Recently I was asked about how to interview a D365FO technical person/X++ developer, so I decided to write this article to share my experience.

**Types of D365FO projects**

First of all, there are multiple project types for D365FO, and they provide quite different requirements for people managing them. I can outline the following types:

**ISV solution development**: Usually, they are quite separate from the standard functionality; you design your own set of objects and abstractions. The good side is often no budget pressure; you may design a good solution, but the cons are that your knowledge will have minimal market value outside the current company.

**Support**: When you support one or multiple clients for an already working system. At the start, it will be a stressful work, users usually send you a screenshot with red text when the key information is missing. If you manage to find someone to show you the problem, it is already 90% of success. However, during some period, you find people who can help, learn the key processes, how to test them and this will be quite enjoyable work, a lot of thanks from the end-users.

**Large projects that are about to fail**: That is quite an interesting type of project, with a huge budget, often the implementation team has more than 30 people, inefficient processes, a lot of meetings with using “Agile” terminology. From my experience, such projects usually reach a stage that consumes all the budget/time, then the client changes the implementation partner, and after some time, the team finally delivers something. For tech. It is essential to consider the stage at which you join this project. It is pretty good at the beginning, plus you have direct access to Microsoft architects and can learn and try some new technologies.

**Implementation consulting project**: That is probably the most typical project type, the team has some scope, budget and the final result should be a running system that gives some value to end users. Such projects are always complex and challenging, as usually several different companies fight for it and you don’t have much reserve in budget.

All my questions will be related to interviewing a person for these **Implementation projects,** all other types may have different requirements. Most of the questions will be for a mid-developer level, for the senior level I mark it with a Senior tag. I will also use a new ChatGPT5 model to answer these questions and evaluate the result of these answers

**Category 1: Project Experience & Development Methodology**

**Question 1.1**: Walk me through your role on a recent, challenging D365 F&O project. What was the development workflow from requirement to deployment? What was your role? Did you interact with 3party, Microsoft?

**Question 1.2:** When you conduct a code review, what are the top 3-5 things you consistently look for?

**Question 1.3(Senior):** Describe the branching and merging strategy (e.g., Git, TFS) you have used. Why was that strategy chosen for your project? What is the purpose of the strategy? Cherry-picking pros/cons.

**Question 1.4(Senior):** Have you had experience mentoring junior developers? Do you want to do this? How do you approach knowledge transfer and coaching?

**Category 2: Technical Architecture & Design Patterns**

These are probably the most important questions as they show how the person be able to handle real-life tasks

**Question 2.1:** Explain the structure of financial dimensions in D365 F&O(e.g. Default dimensions, Default account, Ledger account)

**Question 2.2:** Compare and contrast the technical implementation of inventory dimensions in a pre-WHS setup versus a WHS-enabled one in D365 F&O. How would you programmatically get available on-hand inventory in both scenarios?

**Category 2: Technical Architecture & Design Patterns**

* **Question 5:** Explain the evolution and key technical differences of financial dimensions between AX 2012 and D365 F&O. What is the impact of this on development?
  + *What to look for: Mention of dimension storage, DimensionAttributeValueSet tables, and the shift away from the legacy dimension framework. This shows deep architectural knowledge.*
* **Question 6:** Compare and contrast the technical implementation of inventory dimensions in a pre-WHS setup versus a WHS-enabled one in D365 F&O. How would you programmatically get available on-hand inventory in both scenarios?
  + *What to look for: Knowledge of InventSum vs. WHSInventReserve. They should explain why directly querying InventSum is risky and mention the correct APIs or classes to use.*
* **Question 7:** Compare the **SysOperation** and **RunBase** frameworks. Provide a specific example where you chose SysOperation over RunBase and explain your reasoning.
  + *What to look for: Understanding of batch processing, separation of logic (UI, controller, service), and the benefits of SysOperation (reliability, async execution, better UI). Bonus points for mentioning SysOperation's support for data contracts.*
* **Question 8:** When should you use **Chain of Command (CoC)**, and when might an **event handler** be a better choice? Can you describe a situation where you might still need to consider an overlayer?
  + *What to look for: Deep understanding of the extensibility framework. The candidate should articulate the pros and cons of each method. A mature answer will acknowledge that overlayering is almost never the answer but might be unavoidable for very specific core object changes (and should be heavily documented and isolated).*

**Category 3: Integration & Data Management**

* **Question 9:** Describe an integration you have built for D365 F&O. What technology and pattern (e.g., OData, Custom API, Business Events, Data Management Framework) did you use, and why was it the right choice for that requirement?
  + *What to look for: Ability to choose the right tool for the job based on volume, direction (inbound/outbound), and real-time vs. batch needs.*
* **Question 10:** Have you worked with **Dual-write** or **Dataverse (formerly Common Data Service)**? Explain a scenario where this technology would be a powerful solution.
  + *What to look for: Awareness of the broader Microsoft ecosystem. They should understand the concept of tightly coupling F&O data with the Power Platform for use in Power Apps, Power Automate, etc.*
* **Question 11:** What is the purpose of the RecVersion field, and why is it critical for the Optimistic Concurrency Control (OCC) framework?
  + *What to look for: A clear explanation that it's used to prevent users from overwriting each other's changes by checking if the record has been modified since it was read.*

**Category 4: Performance, Troubleshooting & LCS**

* **Question 12:** A user reports that "the system is slow." What is your step-by-step methodology to diagnose the root cause? What tools within D365 F&O and LCS would you use?
  + *What to look for: A structured approach. They should mention the Performance Timer, Trace Parser, and monitoring tools in LCS (like SQL Insights). A great answer starts with asking clarifying questions to narrow down the problem (e.g., "Which form? For all users? At what time of day?").*
* **Question 13:** Explain what **SQL parameter sniffing** is. Describe a real-world example where you identified and resolved this issue in D365 F&O.
  + *What to look for: A clear definition (SQL Server reusing a cached query plan that is inefficient for current parameters) and a practical solution (e.g., using option(recompile), slightly modifying the query, or updating statistics).*
* **Question 14:** Have you used **d365fo.tools** or other PowerShell scripts for automation? If so, what tasks did you automate?
  + *What to look for: Experience with DevOps and automation for tasks like model builds, database refreshes, or deployments. It shows a desire for efficiency.*

**Category 5: Scenario-Based Problem Solving**

* **Question 15 (Scenario - Unchanged, it's an excellent question):**
  + **Background:** A client has a very large central warehouse (100k+ transactions/day). They want to pilot a network of smaller regional warehouses (600 orders/day). Item data must be shared, but orders and inventory must be separate. The client suggests using XDS.
  + **Your Task:**
    1. Critique the client's suggestion of using **XDS**. What are the performance and maintenance risks?
    2. Propose and compare **alternative solutions** (e.g., separate Legal Entities, Sites with different Warehouses, Security Scopes).
    3. Provide a high-level list of tasks to deliver the pilot. What are the biggest unknowns you need to clarify?
  + *What to look for: A mature analysis of XDS (powerful but risky for high-volume transactional tables). The candidate should demonstrate business acumen by proposing standard features first. Their task list should include analysis, design, configuration, development, and testing phases. The questions they ask are as important as the answers they give.*