

Technical Manager Interview Questions And Answers Guide.



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Technical Manager Job Interview Preparation Guide.

Question # 1

Staff Manager Interview Questions:

Answer:-

- * How do you judge or evaluate other managers?
- * What are the most important skills, traits and how do you measure them?
- * Describe your ideal performance management process. What are the benefits? Downsides?
- * How do you handle an employee that has historically performed well, but falters or lapses on a project?
- * Have you ever had to fire someone? How did it go? What did you learn and would you do anything differently?
- * What is your favorite interview question(s)? How do you interview for talent?
- * Have you ever made a hiring mistake? If so, what did you change to prevent the same mistake in your future hiring?
- * Who was the best hire you ever made? Why?
- * Is it ever okay to lower your hiring bar? What do you do when you have a tight deadline and need help fast?
- * What is the most creative way to find and recruit good people?
- * How do you track or keep your finger on the pulse of morale? What are some ideas, or things you have done in the past, to improve morale?

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Question # 2

Business-minded Strategist Interview Questions:

Answer:-

- * What is your leadership philosophy?
- * Favorite book on management or leadership. Or what book has made the biggest impact on your leadership style?
- * The CEO makes a decision/call you don't agree with - has this ever happened to you? How would/did you handle it?
- * How did you know you wanted to be a manager or CTO/VP Eng? What motivated you to pursue that path?
- * What do you think you are best at as a CTO/VP Eng? What part of the role are you amazing at? What areas could you stand to improve?
- * How do you harness the power of others? Promote the ideas on your team? Brainstorm?
- * The team has a major operational outage for one of the services. Customers are really upset. How do you respond? What would be your recommended course of action to the executive team?
- * Have you presented to a board of directors? What are the key components of your presentation? How did you come up with the content/template/outline?
- * What is the biggest piece of advice you have with regards to managing up? How did you come by that advice?
- * One of your peers is not managing their team/organization, and you have valuable criticism that can help them correct their behavior. How do you communicate it? What if they aren't receptive or don't listen - how do you ensure the right thing happens for the business?

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Question # 3

Culture Fit Manager Interview Questions:

Answer:-

- * In your past, when did you work the hardest?
- * What has been your greatest success?
- * Where do you want to be in 5 years? 10 years? What do you need to do to get there? How does this role fit into that goal?
- * When have you had the most fun at work?
- * What has been your biggest career mistake? What did you learn? How did it change you, or your behavior?
- * What would your manager say about you? Your team? Your peers?
- * What is your ideal/work life balance? Is that different from your team? How do you achieve it and defend it?
- * What aren't you good at it? Who fills that role now on your team? How do you work together?

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Question # 4

What interview questions should I ask a technical project manager?

Answer:-

- * Tell me about a time you managed a diverse team and arrived at a successful or unsuccessful project.
- * Describe the most complex project you have managed from start to finish.
- * How do you go about selecting and allocating resources?



- * How do you update stakeholders and how do you communicate those updates?
- * What project management methodologies are you familiar with?
- * Are you a listener or a talker?
- * When was the last time you made a big impact in a leadership role?
- * Are you planning to every go on for your masters?
- * How would you convince a manager at a hospital that your solution would help them? What if they continually pushback?
- * You are a group leader. You want to do option A and everyone on your team wants to do option B. What do you do?
- * Name three things that you have and you have not for this job

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Question # 5

What educational qualification required as Technical Manager?

Answer:-

As a senior Cisco IT implementation manager you are required to have CCIE (at least W but full CCIE) level with a proven Cisco accreditation in CCNA, CCNP etc. You may also need to show experience on Juniper M and T series.

Depending on the specific job requirements, the above qualifications may change, but this is easily obtained information. Request it before the job interview to ensure you qualify.

You should also present your strong/in-depth knowledge and experience in -

- * Cisco/VoIP environment, the LAN/WAN/WLAN network and Firewalls.
- * Other products/protocols such as - TDM, NMS, Soft Switches, DSLAM/MSAG.
- * IP/MPLS knowledge of installation and configuration of variety of IT Cisco switches/routers using engineering installation documentation.
- * Consulting, analyzing, designing and managing IT systems projects.
- * Cross-functional project management methodologies and techniques.
- * Most importantly, your ability to effectively lead an IT team capable of delivering wide ranging core of LAN/WAN solutions to organizations.

