

Software Developer

This interview guide is intended to be used in conjunction with the Vervoe skills assessment. Where a candidate has scored Low - Medium on a skill, focus on asking more questions from that skill to gain deeper insight into their level of competency.

Assessment Score	HIGH MEDIUM LOW
Assessment Skills	Software Developer, Coding, Problem Solving, Interpersonal Skills

Competency/Skill	Candidate with this will display
Software Developer	<ul style="list-style-type: none"> Strong knowledge in development, coding and business processes Ability to think creatively and come up with new ideas for application Strong interpersonal skills to work effectively with multidisciplinary teams
Questions	
	What development methodology are you familiar with?
	Describe the kind of developments that you enjoy doing the most.
	Describe how you work with other departments or divisions in a business when developing your apps. Who do you get feedback from?
Comments	

Competency/Skill	Candidate with this will display
Coding	<ul style="list-style-type: none"> Expertise in coding for a particular language and knowledge of a variety different languages Consistently checks for bugs and errors to resolve
Questions	
	What programming languages do you use? What three are you most familiar with?
	How do you ensure your code can handle different errors?
	How do you organise your assets and class modules?
Comments	

Competency/Skill	Candidate with this will display
Problem Solving	<ul style="list-style-type: none"> • Ability to solve problems quickly when they arise with programming • Brainstorms various ways to solve problems and analyses each possible outcome to decide the best way to move forward
Questions	
	What is your process for finding bugs in application?
	Describe a time where you have run into obstacles or delays in a project. How did you handle these?
	Describe a situation where you resolved a complex problem in a project.
Comments	

Competency/Skill	Candidate with this will display
Interpersonal Skills	<ul style="list-style-type: none"> • Can communicate with various stakeholders in the business to explain technical terms and project updates • Maintains updated communication with project schedule to relevant stakeholders
Questions	
	Describe a time where you had to explain a technical process or term to a non-technical person who didn't understand jargon. How did you ensure they understood what you were saying?
	Describe a time where you have disagreed with a senior stakeholder in the business. What was the situation and how did you handle it?
	How do you develop relationships with internal stakeholders to ensure developments are aligned with organisational goals?
Comments	