

WHAT IS SPARK HIRE AND WHY YOU NEED TO KNOW

More than 3,000 companies, including PGA Career Services (Advanced Search) have turned to **Spark Hire** to conduct initial video screening interviews. **Spark Hire** is a Google or Chrome based system accessed through the Internet. The system requires the end user to have a computer with a camera, or smartphone to interface with the program.

Spark Hire is a one-way video interview where the candidate is sent an invitation from the recruiting or hiring manager that contains a “**link**” to access the interview. The candidate is provided the opportunity to answer “test” questions (**high recommended**) prior to recording actual answers to a series of interview questions submitted by the hiring manager.

PGA Career Services normally asks 5-8 questions and allows the candidate a “mulligan” if he/she is not satisfied with their first recorded answer. Once you have taken your “mulligan”, that answer stands. PGA Career Services also allows two minutes for the candidate to complete his/her answer, although rambling for two minutes to fill the time is not recommended!

PGA Career Services utilizes **Spark Hire** for several reasons:

1. Are you dressed properly for a true interview? (no pajamas, tee shirts, golf shirts)
2. Is your interview conducted in a professional setting? (No background distractions)
3. Are you enthusiastic and positive? (Smile and look at the camera)
4. Do you answer the question in a clear and concise manner?
5. Do you relate examples of your accomplishments to the open position?
6. Have you researched the company, the position, and the keys to success?

As technology becomes more integrated in our industry, these types of programs will be used more frequently to identify qualified PGA candidates for our PGA Employers. The best way to approach this type of process is to call your Career Consultant for advice and further information on how to present your best self! Please note: We currently not showing these screening interviews to the employer until our PGA Members become more familiar and comfortable with this process.

Good luck as you continue to advance your careers and do not hesitate to call me if I can ever be of assistance!