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Question # 6

Explain your responsibilities/duties?

Answer:-

As an IT project manager prepare to describe the following types of processes performed within the project lifecycle:

- * Defining project requirements, budgeting and planning project schedules utilizing MS project and/or other managerial tools such as BI tools.
- * Establishing the appropriate SOW, scope of work, for the project.
- * Performing strategic IT analysis for the project.
- * Identifying/Assigning resources for project/program implementation based on the project business plan.
- * Planning project deliverables, goals and its milestones.
- * Preparing RFP, Requests for Proposals, and conducting sub-contractors/vendors selection process.
- * How did you demonstrate leadership to define requirements for project risk?
- * How did you efficiently solve project issues?

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Question # 7

What is a Technical Project Manager?

Answer:-

The short answer, someone who is a project manager with deep technical understanding.

Now let's explain the difference in having a technical project manager (TPM) versus just any project manager (PM) on your team.

In this explanation, the main difference is their technical aptitude for understanding data center construction, server, network and storage configuration; and the fact many technical project managers have hands on experience, which helps them understand the complexity of most project tasks.

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Question # 8

Why do think you fit the job of an IT manager? What are your skills?

Answer:-

You can list and describe (examples preferred) the following IT project manager skill sets -

- * Strong organizational, presentation, and customer service skills.
- * Ability to employ strong project management skills and methodologies such as: prioritization, problem analysis, decisive judgment and ability to solve problems efficiently.
- * Ability to communicate effectively with senior management.
- * Ability to build effective working relationship with co-workers, team members, clients and colleagues.
- * Analytical thinking, planning, accuracy and attention to details.
- * Strong verbal communication skills.

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Question # 9

Flawless Project Manager Interview Questions:

Answer:-

- * How can you coach developers/engineers to get better at estimates and hitting deadlines?
- * How do you like to build and test software?
- * If every project has to ship on time, what safeguards/measures can you employ to make that possible?
- * What kind of process do you use know for software? What do you like about it? What would you change?
- * How do you set the team roadmap? Does that work well? How often do things change?



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Question # 10

Talented Technologist Manager Interview Questions:

Answer:-

- * In your opinion, what is the best way to manage technical operations? What are some techniques to keep systems up all the time, and handle situations gracefully when they're not?
- * What are the key parts of a successful post mortem? How to your manage the discussion and make them productive?
- * What was your biggest post launch failure/bug? What could you have done to prevent it? How did that change your method/process going forward?
- * You are in a design review, and see a major flaw in the design. Has this ever happened? How do you bring it up? What happens if the presenter refuses to listen to your points? How do you make sure that the right system is built?
- * What is the process/tools needed to improve software quality? How would you setup a culture that valued software quality?
- * What is your opinion on pair programming? Test driven development? Is there ever a time to do these or not do them?
- * You have MySQL database in production for one of the applications. There is a new project and the team lead wants to use Postgres instead. How would you advise them? What are the pros and cons or your approach?
- * The production system is running on top of Cassandra and it is having issues that seem to be within the db itself. How do you advise the team? How do you manage those issues and the impact to the new development work? How do you communicate this to non-technical people?

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Question # 11

Explain a challenge or conflict you've faced at work, and how you dealt with it?

Answer:-

In asking this question, "your interviewer wants to get a sense of how you will respond to conflict. Anyone can seem nice and pleasant in a job interview, but what will happen if you're hired and Gladys in Compliance starts getting in your face?" says Skillings. Again, you'll want to use the S-T-A-R method, being sure to focus on how you handled the situation professionally and productively, and ideally closing with a happy ending, like how you came to a resolution or compromise.

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Question # 12

Where do you see yourself as Technical Manager in five years?

Answer:-

If asked this question, be honest and specific about your future goals, but consider this: A hiring manager wants to know a) if you've set realistic expectations for your career, b) if you have ambition (a.k.a., this interview isn't the first time you're considering the question), and c) if the position aligns with your goals and growth. Your best bet is to think realistically about where this position could take you and answer along those lines. And if the position isn't necessarily a one-way ticket to your aspirations? It's OK to say that you're not quite sure what the future holds, but that you see this experience playing an important role in helping you make that decision.

