



## CANDIDATE INTEREST QUESTIONNAIRE

Please complete this questionnaire to enable us to better match you with our current and future job openings, thus customizing your job search. We've included questions most frequently asked by hiring managers; providing this information now will expedite the decision making process. Please note this form is not intended to qualify or disqualify any candidate based on background. If you prefer not to answer any question(s), it is not necessary to give a reason.

Please return the completed questionnaire back to your recruiter as soon as possible. They will contact you to schedule a time to discuss the opportunities available with MOUNTAIN.

**Full Name:** \_\_\_\_\_

**Home Phone Number:** \_\_\_\_\_

**Cell Phone Number:** \_\_\_\_\_

**Email:** \_\_\_\_\_

**Are you currently employed?**      Yes      No

**If yes, is it contract or permanent?**      Contract      Permanent

**Are you selectively looking or actively looking to make a job change? Why?**

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**What type of opportunities are you looking for?**

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**What is your current salary, hourly, base, commission, and/or bonus structure?**

\_\_\_\_\_  
\_\_\_\_\_



**What is/was your benefit structure?** *Paid vacation, 401(k), other*

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**What are you looking for in total compensation?** \_\_\_\_\_

**Are you willing to relocate?**                    Yes                    No

**Are you willing to travel? If so, how much?**                    Yes                    No

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**What do you like most about your current job?**

- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_

**What do you like least about your current job?**

- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_

**Describe your “dream job” – location, position, role, etc..**

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Do you believe your current employer would make a counter offer to keep you? Yes No

What strengths do you have that apply to this job?

- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_

Briefly describe your reasons for a job change.

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Do you have a non-compete/reimbursement clause for tuition or relocation assistance ? Yes No

How would you describe your work style?

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What work atmosphere do you thrive in? (*Fast, systematic, chaotic, organized, laid-back, etc.*)

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Are you eligible to work in the United States? If no, what is your work status? Yes No

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How soon can you start a new position? \_\_\_\_\_

### HOT BUTTONS

These are areas that you as a candidate value the most in a position. For example- compensation, bonuses, 401(k) plan, stock options, insurance, generous paid time off, interesting work, an exciting work environment, a flexible work schedule, top-notch managers, etc.. What are your hot buttons?

- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_

Please list at least 4 business references, with complete contact information.

1. Name: \_\_\_\_\_ Title: \_\_\_\_\_  
 Company: \_\_\_\_\_ Phone: \_\_\_\_ - \_\_\_\_ - \_\_\_\_ ext. (\_\_\_\_)  
 City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_  
 Email: \_\_\_\_\_  
 Relationship: \_\_\_\_\_

2. Name: \_\_\_\_\_ Title: \_\_\_\_\_  
 Company: \_\_\_\_\_ Phone: \_\_\_\_ - \_\_\_\_ - \_\_\_\_ ext. (\_\_\_\_)  
 City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_  
 Email: \_\_\_\_\_  
 Relationship: \_\_\_\_\_

3. Name: \_\_\_\_\_ Title: \_\_\_\_\_  
 Company: \_\_\_\_\_ Phone: \_\_\_\_ - \_\_\_\_ - \_\_\_\_ ext. (\_\_\_\_)  
 City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_  
 Email: \_\_\_\_\_  
 Relationship: \_\_\_\_\_

4. Name: \_\_\_\_\_ Title: \_\_\_\_\_  
 Company: \_\_\_\_\_ Phone: \_\_\_\_ - \_\_\_\_ - \_\_\_\_ ext. (\_\_\_\_)  
 City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_  
 Email: \_\_\_\_\_  
 Relationship: \_\_\_\_\_