

# Partnering for Excellence: *Essential Questions To Ask When Interviewing Staffing Agencies*



**You wouldn't hire a tech expert without interviewing them; so why wouldn't you interview a potential staffing partner, too?**

Many hiring managers have experienced frustration when working with staffing agencies, experiencing lengthy processes and unqualified candidates. Yet, the *right* recruiting partner can play a pivotal role in connecting your company with seasoned tech professionals.

When you've narrowed down agencies to work with, ask these strategic questions to assess their expertise and capabilities — and begin a successful partnership with confidence.

"Can you provide examples of successful placements you've made in the past year for roles similar to the Oracle DBA position we're looking to fill?"

"I would like regular updates on the progress of our search. I prefer a weekly email summary and a brief check-in call every other week to discuss any developments. Does that work for you?"

"How many candidates do you typically provide? And how do you ensure that the candidates you present are thoroughly vetted and meet our specific technical requirements?"

"Could you share insights into your agency's candidate retention strategies and the percentage of candidates who stay beyond the initial placement?"

"How do you assess the cultural fit of consultants before presenting them as potential candidates?"

Can you give examples of how your agency has gone above and beyond to address client needs and ensure a positive experience?

"How do you foster long-term relationships with clients? Could you provide a client reference who has had a successful long-term partnership with your agency?"

"What is your typical communication cadence throughout the candidate search and selection process? How do you keep clients updated on progress?"

"What certifications or specialized training do your recruiters have that demonstrate their expertise in IT recruiting?"

"Could you provide references from clients who have had a successful experience with your agency, especially in placing PowerBI experts?"

"Do you have case studies showcasing your agency's role in helping to overcome time-sensitive hiring challenges for cloud implementations?"

"After each candidate interview, I'd appreciate your thoughts on how well they align with our requirements. Likewise, I'll share my feedback to ensure we're both making informed decisions."