Interview Questions

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- Hiring Manager:
  - How many direct reports do you have? Is this typical at this company?
  - How often do you meet with each direct report? For how long?
  - What is your background? How did you get to the role that you're in?
  - What values and core-competencies do you seek in a member of your team?
  - Would you prefer a 10x engineer who is resistant to change and hard to get along with or a 1x engineer who is eager to learn and easy to get along with?
  - What is the average tenure on your team?
  - Typically how much experience does one have to be at each of the following roles: entry, senior, staff?
  - Are dev environments standardized/forced? E.g. Everyone has to use Win11, Ubuntu, etc.? Or can I choose my own environment?
  - In-person, hybrid, or remote?
  - What, if any, team-building activities have you done?

- Dev
  - Do you have any input on expected timelines for deliverables? How often would you say the expected timeline is reasonable to achieve?
  - Take me through the lifecycle of a bugfix/feature request. Include details on how the code review looks.
    * How many required/optional reviewers per PR?
    * CI/CD Pipeline?
    * Unit tests?
    * Code Coverage?
    * Code Formatting?
    * Typical time betwen PR open and merge?
    *
  - What is the largest bug that's been discovered while you've been at the company? What was the fallout: How did responsible party's (X) manager react? Is X still at the company? Was anyone recalled from vacation?
  - Are dev environments standardized/forced? E.g. Everyone has to use Win11, Ubuntu, etc.? Or can I choose my own environment?
  - Do you feel the desire to bring a work computer with you on vacation?
  - How many hours per week are you in meetings? Do you think the company/team would be better served to have more or less meetings?
  - Do you spend time with any coworkers outside of work? Is this a personal choice or standard for the company?
  - What tools do you use?
    * Version Control: Git, SVN, Perforce, BitBucket?
    * Build tools: Cmake, Makefiles, IDE-Specific (e.g. ewarm/iar)?
    * Compilers: GCC, Clang, MSVC, other?
    * Preferred scripting languages: Python, Bash, Batch, other?

* Which architecture do you compile for? x86, arm, riscv?
- What % of your time is dedicated to each of the following tasks?
    * Implementing/debugging new features/drivers
    * Writing bugfixes
    * Refactoring
    * Testing existing functionality
    * Documentation
    * Code Review
    * Meetings
    * Other that you feel is non-negligible. What is it?

- HR

  - In-person, hybrid, or remote?
  - Am I able to view the benefits package before accepting any pending offer?
  - Expected start date range?
  - Am I able to talk to HR about troubles/concerns I have without things becoming public/political?

- Cross-Functional

  - How much time do you spend in meetings?
  - If you have a feature request or find a bug in the code, how do you relay that to the dev team? How long do things typically take to get fixed or implemented?
  - If you had to summarize your relationship to the development team in one word, what would that be?

- Startup-Specific

  - How does the pay structure look? Has your company ever had to delay payment? If so, for how long and was full payment received as stated in your original contract?
  - How many employees do you have? Roughly how many in each of the following areas: HW, SW, Mech, Test, Mgr, HR, Marketing, other?
  - What are your short-term and long-term major milestone goals? How likely are you to hit them as things stand currently?
  - Is the vision of the founders/execs to be acquired or to sustain a company in the long-term?
  - Full-time, part-time, or contract?

- Big Company-Specific

  - Is it common to see people changing teams if, for some reason, their current team is not a good fit?
  - What level does one need to be at in order to have input to project scope, timelines, etc.?
  - Is your team distributed or largely in one location?
  - What is one thing you think this company excels at? One thing this company could improve upon?
  - How many people per year, do you think, leave your team?
  - How does this team compare other teams/companies you've worked for in the past? Both professionally and personally?
  - Are bugs usually assigned to the original developer or whoever has bandwidth?
  - Who at the company do you wish you had more access to? How could that be improved?
  - How do you show what value-add you have to the team/company? Is it based on number of bugs closed, lines contributed/deleted, major milestones achieved, etc.?
  - Do you feel like your EOY review is based entirely on things within your control, or does it depend on team/product/company performance?