

# Great Questions for a Candidate to ask in an Interview

At an Interview, good questions reflect your preparation for the interview, your understanding of the requirements of the role, your genuine interest in the challenges of the role and your overall professionalism.

Doing your homework will boost your credibility with the interviewer and help you to formulate intelligent questions to ask. Research the company beforehand so that you can showcase that knowledge during the interview. Access this information through people you know or the internet - Google their business, brands, key people, recruitment material and annual reports.

Interviewers are often favourably impressed by candidates who show that they are knowledgeable about the organisation. However, never make assumptions about a business, use your research as a starting point for a conversation.

Questions can be asked on the way through the interview as relevant topics are introduced by the interviewer. Commonly this can be Question-Answer-Question format, making the interview into a dialogue rather than a one way interrogation. Save a few questions for when they ask if you have any questions, at the conclusion of the interview.

## Choose a few of these Questions to include

1. Is this area currently achieving target?
2. What contributes to this result?
3. What do you see as the key challenges coming up for this role?
4. What are the key criteria for success in this role?
5. What are the key result areas and how are they measured?
6. What would be the extent of my authority in this role?
7. How do the outcomes of this role contribute to the strategic direction/goals/plans of the company?
8. What are you looking for in an applicant?
9. How will performance be measured and remunerated?
10. What is your time line for interviewing and making a decision?
11. What are the next steps in this process?