Career Fair Success: Questions to Ask Employers

Attending a job fair gives you something a job board or website can’t – personal interaction with a recruiter. The reality, however, is that recruiters may see hundreds of applicants over the course of the event. Therefore, your goal is to make a good impression on the recruiter. Here is a list of insightful and engaging questions you can ask recruiters at job fairs.

COMPANY HIRING NEEDS
☐ What kind of entry level positions (or internships) exist within your organization?
☐ What types of skills are the most important for success in this role and within your organization?
☐ What types of experiences are most valuable to you? (i.e., internships, volunteering, projects, research, leadership, etc.)

KEY COMPANY INFORMATION
☐ Where does this position fit in the overall organizational structure of the company?
☐ What type of formal or on-going training does your organization offer?
☐ What makes you different than other companies in your industry?
☐ Does your company use LinkedIn to find candidates?
☐ Does your company hire on a continual basis or just at certain times of the year?
☐ Can you describe the hiring and interviewing process for this type of position within your company?

CAREER/JOB SEARCH PLANNING
☐ What are the primary results a person in this position would be expected to achieve?
☐ What is a typical career path for someone in this position?
☐ Can you describe the corporate culture?
☐ How does the company measure performance?
☐ Is relocation/travel required for this position?
☐ What is your timeline for filling this position?
☐ What is the best way to apply with your firm?
☐ What is your top piece of advice for a student interested in eventually working for your company?
☐ In addition to my obtaining my degree, what else do you recommend I do to be competitive for your organization in the future?
☐ Do you have any other advice about how I can ensure my resume will stand out when applying to your organization?

RECRUITER INFORMATION
☐ How long have you been with the company?
☐ What is your favorite part about working at your company? What is your least favorite?
☐ What surprised you the most about your company?

END OF CONVERSATION & FOLLOW-UP
☐ Can I leave you my resume?
☐ Do you have a business card?
☐ May I follow up with you if I have additional questions?
☐ How should I contact you if I would like to follow up with you?