Semper Solaris.

Screening Test/Interview Questions for Software Engineer (Remote) Position

Instructions: Please precede all your answers with the question you are answering.
Use acronyms only after you've explained them.
Use correct spelling and grammar.
Be sure to write your name and the interviewer's name.

*Candidate's Name***:**

*Interviewer's Name***:**

1. If a very talented Software Engineer on your team kept questioning your decisions, what would you do?

2. How would you address the individual?

3. What techniques would you choose to motivate disengaged employees?

4. What metrics do you use to monitor your team's performance?

5. What are the first things you would check in a legacy system that has frequent downtime?

6. Have you ever identified a potential problem and proactively implemented a software solution?

7. How do you stay up-to-date with changes in technology?

8. For example, do you ever attend seminars or contribute to open source software projects?

9. How do you meet tough deadlines?

10. Tell me about a time you completed great work under pressure.

11. Tell me about yourself and your last/current job/class?

12. How long would you expect to work for us if hired?

13. What type of software have you worked with?

14. How much will you request per hour if you are hired?

15. The ideal candidate should have the following qualities and skills: Analyzing Information, Software Design, Software Documentation, Software Testing, Teamwork, General Programming Skills, Software Development Fundamentals, Software Development Process, Software Requirements, Software Architecture, Coaching.

16. DUTIES will include : Develops software solutions by studying information needs; conferring with users; studying systems flow, data usage, and work processes; investigating problem areas; following the software development lifecycle. Determines operational feasibility by evaluating analysis, problem definition, requirements, solution development, and proposed solutions. Documents and demonstrates solutions by developing documentation, flowcharts, layouts, diagrams, charts, code comments and clear code. Prepares and installs solutions by determining and designing system specifications, standards, and programming.