Questions for Moussa’s CV:  
  
**Tell Me About Yourself**

**1. Purpose of the Question:**

* **This is often the first question in an interview and helps the interviewer assess your background, experience, and motivation.**
* **It allows you to introduce yourself concisely and highlight relevant qualifications for the role.**

**2. Step-by-Step for the Best Answer:**

1. **Start with a brief personal introduction (name, profession, years of experience).**
2. **Highlight key skills and experiences relevant to the job.**
3. **Mention recent achievements that showcase your expertise.**
4. **End with what you are looking for in your next role.**

**3. Sample Answer According to Moussa's CV:**

***"I’m Khodja Moussa, a frontend engineer with over two years of experience in building scalable and high-performance web applications. I specialize in React, TypeScript, and UI optimization. In my current role at Wergonic, I refactored the codebase to a feature-driven structure, reducing development and bug resolution time by 50%. I also optimized the initial load performance, improving speed by 18% and reducing bundle size by 62%.***

***I have worked remotely with international teams, collaborating effectively across different time zones. My strengths lie in optimizing user experience, improving frontend architecture, and mentoring developers. I’m now looking for an opportunity to apply my expertise in a dynamic team in Europe, where I can contribute to innovative projects and continue growing my skills."***

**Key Tips for a Strong Answer:**

**✅ Keep it concise (1–2 minutes).  
✅ Focus on relevant experience and achievements.  
✅ Avoid personal details that are not related to the job.  
✅ End with enthusiasm about the new opportunity.**

**This structured approach will help Moussa make a great first impression in his interviews! 🚀**

<https://www.linkedin.com/posts/marisa-veiga-lobato-schlereth_interviews-developers-career-activity-7272567644371775488-KQeA?utm_source=share&utm_medium=member_desktop>

**1. Why should we hire you?**

* **Purpose: To assess how well Moussa aligns with the role and company.**
* **Best Answer Approach:**
  1. **Highlight relevant experience.**
  2. **Emphasize unique strengths.**
  3. **Connect to company needs.**
* **Sample Answer:  
  “I have over 2 years of experience as a frontend engineer, working with React, TypeScript, and scalable architectures. At Wergonic, I improved performance by optimizing the bundle size by 62%. My ability to improve UI performance and work in international teams makes me a great fit for your company.”**

**2. What do you know about our company?**

* **Purpose: To test research skills and genuine interest.**
* **Best Answer Approach:**
  1. **Mention company name, mission, and industry.**
  2. **Highlight a recent achievement or project.**
  3. **Connect it to your skills.**
* **Sample Answer:  
  “I know that [Company Name] is a leader in [industry] and is known for its innovative approach to [specific product or service]. I was particularly impressed by your recent launch of [project]. With my experience in scalable frontend applications, I believe I can contribute effectively.”**

**3. What are your salary expectations?**

* **Purpose: To assess flexibility and awareness of market rates.**
* **Best Answer Approach:**
  1. **Research the salary range for the role in Germany.**
  2. **Provide a reasonable range.**
  3. **Show flexibility if necessary.**
* **Sample Answer:  
  “Based on my experience and market research, I expect a salary between €X and €Y. However, I’m open to discussion based on the overall compensation package.”**

**4. Why do you want to leave your current job?**

* **Purpose: To check career motivation and avoid red flags.**
* **Best Answer Approach:**
  1. **Keep it positive.**
  2. **Focus on growth opportunities.**
  3. **Avoid negativity about past employers.**
* **Sample Answer:  
  “I’ve enjoyed my time at Wergonic, where I improved UI performance and led theme integration. However, I’m looking for a role with more opportunities for growth and collaboration in an international setting.”**

**5. How do you handle stress and pressure?**

* **Purpose: To evaluate coping mechanisms and problem-solving.**
* **Best Answer Approach:**
  1. **Explain a positive approach to handling stress.**
  2. **Provide a real example.**
  3. **Show adaptability.**
* **Sample Answer:  
  “I handle stress by prioritizing tasks and breaking them into manageable steps. At Wergonic, when we had a tight deadline for optimizing performance, I focused on key improvements first, which helped us meet the deadline successfully.”**

