

HIP

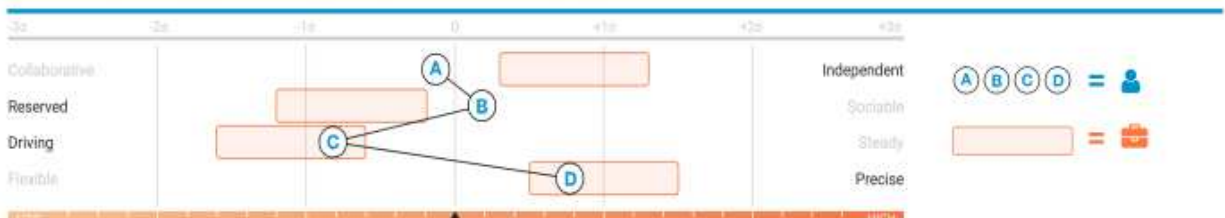
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GENERAL INFO

Title	Not sure about the role yet
Department	Marketing
Reports To	Justin
Candidate	Sierra Sommers
PI Index	Controller
Cog Score	330
Job Match	10
Recording	Link

INTERVIEW QUESTIONS

BEHAVIORAL COMPARISON - CANDIDATE VS JOB



Sierra is a Controller.

A Controller is detail-oriented and conservative, with a preference for high quality and technical expertise.

Strengths:

Specialist, needs strong structure, adheres to the rules
High-quality detail work; very tight delegation, strong follow-up
Loyal, conscientious, cautious, conservative

Caution Areas:

Can have difficulty delegating authority
Resistant to change if it feels too brusque
Likely to feel uncomfortable in ambiguous situations

Call with Luke

About

Oklahoma City. Moved there from Panama City.

Graduated in 2017. An investigator for the BBB after that.

Then went into banking. Compliance. Admin for chief and CEO. Managed 300 employees. Did some hiring. She realized that banking was not for her although she loved compliance.

She is now the manager of ops in her current role.

She does all onboarding.

She is looking for the "next step," and that's why she wants a role change.

Tutored for Princeton - English. Loves writing.

2-3 years

Wants to move West. Wants to have a direct impact. Making a difference.

Notes

She is a great communicator. Presents herself well.

Call with Justin**Salary Expectation:**

- Pay off student loans
- Car paid off
- 65-70k right now
- 1k - 3500 bonus
- 2-5 years -> 80-100k

Why Leave?

- Looking for something more. Likes that we focus on the relationship.
- Feels her company isn't impacting the world.

How do you run meetings?

- 2 divisions - 1.5-hour meeting
 - 8 People - Meeting around objectives, recruiter performance, KPIs
 - 8 People -
- Set Expectations, give an overview before meeting so everyone preps

How would you set expectations for team members and manage resources?

Exp hiring, no firing.

Timeline:

- 2 weeks' notice.

3rd Interview - Questions on How to Handle Situations

- What is your greatest strength?
- What is the toughest decision you ever had to make?
- How comfortable are you with terminating someone if needed?
- How do you hope or plan to shield the owners of the company long-term?
- How hard will you work in your first 90 days to get up to speed to assist in running the company?
- How do you plan to get an understanding of what we do and how we work to effectively manage the team?