

Alliance Careers, LLC Hiring Conference FAQ

Is this like a job fair? No, this is not a job fair. This is a hiring conference where you will be conducting one-on-one interviews with top-tier junior military officers who have been screened for your opportunity, geographic location, salary expectations, academic requirements and skill sets.

What costs are involved? The only costs to attend are the travel expenses to and from the Conference, and the hotel room(s) for your stay and interviews. The cost of the room includes a late check-out to allow for afternoon interviews. There are no registration fees to attend the conference.

Alliance is a contingency fee recruiting company, meaning you pay a fee if and only if Alliance successfully places a candidate into your organization. Any candidate you decide to hire will fall under the Search Agreement in place between your company and Alliance, and subject to those fees as outlined in the Search Agreement.

Do I need to get a rental car? The hotel provides transportation to and from the airport. Restaurants and the mall are typically within walking distance of the hotel.

If I am local, do I still need to get a room? It is highly recommended that all companies, even the local ones, get a room for the candidate interviews. Our conferences occur at hotels equipped with suites for our clients to conduct interviews. It provides a quiet, professional location for each company to interview candidates. The room is set up with a partition between the sleeping area and the interview area.

Should I make hotel reservations directly? Inform your Alliance Account Executive how many rooms you need, and the Alliance staff will reserve the rooms for you.

How many candidates/clients participate at the Hiring Conference? Our conferences average 50 junior military officer candidates and 30 corporate partners in attendance.

Who should conduct the interviews? Although this is entirely up to you, our most popular combination is an HR professional teamed with either the hiring manager or someone who is familiar with the day-to-day requirements of the position(s). Another beneficial interviewer is someone with a military background. It is not uncommon for a single representative from a company to attend; we have also seen companies send as many as 15 people (three teams of five conducted panel interviews).

How long are the interviews? 40-45 minutes. If you need special accommodations, inform your Account Executive and it will be taken care of. Please confirm your arrival and departure requirements with your Alliance Account Executive so we can eliminate conflicts with other prior commitments and/ or travel requirements.

When will I be able to review resumes? Upon your arrival, you will be checking in with the Alliance team to go over all of the logistics. At that time, you will receive a packet containing your interview schedule along with all of the resumes of the screened candidates you will be interviewing. If requested, we can send the resumes ahead of time.

When will these candidates be able to begin employment with my company? All of the candidates will be within 90 days of being able to start employment, with the majority of them between 30-60 days of their first availability to start working for you. Some candidates will be available within 2-3 weeks.

How many interviews does each candidate have? Each candidate will normally have 6-8 interviews at the Alliance Hiring Conference. Highly qualified candidates with open geographical parameters may have up to 10 interviews.

What do I do if I have a question or issue on interview days? Contact your Account Executive via his/her mobile phone. Alliance also maintains an Operations Room which will be staffed at all times for these occasions as well.

What do I do when I've concluded my interviews? At the end of each interview day, you will meet with your Account Executive to review the candidates you have interviewed. In your packet that we provide, you will have a candidate evaluation form that will need to be completed. Each candidate will in turn out-brief with our Candidate Team to review the companies they interviewed with.

How many candidates should I list on my candidate evaluation form for follow-up? This is entirely up to you/your team. However, keep in mind that all of our candidates will be impressive and sometimes many clients decide to pursue the same candidate. We advise following up with 3 candidates to get 1 hire (6 candidates for 2 hires). Although this metric fluctuates with every company, we just state this as a general rule.

What happens when I leave the Conference? If all goes well at conference, you will have a selection of candidates with whom you wish to continue the interview process. While all companies have different hiring agendas, there are steps you can take ahead of the conference to ensure the candidates you are most interested in will come to work for you. The majority of the candidates attending the conference will accept offers within three weeks of the hiring conference. Your best strategy is to pick dates for follow-on interviews and site visits before the conference, and to block out time with any additional managers to expedite the post-conference process. If your organization has a complicated hiring plan that will extend past two weeks, then it is to your advantage to keep the candidates informed and let them know you are still interested in them. The companies that wait three weeks to contact the candidates will generally lose their top choices to other companies.

