

- Where do you currently work and what is your role there?
- Can you describe what you do on a normal workday?
- What is your favourite part of your current job?
- What achievement are you most proud of?
- Which tools, programs, or systems do you use most often?
- What does your team look like and what is your role in it?
- Who do you report to within your team (function or name)?
- What is the reason you are exploring new opportunities?
- What are your strongest skills?
- Which programs or tools are you really good at, and how long have you been using them?
- What would you like to further develop or train yourself in?
- What kind of positions are you looking for?
- What do you value most in your next job? (growth opportunities, salary, company culture, travel time)
- How far are you willing to travel for work?
- How many days would you like to work onsite per week?
- Are you open to different contract types (permanent, secondment, freelance)?
- What gross salary do you have in mind for your next job (including holiday allowance)?
- What is the minimum salary for which we can contact you?
- What is your current salary?
- Do you currently receive extras such as bonuses, 13th month, or other benefits?
- What is more important for you: salary, flexibility, training, or career growth?
- How many hours per week would you like to work?
- What is your notice period?
- Is that negotiable?
- What is your highest completed education?
- Have you obtained any certificates or training?
- Are these officially certified or internal trainings?

- Do you have copies of your diploma or certificates?
- Are you currently interviewing with other companies?
- How far along are you in those processes?
- What appeals to you most about them, and what is still missing?
- Would you consider waiting for our process before deciding?
- Are there any things we should take into account? (visa, relocation, planned holidays)
- What times/days are easiest for you to schedule an interview?