Hello Ironhacker,

A job interview is not just an opportunity for the employer to evaluate your qualifications and fit for a particular role; it's also a chance for you, as the candidate, to gain valuable insights about the company, the position, and the work environment. Asking thoughtful questions during an interview not only demonstrates your genuine interest but also helps you gather crucial information to make an informed decision about your future.

In this document, we have compiled a comprehensive list of the most common questions you can ask an interviewer during a job interview. These questions are designed to provide you with a deeper understanding of the company, the role you are applying for, and the expectations that come with it. They can help you assess whether the position aligns with your career goals and whether the company's values and culture resonate with you.

Remember, an interview is a two-way conversation. Asking intelligent and well-prepared questions not only showcases your enthusiasm and engagement but also helps you stand out as a candidate.

As you review the questions provided, consider tailoring them to the specific industry, company, and role you are applying for. Customizing your questions will further demonstrate your dedication and research skills, leaving a lasting impression on the interviewer.

Kind regards,

Ironhack Careers Team 👩🏽‍💻👩🏼‍💻👩🏽‍💻

.

### a) Questions about the specific job

1. **What are your expectations for me in this role?**

* This question allows you to understand what the company is looking for in terms of your performance and contributions. This information helps you tailor your answers and highlight relevant skills and experiences during the interview process.

### **What would you say are the most important qualities you’re looking for in a person for this role?**

### A job description might list requirements or desired qualifications, but this question can open up the answer to revealing more about the role’s priorities. The team might be looking for somebody who will execute tasks or a self-starter who will bring fresh ideas to the table.

1. **What are the biggest challenges that I might face in this position?**

* This information will help you evaluate if you are prepared to handle those challenges and allows you to showcase relevant experiences or skills that demonstrate your ability to overcome them.

1. **Do you expect my main responsibilities in this position to change in the next six months to a year?**

* This question will help you understand the growth opportunities and potential for advancement in the role. This information allows you to assess if the position aligns with your long-term career goals.

1. **What’s the most important thing I should accomplish in the first 90 days?**

* This question will provide you clarity on the immediate expectations and priorities for the role. It helps you understand what the company considers to be a successful start and allows you to prepare accordingly.

1. **What’s the performance review process like here? How often would I be formally reviewed?**

* This question demonstrates your commitment to continuous improvement and growth within the organization.

1. **How will my success be measured?**

* This question helps you understand the specific metrics, goals, or criteria by which your performance will be evaluated. This information allows you to align your efforts with the company's expectations and deliver results that matter.

1. **What are the most immediate projects that I would take on?**

* Provides insight into the current priorities and initiatives within the organization. It helps you understand the immediate impact you can make in the role and allows you to prepare for those projects.

1. **How long before I will be… [meeting with clients, having responsibility for my own accounts, interacting with other departments, etc.]?**

* This information allows you to gauge the level of autonomy and responsibility you can expect in the position.

1. **What’s the salary range for this role?**

* A phone screen is an opportunity for both parties to lay out salary expectations. Organizations typically have a budget range for roles they’re filling, and it’s fine to inquire about them. In fact, recruiters might ask about your salary expectations for the role.
* Do some research ahead of time to see the typical salary range for a person in this role. Factor in your own experience, location, and expectations and come up with a range that is fair for somebody in your position. If a recruiter asks what your desired salary is, you can provide this range. You might also use your previous salary as a reference point and lay out expectations for an increase.
* If a recruiter doesn’t bring up compensation in the interview, ask about it. Though discussing salary might feel awkward, establishing expectations ensures you won’t feel undersold or that you wasted your time if you receive a low offer. The recruiter can also make sure your expectations are within their budget.

b) Questions about the team and work environment

1. **How is the team structured?**

* Asking about the team structure helps you understand how the team is organized, who you will be reporting to, and the hierarchy within the organization. This information gives you a clear picture of your position and responsibilities within the team and allows you to understand the reporting lines and decision-making processes.

1. **Can you tell me about the team I’ll be working with?**

* This question can shed some light on the specific team you’ll be working with day-to-day. Some teams within companies can have their own cultures, so it’ll be a good idea to ask about the team and the larger organization. Hopefully, you’ll walk away with an understanding of how big the team is and how you’ll fit in, in addition to some details like typical working hours and the direction the team is moving.