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Question # 13

What's your dream job?

Answer:-

Along similar lines, the interviewer wants to uncover whether this position is really in line with your ultimate career goals. While "an NBA star" might get you a few laughs, a better bet is to talk about your goals and ambitions-and why this job will get you closer to them.

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Question # 14

Tell me what other companies are you interviewing with?

Answer:-

Companies ask this for a number of reasons, from wanting to see what the competition is for you to sniffing out whether you're serious about the industry. "Often the best approach is to mention that you are exploring a number of other similar options in the company's industry," says job search expert Alison Doyle. "It can be helpful to mention that a common characteristic of all the jobs you are applying to is the opportunity to apply some critical abilities and skills that you possess. For example, you might say 'I am applying for several positions with IT consulting firms where I can analyze client needs and translate them to development teams in order to find solutions to technology problems.'"

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Question # 15

Tell us why are you leaving your current job?

Answer:-

This is a toughie, but one you can be sure you'll be asked. Definitely keep things positive-you have nothing to gain by being negative about your past employers. Instead, frame things in a way that shows that you're eager to take on new opportunities and that the role you're interviewing for is a better fit for you than your current or last position. For example, "I'd really love to be part of product development from beginning to end, and I know I'd have that opportunity here." And if you were let go? Keep it simple: "Unfortunately, I was let go," is a totally OK answer.

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Question # 16

Tell us what is your greatest professional achievement?

Answer:-



Nothing says "hire me" better than a track record of achieving amazing results in past jobs, so don't be shy when answering this question! A great way to do so is by using the S-T-A-R method: Set up the situation and the task that you were required to complete to provide the interviewer with background context (e.g., "In my last job as a junior analyst, it was my role to manage the invoicing process"), but spend the bulk of your time describing what you actually did (the action) and what you achieved (the result). For example, "In one month, I streamlined the process, which saved my group 10 man-hours each month and reduced errors on invoices by 25%."

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Question # 17

Tell us what do you consider to be your weaknesses?

Answer:-

What your interviewer is really trying to do with this question-beyond identifying any major red flags-is to gauge your self-awareness and honesty. So, "I can't meet a deadline to save my life" is not an option-but neither is "Nothing! I'm perfect!" Strike a balance by thinking of something that you struggle with but that you're working to improve. For example, maybe you've never been strong at public speaking, but you've recently volunteered to run meetings to help you be more comfortable when addressing a crowd.

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Question # 18

Explain what are your greatest professional strengths?

Answer:-

When answering this question, interview coach Pamela Skillings recommends being accurate (share your true strengths, not those you think the interviewer wants to hear); relevant (choose your strengths that are most targeted to this particular position); and specific (for example, instead of "people skills," choose "persuasive communication" or "relationship building"). Then, follow up with an example of how you've demonstrated these traits in a professional setting.

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Question # 19

What's your management style?

Answer:-

The best managers are strong but flexible, and that's exactly what you want to show off in your answer. (Think something like, "While every situation and every team member requires a bit of a different strategy, I tend to approach my employee relationships as a coach...") Then, share a couple of your best managerial moments, like when you grew your team from five to 15 or coached an underperforming employee to become the company's top salesperson.

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Question # 20

Tell me what type of work environment do you prefer?

Answer:-

Hint: Ideally one that's similar to the environment of the company you're applying to. Be specific.

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Question # 21

What is a time you disagreed with a decision that was made at work?

Answer:-

Everyone disagrees with the boss from time to time, but in asking this question, hiring managers want to know that you can do so in a productive, professional way. "You don't want to tell the story about the time when you disagreed but your boss was being a jerk and you just gave in to keep the peace. And you don't want to tell the one where you realized you were wrong," says Peggy McKee of Career Confidential. "Tell the one where your actions made a positive difference on the outcome of the situation, whether it was a work-related outcome or a more effective and productive working relationship."

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Question # 22

What are you looking for in a new position?

Answer:-

Hint: Ideally the same things that this position has to offer. Be specific.

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Question # 23

Explain why was there a gap in your employment?

