

Expert Panel Review — Interview Strategy

Position: Building Automation Controls Engineer **Company:** AbbVie (via Sterling Engineering) **Interview:** 2026-02-10

Panel Assessment: Resume vs. Role Alignment

Career Strategy Coach

Verdict: Strong alignment — your CyrusOne BAS experience is the headline.

Justice, your resume has a hidden gem that most candidates won't have: you were a **console operator on Siemens Apogee and Insight systems at CyrusOne** — the exact same platforms AbbVie runs. That's not theoretical knowledge; that's hands-on production experience. Lead with this.

Your positioning statement should be: "I've operated Siemens Apogee and Insight BAS in a mission-critical, 2.1-million-square-foot data center environment — managing 63 chillers, 48 AHUs, and 135 CRAHs across 18 data halls. I understand the stakes of controls engineering in facilities where downtime isn't an option."

That immediately sets you apart from candidates who've only studied these systems.

Systems Architect

Verdict: Your breadth is your differentiator.

Looking at the team profiles:

- Gino grew up internally from technician → developer — deep but narrow
- Michael has 27 years in one seat — ultimate depth but limited cross-environment perspective
- John is management — he evaluates, doesn't configure

You bring something none of them have: experience across multiple BAS platforms (Siemens Apogee, Insight, Delta Controls EnteliWEB, TAC/IA Series) in multiple facility types (data center, hotel, pharmaceutical). That cross-pollination perspective is extremely valuable when they're evaluating Desigo migration strategies.

Operations & Workflow Specialist

Verdict: Emphasize your structured operator discipline.

Your resume shows MOP/SOP/MSOW discipline from Microsoft, MCIM/Salesforce/Corrigo ticketing from CyrusOne, and Maximo CMMS context. In a pharmaceutical environment like AbbVie, **documentation and procedure compliance are everything** due to GxP regulations.

Key phrases to use:

- "Change management through MOPs"
- "Documented standard operating procedures"
- "Ticketing and work order discipline"
- "Vendor coordination and escorting protocols"

Interview Performance Coach

Verdict: Watch the audience — tailor to who's asking.

Based on the LinkedIn profiles, here's how to read the room:

<i>If speaking to...</i>	<i>Focus on...</i>
John Walters (Associate Director)	<i>Project delivery, communication, documentation, team fit</i>
Gino Pisano (Controls Developer)	<i>PPCL awareness, Siemens platform familiarity, BACnet protocols, troubleshooting approach</i>
Michael Ester (27-yr Controls Engineer)	<i>Respect for institutional knowledge, reliability, willingness to learn legacy systems</i>
Matthew Connelly (Sterling Engineer)	<i>Contracting experience, adaptability, ramp-up speed</i>
Mary Gallian (Recruiter)	<i>Professional demeanor, enthusiasm, logistics</i>

Top 5 Talking Points — In Priority Order

1. **Siemens BAS Console Operator Experience** — You ran Siemens Apogee and Insight live in production at CyrusOne. Not theoretical. Not classroom. Production.
2. **Critical Environment Pedigree** — Microsoft data center L4 technician. CyrusOne 2.1M sq ft campus. You understand what "no downtime" means.
3. **Formal Controls Education** — Pneumatic & Digital Controls coursework at Triton College/Local 399. HVAC program at ECC. You have the academic foundation *and* the field experience.
4. **Multi-Platform BAS Fluency** — Siemens Apogee, Siemens Insight, Delta Controls EnteliWEB, TAC/IA Enterprise Server. You can context-switch across platforms, which is critical during migrations.
5. **Documentation & Compliance Discipline** — MOP/SOP methodology, ticketing systems (Corrigo, MCIM, Zendesk), vendor management. Ready for the GxP pharmaceutical compliance environment.

Gaps to Address Proactively

[!IMPORTANT] The panel identified these areas where you should get ahead of potential questions:

Potential Question	Recommended Response
"Have you written PPCL code?"	"I've operated systems running PPCL logic and understand the sequence of operations. I've studied PPCL syntax and patterns and I'm eager to go deeper — I see Gino is actively developing in PPCL and I'd welcome the chance to learn from someone with that hands-on experience."
"Do you have Desigo CC experience?"	"Not directly, but I understand it's the modern successor to Insight/Apogee, and I see the team is actively transitioning. My experience with multiple BAS platforms means I pick up new systems quickly — I went from zero to console operator on Delta Controls EnteliWEB in my first months at CyrusOne."
"Why leave Microsoft/data centers	"Building automation in pharma is a higher-stakes, more nuanced challenge — you're not just managing temperature for equipment, you're maintaining environments that

for pharma?"

affect drug safety and human health. That responsibility-level appeals to me."

Documents to Prepare

[!TIP] Recommendations on what to bring or stage before the interview:

- ☒ **Resume** — uploaded ☒ (in Documents/Resume Versions/)
- ☒ **Reference list** — uploaded ☒ (in Resources/References/)
- ☒ **Certifications summary** — created ☒ (in Documents/certifications_summary.md)
- ☐ **Tailored resume** — Consider a version that leads with the CyrusOne BAS experience rather than the current Microsoft role (since Microsoft CET is less directly relevant than the Siemens console work)
- ☐ **Questions list** — Print or have ready the [interview_questions.md](#) file
- ☐ **Sterling Reference Request Form** — Fill out and return (Documents/HR and Onboarding Docs/Sterling Reference Request Form.doc)

Sterling Engineering — Official Interview Guidance

Integrated from Sterling's Guide to Video Interviews and Interview Prep Concise Guide (provided by Sterling HR)

Video Interview Setup (if virtual)




Area	Sterling's Advice
Device	Use a laptop/desktop over phone. Camera at eye level — prop up w/ books if needed. Not too close, not too far.
Audio/Video	Test camera + mic beforehand. Clean the lens. Use natural lighting (face a window).
Background	Clean, uncluttered, professional. No bed/bathroom/kitchen visible.
Internet	Wired connection preferred. Close bandwidth-heavy apps. Have a backup plan (phone hotspot).
Attire	Dress as you would in person — full professional attire, not just waist-up.

Sterling's Interview Do's and Don'ts

DO:

- Keep answers **detailed and informative, yet concise** — don't over-explain
- Support answers with **specific examples** from your experience
- **Lean forward, smile, maintain eye contact** (look at the camera, not the screen)
- **Ask questions** at the end — shows genuine interest
- **Express interest** in the position explicitly before ending
- Ask "What's the next step in the interview process?"

DON'T:

-  Ask about **money or benefits** during the interview (stay consistent with recruiter discussions)
-  Over-explain gaps or job changes — keep it clear and professional
-  Forget to relate your experience **directly to the duties of this job**

💡 Sterling's Recommended Questions to Ask

- What's the company culture like?
- Why is this position open?
- What training will be involved?
- How will my performance be evaluated?

[!TIP] Combine these with your [tailored AbbVie-specific questions](#) for a strong finish.

✅ Sterling's Pre-Interview Checklist

- ☐ Research AbbVie — visit website, understand their business
- ☐ Re-read the job description thoroughly
- ☐ Prepare to explain **why you want this role** at AbbVie
- ☐ Prepare to explain **why you're the best match**
- ☐ Be ready to explain **why you're looking** (leaving Microsoft/Insight Global)
- ☐ Know your reasons for leaving each previous position
- ☐ Be able to discuss responsibilities at each role in detail
- ☐ Have **major accomplishments** ready with specific examples
- ☐ Dress in professional business attire
- ☐ Test tech setup (if video interview)
- ☐ Have questions prepared for the interviewer