Questions for <INSERT COMPANY NAME HERE>

**Round 1 – first Interview questions when talking to HR**

1. **Company Culture Questions:**

Why is this position open? Is this a new position or am I replacing someone?

What do you like best about working at <INSERT COMPANY NAME>?

How is the company engaged in the community?

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 percentage and when is it fully vested?

Is there a yearly company bonus? If so, how is that calculated, how much is it typically?

**Round 2 – second and subsequent Interview questions when talking to the hiring manager or the team members**

1. **Team environment and general job role questions**

How many people are on the specific team this role is hiring for?

What is the average tenure of the people in those roles?

What is the on-boarding process like? What kind of documentation is in place to help get new team members up to speed on important processes and guidelines for their day to day work? Will existing team members have time and willingness to answer questions or do people typically need to figure things out on their own?

Is their already existing documentation in something like Confluence?

What software is used to managed day to day work and projects? ServiceNow, Jira, Azure DevOps? Something else?

Does this team use version control of any kind? If so, what is it?

How much raw development work is typical? Will the person in this role be writing a lot of T-SQL to support new work?

What is the general feeling about change control for databases? Is there a tendency toward being very slow and cautious about changes to the systems?

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? Is there any particular time zone I’ll need to synchronize with?

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 for things 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, other?

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

1. Automation and change management

If a DBA wanted to make a change to a production server, like changing settings related to parallelism or making index changes, what would that process involve?

What is the change management/software development and roll-out process like?

How often are changes pushed into production?

What automation processes are in place? For example, are SQL Server installs automated? If yes, how are they automated?

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

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?) Is there any reliance on home-grown monitoring mechanisms? How and where are performance metrics for individual queries captured?

How does someone know when there is a problem?

What is done 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 further questions about my experience that I could answer?

What are next steps?