Who Technical Leads:

* Technical Leads (or Tech Leads) are responsible **for managing a team** of engineers and providing **support with programming issues**.
* They also **review code** and **take accountability for delivering high-quality technical projects**.
* They’re both **responsible for delegating tasks**, motivating their team members and **managing projects end-to-end**.
* Tech Leads who put in the effort to deal with complex coding projects will add value to your company.
* Their role is to deliver successful technical solutions and they set an example for their team.

Operational and Situational questions

1. What advice would you give to a new team member to make sure they onboard well?

**11 tips you can give to new employees**

* Learn about the work environment. ...
* Spend time with other employees. ...
* Make a strong first impression. ...
* Participate in meetings. ...
* Offer to help others. ...
* Set boundaries. ...
* Take notes. ...
* Practice good time management.

1. If you felt one developer on your team would be a better fit on another team, who would you discuss a potential transfer with first?

I would first discuss it with the developer in question to understand their perspective and feelings about a potential move. If they are open to the idea, I would then approach the other team's lead and HR to discuss the possibility.

Managers should encourage them. The ideal manager should be a partner to employees, not someone to hide from. Interest in working elsewhere within the company should never be a dirty secret or interpreted as a critique of a manager’s leadership style.

1. The deadline on a big project was just moved up. How would you motivate your team to be more productive under the earlier deadline?

If you want your team to respect deadlines, communicate them **clearly, concisely, and consistently.**

**Break Down Projects into Smaller Tasks**

Large projects can be daunting and overwhelming, leading to procrastination. To avoid this, break down the project into smaller tasks that can be completed more easily.

**Hold Team Members Accountable**

When someone on your team constantly misses deadlines, it’s important to hold them accountable. This can be done by setting up a meeting to discuss the issue and come up with a plan to improve their performance.

**Create a Schedule or Timeline**

Creating a schedule or timeline for a project can help ensure that deadlines are met. This is because it provides a visual representation of what needs to be done and when it needs to be done.

1. Your team members suggest that new hardware would help them increase their performance. How do you respond, and how would assess their request? If necessary, how would you negotiate for new software/hardware with the [IT Manager](https://resources.workable.com/it-manager-job-description)?

I would ask the team members to provide specific details on how the new hardware would improve performance. After evaluating the cost and potential benefits, I would discuss the request with the IT Manager and other relevant stakeholders.

**Role-specific questions**

1. What are the first things you do when reviewing someone else’s code? What tools do you use to test code quality?

**In doing a code review, you should make sure that:**

* The code is well-designed.
* The functionality is good for the users of the code.
* Any UI changes are sensible and look good.
* Any parallel programming is done safely.
* The code isn't more complex than it needs to be.
* Are correct naming conventions followed?
* Does the code follow DRY principles (i.e., it doesn’t repeat itself)?
* Are new files and folders named appropriately?
* Does the code have error handling?
* Is the code written in a style that’s similar to any other code within the same project?

1. Are you familiar with IT help desk software? How are these types of software used to monitor and improve remote systems?
2. What research methods do you use to design a new software system? What steps do you follow before deployment?
3. How can you debug a program while it’s being used?
4. What’s your favorite programming language and why? What features (if any) would you like to add to this language?

**Behavioral questions**

1. Have you implemented significant improvements to an IT infrastructure? What were they?
2. Describe a successful project you’ve recently worked on. Who was on the team, and what was your contribution?
3. How do you manage conflicts on a team?

**Speak to Team Members Individually**

Start by having an informal one-on-one with each team member involved in the conflict. This way you can hear people's concerns in a safe, confidential setting. In these meetings:

**Bring People Together**

Once you've got a better understanding of the conflict and everyone's perspectives, it's time to bring the relevant parties together and act as a moderator.

1. In the past, what did you do to ensure you meet deadlines for challenging projects?

 [Communicate a clear deadline](https://fellow.app/blog/productivity/how-to-meet-deadlines-without-over-stressing-yourself/" \l "Communicate)

Make sure that a clear deadline has been communicated. Whether it’s in a [team meeting](https://fellow.app/blog/meetings/weekly-team-meeting-agenda-templates/), [one-on-one meeting](https://fellow.app/blog/meetings/one-on-one-meeting-definitive-guide/), or a [project kick-off](https://fellow.app/meeting-templates/project-kickoff-meeting-agenda/), it needs to be crystal clear when the project or action item is due.

In a different article by the [Harvard Business Review](https://hbr.org/2019/04/why-we-dont-ask-for-more-time-on-deadlines-but-probably-should), the importance of communicating a deadline is highlighted:

 [Break down the project](http://break/)

 [Have a start and completion date for each step](https://fellow.app/blog/productivity/how-to-meet-deadlines-without-over-stressing-yourself/" \l "have)

 [Block off time on your calendar](https://fellow.app/blog/productivity/how-to-meet-deadlines-without-over-stressing-yourself/" \l "block)

 [Focus on action (vs. motion)](https://fellow.app/blog/productivity/how-to-meet-deadlines-without-over-stressing-yourself/" \l "focus)

 [Communicate progress with your team](https://fellow.app/blog/productivity/how-to-meet-deadlines-without-over-stressing-yourself/" \l "progress)

 [Add a buffer time](https://fellow.app/blog/productivity/how-to-meet-deadlines-without-over-stressing-yourself/" \l "add)

 [Don’t overcommit](https://fellow.app/blog/productivity/how-to-meet-deadlines-without-over-stressing-yourself/#dont)

1. How do you keep current with technology trends? Are you currently working on any side projects?