Answer:-

If you were unemployed for a period of time, be direct and to the point about what you've been up to (and hopefully, that's a litany of impressive volunteer and other mind-enriching activities, like blogging or taking classes). Then, steer the conversation toward how you will do the job and contribute to the organization: "I decided to take a break at the time, but today I'm ready to contribute to this organization in the following ways."

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Question # 24

Please explain why you changed career paths?

Answer:-



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Don't be thrown off by this question-just take a deep breath and explain to the hiring manager why you've made the career decisions you have. More importantly, give a few examples of how your past experience is transferrable to the new role. This doesn't have to be a direct connection; in fact, it's often more impressive when a candidate can make seemingly irrelevant experience seem very relevant to the role.

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Question # 25

Please tell us how to deal with pressure or stressful situations?

Answer:-

"Choose an answer that shows that you can meet a stressful situation head-on in a productive, positive manner and let nothing stop you from accomplishing your goals," says McKee. A great approach is to talk through your go-to stress-reduction tactics (making the world's greatest to-do list, stopping to take 10 deep breaths), and then share an example of a stressful situation you navigated with ease.

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Question # 26

What would your first 30, 60, or 90 days look like in this role?

Answer:-

Start by explaining what you'd need to do to get ramped up. What information would you need? What parts of the company would you need to familiarize yourself with? What other employees would you want to sit down with? Next, choose a couple of areas where you think you can make meaningful contributions right away. (e.g., "I think a great starter project would be diving into your email marketing campaigns and setting up a tracking system for them.") Sure, if you get the job, you (or your new employer) might decide there's a better starting place, but having an answer prepared will show the interviewer where you can add immediate impact-and that you're excited to get started.

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Question # 27

Please tell me what are your salary requirements?

Answer:-

The #1 rule of answering this question is doing your research on what you should be paid by using sites like Pay-scale and Glassdoor. You'll likely come up with a range, and we recommend stating the highest number in that range that applies, based on your experience, education, and skills. Then, make sure the hiring manager knows that you're flexible. You're communicating that you know your skills are valuable, but that you want the job and are willing to negotiate.

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Question # 28

Tell me what do you like to do outside of work?

Answer:-

Interviewers ask personal questions in an interview to "see if candidates will fit in with the culture [and] give them the opportunity to open up and display their personality, too," says longtime hiring manager Mitch Fortner. "In other words, if someone asks about your hobbies outside of work, it's totally OK to open up and share what really makes you tick. (Do keep it semi-professional, though: Saying you like to have a few beers at the local hot spot on Saturday night is fine. Telling them that Monday is usually a rough day for you because you're always hungover is not.)"

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Question # 29

Suppose you were an animal, which one would you want to be?

Answer:-

Seemingly random personality-test type questions like these come up in interviews generally because hiring managers want to see how you can think on your feet. There's no wrong answer here, but you'll immediately gain bonus points if your answer helps you share your strengths or personality or connect with the hiring manager. Pro tip: Come up with a stalling tactic to buy yourself some thinking time, such as saying, "Now, that is a great question. I think I would have to say..."

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Question # 30

How many tennis balls you can fit into a limousine?

Answer:-

1,000? 10,000? 100,000? Seriously?

Well, seriously, you might get asked brainteaser questions like these, especially in quantitative jobs. But remember that the interviewer doesn't necessarily want an exact number-he wants to make sure that you understand what's being asked of you, and that you can set into motion a systematic and logical way to respond. So, just take a deep breath, and start thinking through the math. (Yes, it's OK to ask for a pen and paper!)

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Question # 31

Please tell us are you planning on having children?

Answer:-

Questions about your family status, gender ("How would you handle managing a team of all men?"), nationality ("Where were you born?"), religion, or age, are illegal-but they still get asked (and frequently). Of course, not always with ill intent-the interviewer might just be trying to make conversation-but you should definitely tie any questions about your personal life (or anything else you think might be inappropriate) back to the job at hand. For this question, think: "You know, I'm not quite there yet. But I am very interested in the career paths at your company. Can you tell me more about that?"

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Question # 32

Explain what do you think we could do better or differently?

