Organization Name

[link to company site and/or careers page]

Location

[address of home base]

[map of home base]

[information about additional locations]

About

- [organization type]
- [size]
- [founded]
- [industry]

Contacts

[contact information]

Questions Answered

Intro
- What does your team work on?
- Who are your target end users?
- What size is the team?

Technical
- What does your stack look like? What languages/tools/etc. do you use?
- What version control system do you use?
- Do you test your code? What does the process look like? What does your QA process look like? Who does QA?
- Do you do code review? What does the process look like? Does all code get reviewed?
- Describe your deployment process – how do you find bugs in your team's code? What recourse do you have when you find a serious bug in production code?
- Who is responsible for doing deployment? How often do you deploy?
- How do you test new features and development (e.g. user testing, user studies, a/b testing)?
- How do you think about code correctness?
- What does your dev env look like? (mac, linux, etc.)?

Code Maintenance
- How do you make sure that all code is understood by more than one person?
- Do you have an issue tracker? How do you manage triaging bugs?
- How do you balance support work and feature development?
- What's your approach to technical debt?

Front-end Bits
- Supported browsers?
- Mobile/tablet/etc.?
- Accessibility?

Planning
- How are decisions made? Is architecture dictated top down? Are ideas from anyone welcomed? If so, in what scope/context?
- Is there a written roadmap all developers can see? How far into the future does it extend? How closely is it followed?

Collaboration
- What does your team communication look like (e.g. irc, in person, email)?
- Do you work with other engineering teams? What does that look like?

- Do you have designers you work with internally? What does that interaction look like? Is it a collaborative process?
- Do you interact with customers? If so, what do those interactions/relationships look like? If not, does someone else interact with them? Do you have communication with them?
- How/when do developers talk to non-developers? Is it easy to talk to the people who will be using your product?

Remote (if relevant)
- How much of your team is remote?
- How long have you been doing remote?
- How do they work together and ensure good communication and collaboration?
- What tools do you use?
- Can you tell me a little about the pros/cons of being a remote employee?
- Is there support for a home office and/or room at a coworking space?

Team Interactions
- How does engineering work get assigned?
- How are technical decisions made and communicated?
- How are disagreements solved - both technical disagreements and other kinds? What happens when personalities clash?
- When something goes wrong, how do you handle it? Do devs get shamed for breaking the build?
- How often do you have meetings? Are there any scheduled/standing meetings?

Employee Development
- Tell me a little bit about your team onboarding process.
- How is employee performance evaluated? What sort of growth is available for senior engineers?
- Can you give me an example of someone who's been in a technical role at your company for a long time, and how their responsibilities and role have changed?
- How does your company support the growth of junior engineers?

Work/Life Balance
- Would I need to be on call? How often? What is the SLA? How often do people tend to be paged? How often is it a real emergency?
- Does this position require travel? How often?
- How many hours do people work in an average week? In your busiest weeks?
- Is variability tolerated or is everyone expected to be on the same schedule?
- How often are there emergencies or times when people have to work extra hours?
- Do people work on the weekend?
- How much vacation do people get? Sick leave? Are they combined or separate?
- Do people check in when they're on vacation? How often?

- (if not remote) Is it possible to work from home, say, 1 or 2 days a week? Does anyone do this?

Employee Support
- employee education/training/development/etc.?
- support for conference attendance?
- tech community involvement? locally? conferences?
- What are the policies around employee activities outside of work? Open source contribution?

Diversity
- Could you tell me a little current diversity at your company? Any steps they are working on to improve?
- Are there any internal employee resource groups?
- Is my diversity in tech advocacy work ok? E.g. writing for model view culture.

Interview Process
- Can you tell me about what I can expect from the interview process?