**6. How do you handle constructive criticism?**

* **Purpose: To test emotional intelligence and growth mindset.**
* **Best Answer Approach:**
  1. **Show openness to feedback.**
  2. **Provide an example of improvement.**
  3. **Highlight the positive outcome.**
* **Sample Answer:  
  “I appreciate constructive criticism as a way to grow. When my manager at Wergonic suggested optimizing our caching strategy, I researched best practices and implemented improvements that reduced query times by 30%.”**

**7. Have you worked in an international team before?**

* **Purpose: To check adaptability to global work environments.**
* **Best Answer Approach:**
  1. **Mention remote or international experience.**
  2. **Highlight communication skills.**
  3. **Share a successful collaboration story.**
* **Sample Answer:  
  “Yes, at Wergonic, I worked remotely with a global team. I coordinated with developers from Sweden and other countries, ensuring smooth collaboration through Agile and Git workflows.”**

**8. Where do you see yourself in 5 years?**

* **Purpose: To understand long-term career goals.**
* **Best Answer Approach:**
  1. **Align with the company’s growth.**
  2. **Mention skills you want to develop.**
  3. **Show ambition without sounding unrealistic.**
* **Sample Answer:  
  “In 5 years, I see myself as a senior frontend engineer, contributing to innovative web applications. I also want to mentor junior developers and refine my skills in UI/UX and performance optimization.”**

**9. How do you stay updated with frontend development trends?**

* **Purpose: To assess continuous learning and industry awareness.**
* **Best Answer Approach:**
  1. **Mention sources (blogs, courses, communities).**
  2. **Provide an example of a recent learning experience.**
  3. **Show how you apply new knowledge.**
* **Sample Answer:  
  “I stay updated by following frontend blogs like Smashing Magazine, taking online courses, and contributing to open-source projects. Recently, I completed a React performance optimization course, which helped me improve load times at Wergonic.”**

**10. Are you open to relocation?**

* **Purpose: To confirm willingness to move to Germany/Europe.**
* **Best Answer Approach:**
  1. **Give a clear yes/no answer.**
  2. **Mention motivation for relocation.**
  3. **Show flexibility.**
* **Sample Answer:  
  “Yes, I am open to relocating to Germany. I’m excited about the opportunity to work in a diverse environment and grow my career in the European tech industry.”**

**1. Technical Questions (10 Questions)**

**1. Can you explain the feature-driven folder structure you implemented at Wergonic?**

* **Purpose:** To assess Moussa’s ability to organize and optimize codebase structure.
* **Best Answer Approach:**
  1. Define feature-driven folder structure.
  2. Explain why it was necessary.
  3. Describe the impact on development speed and bug resolution.
* **Sample Answer:**  
  “A feature-driven folder structure organizes code by functionality rather than type (components, services, etc.). At Wergonic, I transitioned to this structure to improve maintainability and reduce development time. This change helped cut bug resolution time by 50% and streamlined new feature development.”

**2. How did you optimize the initial load performance of the SaaS platform at Wergonic?**

* **Purpose:** To evaluate performance optimization techniques.
* **Best Answer Approach:**
  1. Describe the performance bottlenecks.
  2. List the optimizations used (code splitting, lazy loading, tree shaking).
  3. Mention the measurable improvements.
* **Sample Answer:**  
  “I identified excessive bundle size as a bottleneck. I optimized it by implementing code-splitting, tree-shaking, and lazy loading. As a result, the load speed improved by 18% and the bundle size was reduced by 62%.”

**3. What was your approach to reducing query times by 30% at Wergonic?**

* **Purpose:** To assess database optimization and caching knowledge.
* **Best Answer Approach:**
  1. Identify the problem (slow API requests).
  2. Explain optimization techniques used.
  3. Highlight the impact.
* **Sample Answer:**  
  “I used efficient server-state management with caching to avoid redundant API calls. Additionally, I optimized queries and indexed database fields, which reduced query times by 30%.”

**4. How do you ensure maintainability in a large monorepo project?**

* **Purpose:** To evaluate Moussa’s experience with monorepos.
* **Best Answer Approach:**
  1. Define monorepo and its challenges.
  2. Explain best practices (modular code, version control).
  3. Share specific actions taken.
* **Sample Answer:**  
  “In our monorepo, I enforced modularization and strict code reviews. We also used Lerna for package management and maintained a clear branching strategy, making updates easier and reducing conflicts.”