Answer:-

This is a common one at startups (and one of our personal favorites here at The Muse). Hiring managers want to know that you not only have some background on the company, but that you're able to think critically about it and come to the table with new ideas. So, come with new ideas! What new features would you love to see? How could the company increase conversions? How could customer service be improved? You don't need to have the company's four-year strategy figured out, but do share your thoughts, and more importantly, show how your interests and expertise would lend themselves to the job.

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Question # 33

Do you have any questions to ask?

Answer:-

You probably already know that an interview isn't just a chance for a hiring manager to grill you-it's your opportunity to sniff out whether a job is the right fit for you. What do you want to know about the position? The company? The department? The team?

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Question # 34

How would your boss and co-workers describe you?

Answer:-

First of all, be honest (remember, if you get this job, the hiring manager will be calling your former bosses and co-workers!). Then, try to pull out strengths and traits you haven't discussed in other aspects of the interview, such as your strong work ethic or your willingness to pitch in on other projects when needed.

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Question # 35

What's a time you exercised leadership?

Answer:-

Depending on what's more important for the the role, you'll want to choose an example that showcases your project management skills (spearheading a project from end to end, juggling multiple moving parts) or one that shows your ability to confidently and effectively rally a team. And remember: "The best stories include enough detail to be believable and memorable," says Skillings. "Show how you were a leader in this situation and how it represents your overall leadership experience and potential."

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Question # 36

Why were you fired?

Answer:-

OK, if you get the admittedly much tougher follow-up question as to why you were let go (and the truth isn't exactly pretty), your best bet is to be honest (the job-seeking world is small, after all). But it doesn't have to be a deal-breaker. Share how you've grown and how you approach your job and life now as a result. If you can position the learning experience as an advantage for this next job, even better.

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Question # 37

Why should we hire you as Technical Manager?

Answer:-

This question seems forward (not to mention intimidating!), but if you're asked it, you're in luck: There's no better setup for you to sell yourself and your skills to the hiring manager. Your job here is to craft an answer that covers three things: that you can not only do the work, you can deliver great results; that you'll really fit in with the team and culture; and that you'd be a better hire than any of the other candidates.

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Question # 38

Why do you want this job as Technical Manager?

Answer:-

Again, companies want to hire people who are passionate about the job, so you should have a great answer about why you want the position. (And if you don't? You probably should apply elsewhere.) First, identify a couple of key factors that make the role a great fit for you (e.g., "I love customer support because I love the constant human interaction and the satisfaction that comes from helping someone solve a problem"), then share why you love the company (e.g., "I've always been passionate about education, and I think you guys are doing great things, so I want to be a part of it").

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Question # 39

What do you know about our company ABC?

Answer:-

Any candidate can read and regurgitate the company's "About" page. So, when interviewers ask this, they aren't necessarily trying to gauge whether you understand the mission-they want to know whether you care about it. Start with one line that shows you understand the company's goals, using a couple key words and phrases from the website, but then go on to make it personal. Say, "I'm personally drawn to this mission because..." or "I really believe in this approach because..." and share a personal example or two.



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Question # 40

How did you hear about the position Technical Manager?

Answer:-

Another seemingly innocuous question, this is actually a perfect opportunity to stand out and show your passion for and connection to the company. For example, if you found out about the gig through a friend or professional contact, name drop that person, then share why you were so excited about it. If you discovered the company through an event or article, share that. Even if you found the listing through a random job board, share what, specifically, caught your eye about the role.

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Question # 41

Can you tell me little about yourself?

Answer:-

This question seems simple, so many people fail to prepare for it, but it's crucial. Here's the deal: Don't give your complete employment (or personal) history. Instead give a pitch-one that's concise and compelling and that shows exactly why you're the right fit for the job. Start off with the 2-3 specific accomplishments or experiences that you most want the interviewer to know about, then wrap up talking about how that prior experience has positioned you for this specific role.

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Question # 42

What are your qualifications as an IT project manager?

Answer:-

Employers will look for candidates who have completed the following coursework, and/or with the following experience:

- * PMP Certified or Prince 2 certified Project Manager.
- * Bachelor's Degree or higher in Engineering, Technology or related field.
- * Minimum [x] years of project management or IT Management.
- * Minimum [x] years' experience coordinating and/supporting IT business processes.

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