



Round 2: Talent Acquisition & Interview Role Play

3 stages · one candidate	Resume Review + Assessment + Live Role Play	100 total points*	Judges score your hiring process
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What you're actually being scored on

Round 2 puts you in the seat of a **hiring sales manager**. You'll review a candidate's resume, interpret a talent assessment, and run a live interview role play — all to decide whether this person can actually sell. Judges aren't grading whether you liked the candidate; they're grading whether you ran a **disciplined, evidence-based hiring process**.

1

Resume Review
Screen the candidate's background, spot relevant experience, and flag gaps or red flags worth probing.

2

Talent Assessment
Interpret the sales aptitude data and turn it into specific, targeted interview questions.

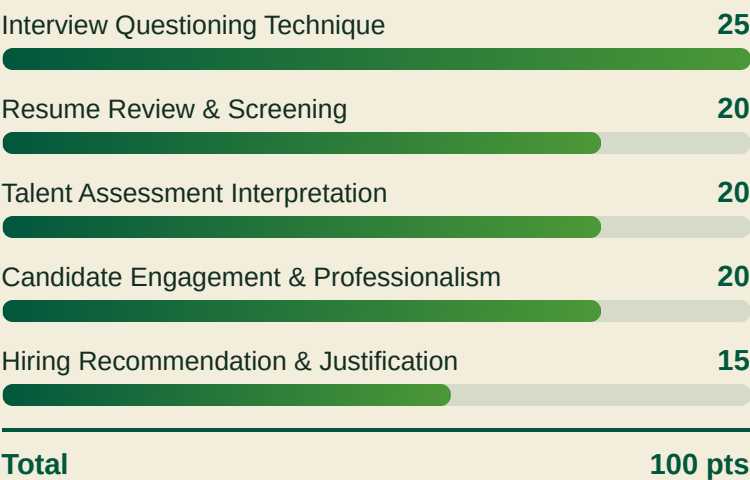
3

Interview Role Play
Interview the candidate live, probe for real evidence of sales skill, and land on a hire / no-hire call.

What judges are watching for

- Connecting resume details to the role's requirements
- Using assessment data to shape real questions
- Asking behavioral and situational sales questions
- Active listening and sharp follow-up
- Professionalism as the hiring manager
- A clear, well-justified hiring recommendation

How the 100 points break down



**Illustrative point split — swap in your official rubric once available.*

The judge's checklist

Ten things judges are quietly checking off as you run the hiring process.

- ✓

Reviewed resume for key qualifiers
- ✓

Listened actively and followed up
- ✓

Identified gaps or red flags to probe
- ✓

Built rapport with the candidate
- ✓

Referenced assessment data in questions
- ✓

Represented the company professionally
- ✓

Asked structured behavioral questions
- ✓

Made a clear hire / no-hire call
- ✓

Asked situational sales-scenario questions
- ✓

Backed the decision with evidence