INTERVIEW QUESTIONS TO PREPARE

[CANDIDATE EDITION]

Bringing simplicity to the chaos of recruitment

PERITUS PARTNERS

Interviewing is not something you are trained to do and for some it is rather daunting, especially when it comes to the dreaded question...
'what questions do you have for us?'

Knowing this, we have worked with a number of people from our community to help compile a list of questions that cover a variety of topics that you can bring up during an interview, to help uncover more about the company.

Feel free to use this document whenever you need to think of questions to ask.

ABOUT THE COMPANY

- Where do you see the company in the next 5/10 years?
- How would you describe the company culture?
- Where do you think there are gaps in the company culture and why?
- What is the performance review process like for this position? How often am I reviewed?
- Is there a separate tech and management career path?
- Are there any company-wide resources for learning available, like ebooks subscriptions, or online courses?
- Can I contribute to FOSS projects? Are there any approvals needed?

ABOUT THE ROLE

- What are the tasks I will be doing on a usual day?
- What's the junior/senior balance of the team? (and are there plans to change it)
- What does the onboarding look like?
- How long you do expect someone to be up and running and contributing to the project?
- How much freedom for decision making do individual developers have?
- What management style does my immediate manager and their manager have? (from micro to macro)
- How can I develop in my new role / what opportunities are offered?

ABOUT THE TECHNOLOGY

- What is the usual tech stack used in the company?
- Do you have any plans to change the current stack in the next 12 – 18 months?
- How do you use source control?
- How do you test code?
- How do you track bugs?
- What's the workflow from the planning to the finished task?
- Tell me about your technical principles or vision.

ABOUT THE TEAM

- How is the work organised?
- How does the intra/inter-team communication typically work?
- Do you use any tools for project organization? What is your experience with them?
- How are differences of opinions resolved?
- Who sets the priorities / schedule?
- What happens when the team misses a release target?
- What kind of meetings happen every week?
- Would there be a regular 1-on-1 with my manager?
- How are expectations and goals set, and who does the setting?
- What does a code review look like here?
- How diverse is the current team?

ABOUT THE BUSINESS

- Are you profitable?
- If not, how long is your runway?
- Where does the funding come from and who influences the high-level plan/direction?
- How do you make money?
- What's preventing you from making more money?
- What is the company's growth plan for the next 1 year? 5 years?
- What are the big challenges you see coming up?
- What have you identified as your competitive advantage?
- What is the long-term plan for the company? To take it public or sell?

CONFLICT WITHIN THE COMPANY

- How are differences of opinions resolved?
- If someone identifies areas of improvement in process / technology / etc, what happens?
- When there is a gap between expectations from management and performance of an engineer or team, what happens?
- Could you tell me a story about a toxic situation and how the company dealt with it?

GOOD LUCK

from everyone at...

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