

## **Areas of Evaluation and Running Order for interview:**

1. Teamwork
2. Technical ability
3. Results achieved
4. Closing Questions

## **Teamwork / Leadership based questions**

Don't jump straight into technical questions. Let the candidate open up about more general areas of working with others first.

1. Tell me about a time that you had to collaborate with other people on your team or other teams to solve a complicated problem.
2. Tell me about a time when you saw a peer struggling and decided to step in and help.
3. How do you work independently and as part of a team? Which do you prefer?
4. How do you explain technical challenges to stakeholders who do not have technical knowledge or backgrounds?
  - a. Follow-up question: How would you describe an API to someone who knew nothing about programming?
5. Describe the process your team currently implements for completing projects. What works well? What would you change and why?
6. How comfortable do you feel reviewing code written by others? What process do you follow when reviewing someone else's code?
7. What role do you feel user experience plays in software design?
8. Whether you have worked as a team member or a team leader, motivating others is extremely important. What strategies would you use to motivate your team or colleagues?
9. Have you ever found it difficult to work with a manager or other team members?
  - a. Follow-up question: And how did you handle it? overcome it?

# Technical Ability

1. Describe your proficiency of multiple programming languages
2. What is “Agile” software development and what are your thoughts on it?
  - a. Follow-up question: your thoughts on Scrum vs Kanban and when to apply one or the other?
3. What differentiates a good software engineer from a great one?
4. Describe what you believe are the key principles of software engineering.
5. What are your thoughts on software testing?
  - a. Follow-up question: How do you test your code to ensure it's error-free?
6. Describe a difficult bug you were tasked with fixing in a large application. How did you debug the issue?
7. How would you go about designing a scalable application?
8. How do you come up with Estimates?
9. Think about the most challenging piece of code you've ever written. Tell me about the project. Why was it so challenging for you and what did you learn from the experience?
10. What are your most used design patterns and in what contexts do you use them?
11. How much are you coding on a daily basis? If you do not code on a daily basis, what is typical in your role?
12. What are the most important things a software engineer needs to know about when working with data?
13. What is the role of continuous integration systems in the automated-build process? Benefits? Any issues with it? What experience do you have with it?
14. What would you do if you were asked to perform a task and weren't sure how to complete it?
15. What was your specific role and responsibilities on the most recent project you worked on?

## Results Achieved

1. Describe the last project you worked on, including any obstacles and your contributions to its success
2. Tell me about a time when you not only met a goal but considerably exceeded expectations.
  - a. Follow-up question: Tell me about a time when you went above and beyond your expected tasks while working on a project. *[Interviewer note: This can highlight good and bad situations. People likely to push hard and burn out]*
3. How do you determine a project's success?
4. What is the project you are most proud of, and how did you contribute to it?
5. Talk about a time you had a project fail. How did you handle it?

## Closing Questions

1. Why should we hire you as a software engineer on our team?
2. What are your favorite software engineering / technical books and why?
3. How do you stay up-to-date on industry trends and innovations?
4. What is one professional goal you have that you are currently working to achieve?
5. What aspect of our company, product or team interests you most?
6. Do you have any questions about the job?