**5. How do you handle state management in large React applications?**

* **Purpose:** To assess proficiency in React state management.
* **Best Answer Approach:**
  1. Mention different state management solutions.
  2. Explain which one was used and why.
  3. Share results.
* **Sample Answer:**  
  “I use React Query for server-state and Context API for global state. When necessary, I integrate Zustand for lightweight state management. This approach keeps the application performant and scalable.”

**2. Common First Interview Questions (15 Questions)**

**1. Tell me about yourself.**

* **Purpose:** Icebreaker question; lets the interviewer assess background, experience, and motivation.
* **Best Answer Approach:**
  1. Briefly introduce yourself (background).
  2. Highlight relevant experience.
  3. Mention what excites you about the role.
* **Sample Answer:**  
  “I’m a frontend engineer with 2+ years of experience, mainly working with React and TypeScript. I’ve worked remotely for global teams, optimizing UI performance and enhancing UX. I'm now looking for an opportunity to contribute my expertise to an innovative team in Europe.”

**2. Why do you want to work in Germany/Europe?**

* **Purpose:** To evaluate motivation for relocation.
* **Best Answer Approach:**
  1. Express enthusiasm for the European tech scene.
  2. Mention career growth opportunities.
  3. Relate to company goals.
* **Sample Answer:**  
  “Europe has a strong tech ecosystem with a focus on innovation and collaboration. I’m excited about working in diverse teams and growing my skills in a global environment.”

**3. What are your strengths and weaknesses?**

* **Purpose:** To assess self-awareness.
* **Best Answer Approach:**
  1. Choose a relevant strength and provide an example.
  2. Choose a weakness and show how you are improving it.
* **Sample Answer:**  
  “One of my strengths is optimizing performance. At Wergonic, I improved load times by 18%. As for weaknesses, I used to struggle with saying no to additional tasks, but I’ve been improving by setting clear priorities.”

**4. Describe a challenging project you worked on.**

* **Purpose:** To assess problem-solving skills.
* **Best Answer Approach:**
  1. Describe the challenge.
  2. Explain your actions.
  3. Highlight the impact.
* **Sample Answer:**  
  “At Wergonic, slow queries were affecting UX. I optimized data fetching using caching and indexing, which reduced query times by 30%.”

**3. Behavioral STAR Questions (2 Questions)**

**1. Tell me about a time you solved a critical problem in a project.**

* **Purpose:** To assess problem-solving and critical thinking.
* **Best Answer Approach:**
  1. **Situation:** Explain the problem.
  2. **Task:** Describe your responsibility.
  3. **Action:** Detail the steps taken.
  4. **Result:** Show the impact.
* **Sample Answer:**  
  “At Wergonic, slow page loads were frustrating users. (Situation) I was responsible for frontend performance. (Task) I implemented lazy loading and optimized assets. (Action) As a result, load times improved by 18%. (Result)”

**2. Describe a situation where you had to collaborate with a difficult teammate.**

* **Purpose:** To evaluate teamwork and communication.
* **Best Answer Approach:**
  1. **Situation:** Explain the conflict.
  2. **Task:** Describe your role.
  3. **Action:** Detail how you resolved it.
  4. **Result:** Share the positive outcome.
* **Sample Answer:**  
  “During my contract at SoBiapi, a teammate resisted code reviews. (Situation) I encouraged one-on-one discussions. (Task) I explained the benefits of reviews and shared best practices. (Action) He eventually embraced reviews, improving team collaboration. (Result)”

**4. Questions to Ask the Recruiter (5 Questions)**

1. **What are the biggest challenges for this role?**  
   *Purpose:* To understand expectations and how Moussa can add value.
2. **How does the team collaborate (tools, meetings)?**  
   *Purpose:* To gauge team culture and workflow.
3. **What are the expectations in the first 3 months?**  
   *Purpose:* To prepare for onboarding.
4. **How does the company support employee growth?**  
   *Purpose:* To assess career development opportunities.
5. **What are the next steps in the hiring process?**  
   *Purpose:* To clarify the timeline and expectations.

**Essential tips for international developers preparing for their first interview with a European company**:

**1️ Research the Company & Role**

Read about the company’s mission, products, and tech stack.

Check the job description and understand how your experience aligns.

Look up the interviewer on LinkedIn to understand their background.

