

# Backend Candidate Interview Guideline

## What do you know about the job, and Modix in general?

- Make sure we are all on the same page, and that the candidate have the correct understanding of what the role is.
- Check if they have come prepared to the interview. Are they interested enough to have research Modix properly.

## What kind of experience do you have in the field of PHP Development?

- Did you work mainly with frameworks or plain php?
  - What kind of frameworks
- What development tools have you used?
  - IDE, Testing, Debugging, VM/Docker

## How large was the company you worked last and what exactly where the daily routines within the development teams there?

- What tools were used?
- Agile Development?
- Sprints? Kanban?
- Test Driven Development?
- QA Management?

## Which role did you have in your last team?

- Large team with many developers or just a one man band.
- Mentoring?
- Team lead?
- Who makes the technical / architectural decisions?

## Which technologies / frameworks did you used in the past?

- We need to read between the lines here besides the normal "cool framework buzzwords" here
- Dealing with Wordpress (writing plugins) or PHP Frameworks is a completely different thing as understanding a legacy product that is growing rapidly over the last 20 years

## What / When was your first contact with programming generally?

- Was it in school?
- Was it as a hobby in the younger ages?
- Or maybe only later during studies or something like that...
- Try to get an idea of how passionate they are about developing. Do they spend time at home developing just for the fun of it?

## What are you most proud of yourself? What are your best personal attributes?