell us what would you advise to new graduates that want to enter the fashion industry?

Answer:-

An excellent way to enter the fashion industry is to start in retail. Working in a store provides a crucial knowledge of the product and the clientele, which is key for many positions in the fashion industry. Retail also offers a number of career opportunities, though many graduates are not fully aware of the potential behind retail.

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Question # 42

What is the reason for leaving your previous job as Talent Acquisition Manager?

Answer:-

The biggest mistake most candidates make with this question is speak negatively about their past employers. Well, the truth could be equally dark, and the negative work environment might have affected him or her negatively; however, when starting something fresh, especially like answering an interview question, the negative speech can only turn out to be a loss for the candidate.

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Question # 43

What is your greatest strength as Talent Acquisition Manager?

Answer:-

This question asked by a talent acquisition specialist focuses on knowing how good the candidate is or could be in the long run. This gives candidates an opportunity to shine with the perfect answers they can give.

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Question # 44

Explain me what are the main responsibilities of your role?

Answer:-

My job is to build a pipeline of potential candidates with an eye to placing them in open positions, either at Kering or within our brands. I'm also active in supporting the selection process for leadership positions and creative roles. And I work closely with schools and universities through a variety of Kering initiatives to identify future top talent.

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Question # 45

Explain me where do you see yourself in next couple of years?

Answer:-

With this question, what the talent acquisition specialist wants to know is how the applicant envisions his career and what strategies he has or would be implemented to reach the desired goals.

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