**2️ Prepare for Common Interview Structures**

**HR Screening:** Focus on motivation, salary expectations, and relocation.

**Technical Round:** Expect coding challenges, system design, or problem-solving.

**Behavioral Interview:** Use the STAR method to showcase past experiences.

**3️ Adapt Your Communication Style**

Be **concise and structured** in your answers. Avoid long, unclear explanations.

If English isn’t your first language, **practice speaking clearly and confidently**.

If unsure about a question, ask for clarification instead of guessing.

**4️ Understand European Work Culture**

Emphasize **teamwork and collaboration** (many companies prioritize this).

Show that you are **proactive and adaptable**—companies value independent problem-solving.

Work-life balance is important in many European companies; don't be afraid to ask about it.

**5️ Be Ready for Relocation & Visa Questions**

Companies might ask if you need visa sponsorship—be honest and informed about the process.

Show that you're **open to relocation timelines** and **willing to adapt** to a new country.

**6️ Showcase Transferable Skills**

European companies often look for **soft skills** like adaptability, teamwork, and problem-solving.

Highlight **remote collaboration experience** if you’ve worked with global teams.

**7️ Practice Live Coding & System Design**

If a **coding test** is part of the process, practice **solving problems while explaining your thought process**.

For **system design interviews**, focus on scalability, security, and best practices.

**8️ Follow Up After the Interview**

Send a **thank-you email** within 24 hours, reinforcing your enthusiasm.

If feedback isn’t provided after a few days, politely follow up.

\*\*\* It is absolutely acceptable for candidates to ask questions related to salary, benefits, working hours, environment, and holidays**, especially during later stages of the interview process – which is always the best.** It's important to ensure that expectations align for both parties. Here are some questions that would be appropriate to ask recruiters:

1. **Salary:**
   * "Could you provide more details about the salary range for this role?"
   * "How does the company approach salary reviews and adjustments over time?"
2. **Benefits:**
   * "What benefits does the company offer, such as health insurance, retirement plans, or wellness programs?"
   * "Are there any additional perks or incentives, such as professional development opportunities or bonuses?"
3. **Working Hours and Flexibility:**
   * "What are the typical working hours, and is there flexibility in terms of remote work or flexible hours?"
   * "Does the company have a policy for overtime or working outside regular hours?"
4. **Environment:**
   * "Can you describe the company’s work environment and how teams collaborate, especially with remote work?"
   * "What tools or processes are in place to help support a healthy work-life balance?"
5. **Holidays:**
   * "How many paid vacation days or holidays does the company offer annually?"
   * "Are there any specific policies or support for taking time off during public holidays or for personal reasons?"

**When to Ask These Questions:**

* **Timing:** These questions are typically best asked later in the interview process, either during a second or final interview or after receiving a job offer. It is generally better not to focus too heavily on these aspects too early in the interview, as it might make you appear more concerned about benefits than about the role itself.
* **Tone:** Ask these questions in a positive, open-ended way to show you're evaluating the role and the company's fit for you.
* **Why It's Okay to Ask:** Asking about these areas shows that you're thoughtful about your professional and personal balance, which is important for long-term job satisfaction. It helps avoid any misunderstandings down the line about what the company offers.

Extra material:  
  
<https://www.linkedin.com/posts/marisa-veiga-lobato-schlereth_developers-europe-coding-activity-7259918193572364289-4rVb/?utm_source=share&utm_medium=member_desktop>  
  
CV & LKDIN review:  
Take a moment to check out our [**CV**](https://docs.google.com/document/d/1jvhWRsOojlzPMWq3try9jXf_yairjfz0OF2dTHhKGvM/edit?usp=sharing)**and**[**LinkedIn**](https://docs.google.com/document/d/1sRlQPRlN37xmewuwHaJH4BI82chh1KMywWwocPoA8AI/edit?usp=sharing)**guidance** and review the **CV templates** available in our [**Resource Center**](https://joinimagine.notion.site/Imagine-Resource-Center-Open-Source-ce18db9649d049269afa4b3421233e68).  
  
