

# Software Engineer

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	<span style="background-color: #28a745; color: white; border-radius: 10px; padding: 2px 5px;">HIGH</span> <span style="background-color: #ffc107; color: white; border-radius: 10px; padding: 2px 5px;">MEDIUM</span> <span style="background-color: #dc3545; color: white; border-radius: 10px; padding: 2px 5px;">LOW</span>
Assessment Skills	Software Engineer, Organised, Problem Solving, Communication

Competency/Skill	Candidate with this will display
Software Engineer	<ul style="list-style-type: none"> <li>• Understands various programming languages</li> <li>• Strong technical ability in software, project planning and resource management</li> <li>• Team management experience is ideal</li> <li>• Strong organisational skills to coordinate projects, people and other resources</li> </ul>
Questions	
	What programming languages do you use?
	Tell me about the most enjoyable project you have worked on. How did you contribute to the success of the project?
	Has there been a project where you disagreed with a key decision maker? What was the disagreement over and how did you respond?
Comments	

Competency/Skill	Candidate with this will display
Problem Solving	<ul style="list-style-type: none"> <li>• Competent at troubleshooting and solving problems in a relaxed manner</li> <li>• Looks at problems from multiple angles to come up with a solution</li> <li>• Solutions focused and doesn't give up until an issue is fixed</li> <li>• Has strong technical understanding to resolve technical issues as they arise</li> </ul>
Questions	
	Describe a time where you had to make a critical decision to solve a problem you were facing. What was the outcome?
	Tell me about a time where you were faced with an obstacle in the middle of a project. How did you manage this and what was the outcome?
	Describe the most significant problem you have solved in a previous role?

Comments	

Competency/Skill	Candidate with this will display
Organised	<ul style="list-style-type: none"> <li>• Can manage multiple projects that are at various stages at the same time</li> <li>• Effectively manages resources within the team</li> <li>• Strong project planning skills and stays on time with deadlines</li> </ul>

Questions	
	How do you prioritise projects or which components of projects need to be worked on?
	What is your process of managing multiple projects that are at various stages of progress to ensure you stay on top?
	Describe a time where you have been disorganised at work or felt overwhelmed. How did you manage this situation to ensure you got back on track?

Comments	

Competency/Skill	Candidate with this will display
Communication	<ul style="list-style-type: none"> <li>• Can liaise effectively with various personnel from technical staff, internal stakeholders and clients</li> <li>• Ability to explain technical issues and processes in easy to understand language</li> <li>• Communicates any issues or delays in projects as soon as they arise</li> <li>• Transparency in all communication with relevant stakeholders</li> </ul>

Questions	
	Describe a time where you have had to communicate a bad piece of news to a manager, supervisor or client. How did you manage this situation and your communication style?
	Describe a time where you have had to explain a technical problem to someone who didn't understand the technical jargon. How did you ensure your message or explanation was properly understood?
	Tell me about a time where you didn't communicate effectively. Why was this?

Comments	