A “**HOT LEAD**” points you in the direction of who is hiring now and which firms need talent today. They need to be a top priority on every call we have with a potential candidate or reference check. One HOT LEAD can turn into a meeting which can turn into a new req that turns into an opportunity to close new business.

As a Recruiter, you have the ability to connect with top talent everyday who are actively interviewing at other companies. It is our job to capitalize on these conversations and gain valuable leads for our firm. While conducting a Prescreen in the HOW section, you will be asking the candidate “Where else are you interviewing?” OR “What other opportunities are you currently entertaining?” The HOT LEADS we can generate here can be very valuable in terms of generating new business and finding out what companies are hiring for what roles and who is in charge of that decision. Let’s walk through a scenario:

**During a Prescreen:**

Recruiter: So John, where else are you interviewing currently?

John: I have 1 other contract role that I am exploring now. I just finished my onsite interview yesterday.

Recruiter: Good to know, that last thing I want to do is double submit you to a firm that we area already working with, what company are you interviewing at?

John: It was with ABC Supply for a DevOps Engineer role

Recruiter: (LinkedIn Search ABC Supply’s Managers) – Did you interview with Dave Smith, the App Dev Manager?

John: No, it was with Steve Black, the Director of IT

Recruiter: Got it, that makes sense – what are your next steps in that process?

John: I am waiting for feedback and 1 more interview if it moves forward

Recruiter: Perfect, thank you for sharing exactly where you stand

**What did we learn?**

We know that ABC Supply has a contract opening for a DevOps Engineer and Steve Black the Director of IT is hiring for that role. The great news is, we already know John’s background since we just prescreened him, so we know their ideal candidate for the role already. Its our job now to act quickly and try to set a meeting.

**Setting a Meeting:**

1. Research your Lead – Look to gather name, location, phone number, email ect…
2. Call – try a direct phone number / cell first, if you cannot find it, call the office they sit out of and try to connect.
3. Set the Meeting – “Steve it’s great to connect with you, I learned you were hiring for a DevOps Engineer and I currently have a pipeline of candidates that could be a great match. I’d love to set up some time to meet you in person or schedule a call to walk through your need and see if we could be a valuable partner to you.