1. **What is the communication style like?**

* Helps you understand how information flows, how decisions are made, and how feedback is given. This knowledge is crucial for effective collaboration and integration into the team. It allows you to adapt your communication approach and understand the expectations for sharing information and ideas.

1. **Who will I work with most closely? What other departments or units will I interact with? What kind of collaboration is expected?**

* This information allows you to anticipate the degree of coordination and teamwork required and highlights the importance of building relationships with specific individuals or units.

### **d) Questions for your potential boss**

If the interviewer is with your potential boss, you might want to ask these questions:

1. **What’s your favourite part of working here?**
2. **Questions about the company**

* **Note**: *Don’t ask things that you can easily find on their website.*
  1. What are the current goals that the company is focused on, and how does this team work to support hitting those goals?
  2. What gets you most excited about the company’s future?
  3. How would you describe the company’s values?
  4. How has the company changed over the last few years?
  5. What are the company’s plans for growth and development?

### **e) Questions about the company culture**

Understanding the company culture is crucial because it can significantly impact your job satisfaction, motivation, and overall fit within the company. These questions will gather information about the working environment, values, and practices within the organization. This knowledge helps you make an informed decision about whether the company is the right fit for you and increases the likelihood of long-term satisfaction and success in your role.

1. **What are standard work hours? Do you have flexible working hours?**
2. **Which is the remote working policy?**
3. **How would you describe the culture of organization?**

### While a job description might provide a good picture of what you’ll be tasked with doing in the position, culture might be harder to pin down. Asking about it will give you a fuller view of what life at the company might be like and whether it fits your wants and needs.

1. **How do you typically onboard employees?**

* Questions about the onboarding process are crucial for everybody, but mostly for junior positions because the onboarding process sets the tone for your integration into the company and can significantly impact your experience. So, knowing this will help you be better prepared and mentally ready for the first weeks in the new company.

1. **What is the work environment like? How does the company foster a positive work environment?**

* This information is essential for assessing if the work environment aligns with your preferences and if the company prioritizes employee satisfaction.

1. **Do you have any favorite office/company traditions?**

* This demonstrates your interest in the social aspects of the company.

1. **How has the company changed since you joined?**

* This provides insights into the company's evolution, growth, and potential opportunities for advancement.

### f) Questions about professional development, career paths, and future opportunities

These questions are super important to understand what growth and career development will look like in the job. You want to be sure that you can see yourself not just in the role you’re currently applying for but that there is a career path at the organization that you’re excited about.

1. **What learning and development opportunities will I have in this role?**

* It shows that you are committed to enhancing your skills and knowledge. By asking this question, you can learn about the specific training programs, workshops, certifications, or other resources available to support your professional development.

1. **What are the common career paths in this department?**

* It helps you visualize your potential trajectory within the organization and assess if the company offers opportunities for progression that align with your career goals. This knowledge allows you to make informed decisions about your long-term prospects within the company.

1. **How are promotions typically handled?**

* This provides insights into the organization's approach to recognizing and rewarding employees' growth and contributions. Understanding the promotion process helps you gauge the transparency, criteria, and timelines associated with advancement opportunities. This information allows you to assess the company's commitment to meritocracy and career advancement.

### g) Closing questions

1. **What am I not asking you that I should?**

* By asking this question, you invite the interviewer to provide additional insights or address any important topics that may not have been covered in the interview.

1. **Is there anything else I can provide you with that would be helpful?**

* It shows that you are proactive and open to providing any necessary documentation, references, or examples of your work.

1. **Is there anything I can clarify for you about my qualifications?**
2. **What are the next steps in the hiring process? Which is the timeline?**

* This question clarifies expectations around when you can expect to hear back about the next steps and what you should anticipate in interviews to come. The recruiter may share the names or LinkedIn profiles of the people you will be interviewing with and lay out how many interviews the process typically includes.
* This can also help determine if the process will fit into your timeline. If you’re looking for a job to start immediately, but the position requires you to go through security clearance that will take several months, this will be crucial information to have.