Questions for INSERT Company Name Here :

1. **Company Culture Questions:**

Is the dress policy business casual, business professional?

How did the company respond to COVID-19? What measures were taken?

What kind of financial impact did COVID-19 have on the company?

What was the work from home policy in IT prior to COVID-19 and what are the plans going forward?

What community service projects are the company or company employees engaged in?

Why is this position open? Is this a new position? Am I replacing someone, or is this an additional role that has been created?

1. **Benefits questions:**

What is the typical vacation and sick/personal time policy at the company for this role and experience level?

What is the 401K matching like at this company?

Can I see insurance cost information?

1. **Team environment questions**

How many people are in IT in general and on the specific team I would interact with?

How long have those employees been in their roles?

Could you describe the interaction and collaboration between the team members?

Do the roles here tend to be cross functional, providing the opportunity to learn from other employees in other areas, even when they aren’t on your same team?

What is the on call situation like? Is there a rotation? How does that work? How many calls should I expect when on call?

With respect to training and learning, some companies leave that entirely up to the employee, some companies do strictly internal, employee to employee training, and some pay for employees to attend training. Where does INSERT COMPANY NAME HERE fall in that spectrum?

What training activities, such as conferences or PASS meetings, have IT employees been to in the last several years?

What is work/life balance like? How many hours a week should I anticipate working? If I end up putting in extra hours one day, can I take off early or come in late at a later time?

What would my work hours be?

1. **Technical Environment Questions**
2. General Environment Questions

How many SQL Server instances are there? Largest database size?

What versions and editions of SQL Server are in use and what is the percentage breakdown of those versions and editions?

Is the IT environment using physical servers, private cloud (VMware/Hyper-V), public cloud or a combination of these?

How often are Windows updates and SQL Server updates/service packs applied?

If the environment is physical, about how often is the SQL Server hardware replaced?

Can you describe the development or sandbox area for testing new technologies?

How does the company handle routine database maintenance like indexes and DBCC Checks?

1. Security and Compliance Related Questions

What are the security practices like?

Who has access to the databases and what type of access do they have?

What type of auditing tools are there to maintain compliance? SQL Server Audit, Idera compliance tools, DLM Dashboard?

Does the company have to comply with any industry specific standards for database access or security? (SOX, PCI, etc.)

1. Automation and change management

What automation processes are in place? For example, are SQL Server installs automated or is there much use of PowerShell or Python to automate tasks?

What kind of CI/CD pipeline is there for automation of SQL changes?

What is the change management/ software development and rollout process like?

How often are changes pushed into production?

1. HA/DR Questions

What high availability technologies are in place?

What disaster recovery technologies or processes are in place?

If cloud is in use, are the SQL Servers set up as multi-AZ?

1. Monitoring Related Questions

Is there any 3rd party monitoring software in place for either the databases and machines themselves or for the application? (SentryOne, Spotlight, SQL Diagnostic Manager, AppDynamics, DynaTrace?)

How does someone know when there is a problem?

What is done right now to collect a baseline of application/SQL Server performance? (Perfmon, Wait Stats collection and analysis, 3rd Party tools?)

1. Wrap-up Questions

Based on the interview so far, do you have any concerns or further questions about my experience that I could answer?

What are next steps?