|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | **1** |  | **2** |  | **3** |  |
| How long as job been open? | Forever (12+ weeks)  |  | A little while (6+ weeks)  |  | Hot off the press! |  |
| Orther recruiters briefed? | Lots (3-5) |  | A couple (1-2)  |  | Exclusive Brief-Just us |  |
| Other Candidates in the mix including international candidates? | We have someone at final interview |  | A couple at first interview  |  | We have no one in the mix  |  |
| Salary – reasonable, attractive | Well under what is required |  | Okay –Middle of the road  |  | Good salary  |  |
| Start Date –realistic? | In a few months |  | 6+ weeks |  | We need someone NOW!  |  |
| Fees and TOB. Agreed and acceptable? | We only pay 10% |  | We want to negotiate |  | Agreed Terms – where do I sign? |  |
| Face to Face Job Briefing? | Don’t have time |  | I can only brief you over the phone |  | Let’s arrange to meet tomorrow |  |
| Talent Pool –can we fill this job? | Hard to fill, seeking very rare Talent skill set |  | Lots of these roles, very few Talent  |  | I can think of 2 good Talent right now |  |

JOB ORDER QUALIFICATION

|  |  |
| --- | --- |
| Your Score |  |

**Indication of Scoring Outcome**

8-12: Probably wouldn’t Recruit

13-18: Possibly Recruit

19-24: Probably would recruit