Joseph’s profile  
<https://www.linkedin.com/in/joseph-olugbohunmi/>

Bassem’s profile

<https://www.linkedin.com/in/bassem-mohamed/>

Methods:  
<https://www.linkedin.com/posts/marisa-veiga-lobato-schlereth_cv-interviews-market-activity-7252960961282629632-o0wO?utm_source=share&utm_medium=member_desktop>

Quantifiers:  
  
<https://joinimagine.notion.site/The-importance-of-quantifiers-and-how-to-use-them-on-your-CV-02c647c7019a4e489fe53d2c5bc3636b>  
  
Some more tips for developers related to the additional considerations for roles in Germany or Europe:

**1. Technical Skills & Frameworks**

* **Stay Up-to-Date with Key Technologies**: German tech companies often value candidates who stay current with industry trends and updates. Regularly improve your proficiency in tools and frameworks commonly used in Germany, such as **React**, **Angular**, **Node.js**, **TypeScript**, **Java**, **Vue.js**, and **Docker**. Join communities, read documentation, and contribute to open-source projects to keep your skills sharp.
* **Understand the Full Tech Stack**: While you may specialize in one area (e.g., front-end), be ready to discuss how you integrate with back-end systems or APIs. Employers in Germany value well-rounded developers who understand the full development lifecycle and how different components interact, especially in full-stack or agile environments.
* **Prepare for In-Depth Technical Interviews**: Be ready to dive into technical questions that might include solving coding problems on the spot, explaining your approach to debugging, or discussing how you would optimize a system using the specific tools or frameworks listed in the job description.
* **Code Quality and Best Practices**: In Germany, there’s a strong emphasis on clean, maintainable code. Be prepared to demonstrate how you write modular, reusable code and adhere to best practices like **unit testing**, **CI/CD pipelines**, and **version control** (e.g., Git).

**2. Cultural Fit and Work Environment**

* **Work-Life Balance**: Germany is known for its focus on work-life balance, so it's important to convey that you understand and respect this. Be ready to share how you manage your time, avoid burnout, and balance personal and professional life. This could be especially important if you're considering roles in companies that offer flexible working hours or remote options.
* **Collaboration and Communication**: The German work culture places a strong emphasis on clear communication, directness, and transparency. Demonstrate your ability to work collaboratively, especially in remote or international teams. For example, highlight how you've successfully collaborated with diverse teams in the past and how you ensure everyone is aligned, even in remote or hybrid settings.
* **Problem-Solving Mindset**: Employers in Germany appreciate developers who are not only technically skilled but also bring a solution-oriented approach to challenges. Emphasize your experience working independently, but also your willingness to ask for help and collaborate when necessary. Showcase your ability to discuss issues openly and constructively with team members.
* **Adaptability**: Companies may want to know that you're adaptable in a fast-paced, ever-changing work environment. You could share examples of how you’ve adapted to new technologies, frameworks, or business priorities in the past.

**3. German Language Proficiency**

* **Learn Basic German**: While many tech companies in Germany operate in English, it’s still beneficial to learn basic German, especially if you plan to work in a local team or with clients who primarily speak German. Even if you're not fluent, demonstrating that you’re actively learning the language can show initiative and cultural awareness.
* **Understand the Business Context**: Depending on the role, you might need to communicate with local clients or stakeholders in German. If the role requires German proficiency, be clear about your level of fluency and how comfortable you are with technical and business language in German. Prepare by practicing technical terms in German to increase your comfort with them.
* **Highlight International Experience**: If you’ve worked in international teams, share how you've managed language barriers. Emphasize your ability to communicate complex technical concepts in English, and how you've ensured understanding with colleagues who may not be as fluent in English.
* **Improve Technical German**: If your role demands some fluency in German, consider focusing on **technical German vocabulary**, as this will help you understand documentation, communicate in team meetings, and assist with debugging and collaborating on code.

**Bonus Tips:**

* **Emphasize Soft Skills**: In Germany, soft skills such as attention to detail, punctuality, and responsibility are highly valued. Demonstrating your reliability, ability to meet deadlines, and willingness to receive and give constructive feedback will help show that you’re a strong cultural fit.
* **Show Interest in the Company’s Mission and Values**: German companies appreciate candidates who align with their values and mission. Make sure to research the company's core values and goals, and show how your personal and professional values align with them.

By focusing on these areas, you’ll present yourself as a well-rounded candidate who not only has strong technical expertise but also understands the importance of adapting to the work culture in Germany or in Europe.  
  
**🛎️** [**Mock Interview Preparation**](https://docs.google.com/document/d/14Mgr-cv6gXPk2yi2yH98QRsmIWnqUgEsXr1UfzZVBI4/edit?usp=sharing)