

10 questions to ask any staffing partner before you sign

- 1 How is your SLA defined, and what happens when you miss it?**
Ask for response and submission times in writing, and what the remedy is.
- 2 Who actually works my requisition?**
You want a named person, and a clear escalation path when a search stalls.
- 3 What does vetting involve beyond keyword matching?**
Ask what a screen covers: skills, fit for the actual role, availability, salary expectations.
- 4 What will I receive with each profile?**
Look for a summary of fit for your role, not just a resume forwarded on.
- 5 What are the replacement terms?**
If a placement leaves early, what is covered, for how long, and at what cost?
- 6 How are fees structured for contract, contract-to-hire and direct placement?**
Get conversion terms and fee percentages in writing before you start.
- 7 Do you submit the same candidate through other vendors?**
Duplicate submissions waste your time and confuse candidates. Ask how this is avoided.
- 8 How do you treat candidates?**
Are salary ranges shared up front, and does every candidate get a real answer? It reflects on your brand.
- 9 What do you need from me to move fast?**
Feedback turnaround, interview availability and decision-makers all matter. Agree them early.
- 10 Will you tell me if the role is unrealistic?**
A good partner flags budget or market problems in week one, not after five interviews.

Bring to the first call

- Role title, level and must-have skills
- Budget range and engagement type
- Start date and expected duration
- Who decides, and how fast