**I. About You & Your Motivation for BP/The Role**

These questions assess your fit for BP's culture and your understanding of the role.

1. **"Tell me about yourself and what led you to apply for this Senior SDET role at BP Malaysia."**
   * **Tip:** This is your elevator pitch. Start with your current role and responsibilities, highlight your 8+ years of SDET experience (JavaScript/TypeScript), mention your passion for quality and automation, and connect it directly to BP's tech vision and this specific role's responsibilities (e.g., leading a squad, driving test strategy, DevOps).
2. **"What do you know about BP's Technology organization and its approach to software development and testing?"**
   * **Tip:** Show you've read the JD and researched BP. Mention their use of native AWS/Azure, serverless, empowerment of engineers, and the "you build it, you run it" (DevOps) philosophy.
3. **"What excites you most about working as a Senior SDET for BP in the energy sector, particularly in Malaysia?"**
   * **Tip:** Connect your aspirations to BP's purpose. Discuss the scale, impact, and challenges of developing technology for a global energy company. If you have any connection to Malaysia or the region, mention it.
4. **"How do your personal values align with BP's beliefs (Live our purpose, Play to win, Care for others) and behaviors (Safety, Excellence, One Team, Courage, Respect)?"**
   * **Tip:** Be prepared with a specific example for at least one of these values/behaviors. For instance, for "Excellence," you could describe a time you drove a significant improvement in testing processes. For "One Team," a time you collaborated effectively across disciplines.

**II. Technical & Methodological Expertise (SDET Specific)**

These questions directly probe your skills listed in the "You will have" section. Be ready to provide concrete examples.

1. **"You're skilled in JavaScript or TypeScript with 8+ years of SDET experience. Can you describe a complex test automation framework you've designed and maintained, outlining the tools and technologies you utilized?"**
   * **STAR:** Focus on the framework's architecture, challenges in its design, your specific contributions (coding in JS/TS), the tools used (Playwright, Selenium, Cypress, Rest Assured, Appium, JMeter, K6 as mentioned in JD), and the measurable benefits achieved (reduced testing time, improved coverage).
2. **"The JD mentions designing testing strategies and integrating testing into the development process. Can you walk me through your approach to integrating quality assurance into a CI/CD pipeline, from commit to deployment?"**
   * **STAR:** Describe a scenario where you implemented or significantly improved CI/CD integration. Talk about unit tests, integration tests, API tests, UI tests, static code analysis, security scans, and how they ran automatically. Mention specific tools and pipelines (e.g., Jenkins, GitLab CI, Azure Pipelines).
3. **"We embrace DevOps: 'you build it, you run it.' Describe a time when you were responsible for supporting and maintaining software post-deployment, specifically how you monitored test environments or performance metrics."**
   * **STAR:** Discuss a situation where you had to troubleshoot a production issue related to quality. Explain how you used tools like AWS CloudWatch, Azure Monitor (as mentioned), or similar, to identify the root cause, verify fixes, and ensure stability.
4. **"BP uses native AWS and Azure services. Can you discuss your experience with cloud services relevant to testing, such as virtual machines, containerization (Docker, Kubernetes), or serverless architectures?"**
   * **STAR:** Give examples of how you've leveraged these in your testing efforts. Perhaps you've set up test environments using Docker containers, deployed test services on serverless functions, or managed VMs for specific testing needs.
5. **"You'll be leading efforts to optimize testing processes and frameworks. Tell me about a time you drove a continuous improvement initiative within a QA team, what challenges you faced, and the impact it had."**
   * **STAR:** This is a key leadership question. Focus on identifying inefficiencies, proposing solutions, influencing stakeholders, implementing changes, and the measurable positive outcomes (e.g., faster feedback loops, reduced defect escape, increased automation percentage).
6. **"Mobile automation is a strong emphasis. Can you describe your experience with mobile automation frameworks like Appium, and how you approach testing on simulators/emulators versus real devices?"**
   * **STAR:** Share a project where you implemented or managed mobile test automation. Discuss the challenges of mobile testing, your strategy for coverage (native, hybrid apps), and your experience with cloud-based mobile testing services (Browser Stack, Sauce Labs, AWS Device Farm).
7. **"How do you approach planning and implementing comprehensive testing for new and existing functionality, including various types like regression, functional, non-functional (load/performance, security, pen), and data validation?"**
   * **Tip:** This is a broad question; give a high-level overview of your process. Emphasize early involvement, risk-based testing, test case design (traceability to requirements), test data management, and the rationale behind choosing specific test types.
8. **"Can you provide an example of when you had to conduct exploratory testing and risk analysis for a complex feature that spanned across platforms or teams?"**
   * **STAR:** Describe a scenario where formal test cases might not have been enough. Highlight your critical thinking, ability to uncover hidden issues, and collaboration with multiple teams to assess and mitigate risks.
9. **"The JD mentions researching and recommending new testing technologies and practices, such as incorporating machine learning. What emerging trends or technologies in SDET are you most interested in, and how do you envision them benefiting BP?"**
   * **Tip:** This is about your forward-thinking. Discuss AI/ML in testing (e.g., intelligent test case generation, anomaly detection, predictive analytics), intelligent test data management, or other advancements.

