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Engaging Questions to Ask Recruiters at the Job Fair

When the recruiter asks, "Do you have any questions?" it's important to have a few ready. It shows you're interested in the company, have conducted your research, and are serious about your career plans.

Tailor the questions you ask to your career interests and goals. Don't ask questions just for the sake of asking questions. Make sure it is information that you need. Also, try to avoid asking questions that are answered on the company's website, annual report, or brochure.

Recruiters know when you haven't done your homework! Remember - Every contact with an employer is a potential interview, the job fair is an opportunity to find out more about what the companies you are interested are looking for in potential candidates.

Here are some suggestions...

- What kind of things can I do while in school to make myself more competitive?
- Do you hire college students for co-ops, internships, or summer employment? How do I apply for these opportunities?
- What qualities are you looking for in new hires?
- What skills do you find most marketable in your industry today?
- What opportunities do you currently have available in (name your degree or industry or field or area of interest)?
- What type of training do you offer new hires?
- What characteristics do you look for in successful candidates at your company?
- What is the best way to apply for a position with your company?
- How long does the hiring process take?
- What do I need to know about the application process?
- How can a job candidate convince you to call them for an interview?
- I went online and filled out your application for the _____ (fill in with job you have applied for) and I am really interested in _____ (company name) and was curious what else I might do to help me get a foot in the door?
- How do these positions fit into the overall organizational structure?
- What do you like best about working for _____?
- Does your company hire on a continual basis or during certain times of the year?
- What kind of entry-level positions are available within your company?
- If you have interviewed someone for a position, do you mind if they call to find out the status of the hiring process?
- Are there certain majors you prefer to hire?
- What is a realistic timeframe for advancement?

Please note that this is NOT an exhaustive list. We encourage you to look perform additional online research for additional questions to ask recruiters at the job fair.