

May 2015



"Normally we do a background check, but..."

8 Great Questions To Ask Your Next Candidate

[Home](#) | [About Us](#) | [Biographies](#) | [Testimonials](#) | [Newsletter Archives](#) | [Contact Us](#)

Top Candidates ! View By Industry

[Information Technology](#)

[Engineering & Design](#)

[Pharmaceutical & Biotech](#)

[Market Research](#)

[Food & Beverage](#)

[SUBMIT A JOB ORDER](#)



Information Technology

[Learn More About Our Candidates](#)

Hello,

The Scientific Search team is proud to announce **we've been awarded NJ Biz's Best Place to Work** in the Small & Medium sized company category.

This award is a testament to how much we enjoy facilitating long-lasting connections between our clients and candidates. **As such, we owe a special thanks to you as well as to NJ Biz.**



8 Great Questions

1)

Tell me about your favorite project and why it's your favorite.

- Start the interview with a personal question to ease candidates into providing a more insightful and genuine experience.

Chief Information Officer
- 15+ years exp.

Chief Information Officer
- 18 years experience

Senior Project Manager
- 15 years experience

Controller
- 20 years experience

Senior Java Developer
- 18+ years experience

Network Technician
- 4 years experience

[Inquire With Us!](#)

Engineering

[Learn More
About Our
Candidates](#)



Controller
- 20 years experience

VP, Global Marketing
- 25+ years experience

**VP of Technology,
Advanced Materials**
- 15+ years experience

**Director,
Applications Engineering**
- 25+ years experience

**Continuous
Improvement Manager**
- 14 years experience

Package Engineer
- 16 years experience

[Inquire With Us!](#)



Pharmaceutical

[Learn More
About Our Candidates](#)

- Knowing the work that your employees genuinely enjoy, helps fill your company with passionate people who get lost in their work.
- Utilize this to your benefit and you will inevitably build a positive work environment filled with limitless potential for productivity.

2)

How do your specific strengths complement this role and our company's culture Describe how this would apply to your work strategy during your first few months here.

- This question demonstrates the candidate's level of interest and dedication to understanding the specifics of your company and everything it takes to succeed in the potential role.
- Your ideal candidates will possess more than the desired skills, they will share a mutual value with your company's motivations and expectations that will drive results.

3)

Give me an example of when you faced an important company decision and explain how you involved your team in the strategic response.

- This indicates how secure the candidate feels in their work, how they approach communication, and their potential leadership style.
- Those who feel secure will gladly include their team in the decision-making process. The methods in which they communicate will display their efficiency in leadership style.

4)

Tell me about your best working relationship and ideal boss. Explain how they support your work style in attaining success.

- This sets up the perfect opportunity for the candidate to speak, while the candidates believe they are only detailing their ideal expectations, they are in fact detailing the conditions they need to excel.

Vice President, Managed Care
- 25+ years experience

**Senior Director
Clinical & Medical Affairs**
- 18 years experience

**Associate Director,
Project Management**
- 14 years experience

Manager, Clinical Development
- 18 years experience

Product Development Manager
- 11 years experience

Research Scientist
- 20+ years experience

[Inquire With Us!](#)

Market Research

Learn More
About Our
[Candidates](#)



Senior Director, Research
- 15 years experience

Senior Project Director
- 19 years experience

Senior Project Manager
- 9 years experience

**Research Manager,
Advertising & Brand Equity**
- 10 years experience

Senior Contextual Analyst
- 20 years experience

Medical Strategist
- 20+ years experience

[Inquire With Us!](#)

Food & Beverage

Learn More
About Our
[Candidates](#)



Head of Research & Discovery
- 20+ years experience

- Expect to learn about their ability to work independently or in a team, and the level of supervision they need to achieve their goals.

5)

When asked about which area of your work needs most improvement, what would your supervisors say?

- With this question, the candidate knows the truth is inevitable. This strengthens the value of reference checks in the interview process and provides little room for dishonesty.
- Here your candidate's weakness will be put on display, while it is true everyone has them, it is beneficial to understand how they will affect your team's work beforehand, and how you will collaboratively overcome them.

6)

Tell me about how you accomplished greatest work achievement.

- Shining a positive light on someone's work accomplishments creates the opportunity to learn more about your candidate's goals, their efficiency in accomplishing them, and how to best drive results.

7)

**Imagine we hire you, fast-forward one year and we're celebrating our success:
What did we achieve together?
How did we achieve it?
And what more can we look forward to?**

- You may not want every candidate you screen, but it's always best that they want you. Prompt your candidates to tell a story that they cannot help but want to be a part of.
- End the interview on pleasant note while gathering further insight into how your candidates' goals, strategies, and interests align with you and your company.

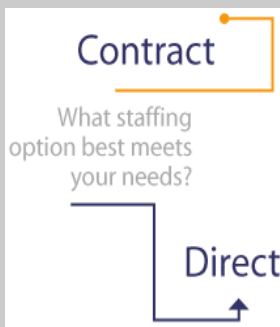
Director, Sales & Marketing
- 15 + years experience

Research Scientist
- 18 years experience

Quality Assurance Technician
- 5 years experience

Food Lab Technician
- 1.5 years experience

Inquire With Us!



Reach out to our team to discover your hiring potential !



8)

Do you have any questions for me?

- Employment is as much a decision for the candidate as it is for the employer. Prompt your candidates to ask questions and encourage them to identify if the opportunity is right for them.
- A candidate's question also provides employers with further insight into their priorities and potential for long-term success within the company. This can prove highly valuable in acquiring quality candidates and minimizing turnovers.

2nd Quarter 2015 Placements

Direct Placements

- Director of Development & Special Initiatives
- Environmental, Health & Safety Engineer
- Corporate Quality Auditor
- VP, Sales & Marketing
- Manufacturing Supervisor
- Senior Research Scientist
- Sales Engineer
- Regulatory Implementation Director
- Senior Project Engineer
- Drug Safety Physician
- VP, Regulatory Affairs
- Senior Contract Manufacturing Specialist
- Quality Manager
- Environmental, Health & Safety Engineer
- Sterility Assurance & Biocompatibility Specialist
- Executive Director, Clinical Research
- Industrial Engineer

Contract Placements

- Manager, CMC Regulatory Affairs
- Estimator/CAD Drafter
- Laboratory Automation Specialist
- Quality Engineer
- Technical Writer
- SAP Specialist
- Clinical Project Manager
- Clinical Scientist
- Document Control Specialist
- QA Complaint Specialist

- Hr Manager
- Lab Operations Manager
- Quality Engineering Manager
- Principal Biostatistician
- Manager, Clinical Project Management
- Associate Director, Technical Services
- Network Integration Engineer
- Research Scientist (2)
- Quality Systems Auditor

Have Questions or Concerns?

Connect with us!

Contact:
Joe Peters
President

(856) 761 - 0900 x122
joe@scientificsearch.com



[Click Here to Learn More About Joe](#)



Scientific Search | (856) 761-0900 | <http://scientificsearch.com>
101 East Gate Drive Cherry Hill, NJ 08034

Copyright © 2015. All Rights Reserved.