**HR QUESTIONS**

1. Why do you want to work in the tech industry?

I’m a fan of new technology,

1. Why iOSnstead of AN?
2. Why mobile?
3. Strengths
4. Weaknesses
5. Why are you leaving your current job?

I was working by contract, the project and contract ended, so I'm searching new opportunities

1. What do you like about your present job?
2. What do you dislike?
3. What is the most difficult situation you have had to face and how did you tackle it?
4. If your previous co-workers were here, what would they say about you?
5. How are you when you're working under pressure?
6. What motivates you to do a good job?
7. Are you good at working in a team?

Yes, I'm use to a Scrum like teams, helping to manage tools like JIRA to coordinate tasks, do code reviews and give tips to jr. developers

1. Has anything ever irritated you about people you've worked with?
2. Have you done anything to further your experience?
3. Why should we hire you?
4. What are your goals?
5. What can you do for us that other candidates can't?
6. Where do you see yourself in five years?
7. What is your greatest failure, and what did you learn from it?
8. Describe a time when you did not get along with a co-worker.
9. What motivates you?
10. Do you consider yourself successful?
11. Tell me about your dream job.
12. What is your philosophy towards work?
13. Describe your management style.
14. Are you willing to work overtime?

If the project status makes it unavoidable, but well rest, happy developers makes better code

1. What will you do if you don’t get this position?

Keep working on personal project, keep searching for new opportunities

1. What role do you tend to play in a team?

More on the Dev lead side, giving task to the development team, help when they have trouble and communicate with the scrum master to make sure everting is going as planned

1. What is the most difficult thing about working with you?
2. What can you offer us that someone else can not?
3. Are you willing to relocate?
4. What would you look to accomplish in the first 30 days/60 days/90 days on the job?

To adapt to the work flow and get to know better the team so we can deliver a product of quality

1. How would you deal with an angry or irate customer?
2. How are you as mentor?

**Sticky questions:**

Q1. Where are you currently located?

* + - * 1. A1: Follow KT and have Google Maps open for reference if you need to talk about the location, but align with what SA states in the KT

Q2: You are located in the same location as our office.  Can you do a F2F?

* + - * 1. A2: Attempt to get it phone (first) or Skype (second), because you’re wrapping up project (if this aligns with what SA states on KT)

                                                                                                i.      Note – If the project being interviewed for is in “your” same current location or the location of your last project, be prepared to speak about the location – where was your office compared to the new project office?

Q3: Have you always been a 1099 consultant or a W-2 employee?

* + - * 1. A3: “I have been a contractor for a long time, and I like to stay as a contractor” (but do convey flexibility in C2H down the line).

Q4: I wanted to clarify your requirement on the rate.

* + - * 1. “Yeah, I believe we already discussed this via email, but if not (and I can go back and check my notes), send me a range you’re thinking, and I’ll get back to you – def want to think more about the cost of living and have rate discussions in writing.”

Q5: What is your W-2 required rate, after the contract portion of the C2H is over?

* + - * 1. A5: Since that’s several months down the line, I’d like to discuss it closer to that time to give the most accurate figure and to also put it in writing.

Q6: So, you have a company you work through? (If they ask this on the interview, and SA has not revealed this yet to vendor, then fine, you have to acknowledge it)

* + - * 1. A6: It it’s vendor, “Yes, I work with an IT consulting firm. I’ll email you the contact details following this call.” (and then advise Sales in the group interview Skype so SA can give those details after the call) If it’s client, reference the vendor name.

Q7: You are the owner of the company, correct?

* + - * 1. A7: This is often another way of asking do you work for a company – same answer as #6.

Q8: Do you have any contracts with your company preventing you from going permanent after the contract period of C2H is done?

* + - * 1. A8: “No.”

Q9: Why do you work for your company on C2C – what do they offer you?

* + - * 1. A9: “They’re really top notch in helping me manage my marketing when I get off a project, and they help logistically, too, when I attain a new project – it allows me to focus more on the project and work at hand, too.”

Q10: If we were willing to help you with all that (logistics, marketing), would you consider cutting out that third party and coming to us?”

A. A10: “That’s food for thought. Right now, they’ve been such a good company that I plan to do at least my next project or two through them.”

Q11: What is the name of your company?

* + - * 1. A11: MCS - and then you can say, “I’ll email you the company contact after this call.” (point is, just keep it brief, and put it on the SA to provide all the EXACT details)

Q12: Why are you looking to do C2C?

* + - * 1. A12: “I really enjoy the travel it allows me, in addition to the varied and different projects. It has allowed me to build up my portfolio with several work experiences.”

* + - 1. Q13: Are you looking to do C2H for 3 month or 6 months?

* + - * 1. A13: “Typically, the longer the contract time, the better – as it allows both me and the end client ample time to work together before going permanent. Is 6 months (or the longest time listed) a possibility?”

* + - 1. Q14: What was your salary at your other positions?

* + - * 1. A14: “Well, since that was contract work, the company wants to keep it confidential.”