**III. Leadership & Collaboration Skills**

As a Senior SDET, leadership and influence are critical.

1. **"As a Senior SDET, you'll 'lead a squad of SDET in crafting, developing, and delivering high-quality results.' Describe your leadership style and how you would mentor and guide a team of SDETs."**
   * **Tip:** Talk about empowering your team, fostering a culture of quality, providing technical guidance, facilitating knowledge sharing, and promoting continuous learning. Give an example of a time you successfully mentored a team member.
2. **"You'll work closely with diverse stakeholders (product management, UX, data scientists, business partners). Tell me about a time you had to influence others to prioritize quality in software development processes, especially those not directly in QA."**
   * **STAR:** This is about your communication and persuasion skills. Describe a situation where you had to advocate for testing, explain the risks of cutting corners, and successfully convinced others to invest in quality.
3. **"Describe a situation where you had to analyze a complex problem, identify the root cause, and develop creative and effective solutions. How did you communicate your findings and recommendations to different audiences (peers, senior leaders)?"**
   * **STAR:** Pick a truly complex technical problem. Detail your analytical process, how you narrowed down the root cause, the creative solution you proposed/implemented, and how you tailored your communication for technical vs. non-technical audiences.
4. **"How do you handle situations where there's a strong disagreement about testing scope or quality gates, particularly when faced with tight deadlines?"**
   * **STAR:** Show your ability to negotiate, present data, articulate risks, and find pragmatic solutions that balance quality and delivery speed.

**IV. Behavioral & Problem-Solving (General but Crucial)**

These reinforce your soft skills.

1. **"Tell me about a time you received constructive feedback. How did you react, and what did you do with that feedback?"**
   * **STAR:** Show your openness to learning and self-improvement.
2. **"Describe a project where you faced a significant setback or failure. What did you learn from it, and how did you apply those learnings in a subsequent project?"**
   * **STAR:** Demonstrate resilience and a growth mindset.
3. **"How do you stay current with the latest testing methodologies, tools, and technologies?"**
   * **Tip:** Mention conferences, online courses, blogs, communities, personal projects, etc.
4. **"Tell me about a time when you had to manage multiple priorities and deadlines. How did you organize your work to ensure everything was completed effectively?"**
   * **STAR:** Highlight your organizational and prioritization skills.

**Preparing for Your HireVue Interview:**

* **Record Yourself:** Seriously, practice answering these questions while recording yourself on your webcam. Pay attention to eye contact, clear articulation, confidence, and pacing.
* **Time Your Answers:** HireVue often has time limits per question (e.g., 2-3 minutes). Practice being concise but thorough.
* **Use the STAR Method Consistently:** For behavioral questions, don't just tell them what you *would* do; tell them what you *have done*.
* **Research BP Further:** Look at their recent annual reports, sustainability goals, and any news specifically about their technology initiatives.

Good luck! This role sounds challenging and rewarding. Prepare well, and you'll shine