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The DevOps Hiring Guide



VictorOps is purpose-built for DevOps teams to improve collaboration and incident resolution. Sign up for a [14-day free trial](#) to centralize team communication, implement smart alert routing and escalations, and speed up incident remediation.

Pre-Interview Considerations:

Understand the best in people

- Does the candidate seem to have a high level of emotional intelligence?
- Can the candidate communicate well and collaborate with others?

Respect people's time

- Don't waste your time or the candidates

Give the interview a personal touch

- Spend time getting to know the candidate. Take him/her out for coffee or beer and get to know the person on a more personal level?

Willingness to invest time and care into a company's product, service, and team needs to be highly apparent

Other Considerations?

Basic Goals For Candidate to Meet:

(All should be answered, "Yes")

Does the candidate demonstrate interest in your product/service?

- How so?

Does the candidate demonstrate interest in your team/culture?

- How so?

Does the candidate demonstrate a history and potential future of technical excellence?

- How so?

Other Considerations?

Other Role-Specific Goals For Candidate to Meet:

Technical Questioning:

Box and arrow questions

- Give the candidate a scenario for development workflows, data movement, etc. Listen intently to the response to understand the interviewee's process and logic

App or project example

- Give the candidate free rein to describe a time they built an application or feature to understand their workflow, prioritization, project management, and development technique and skill

T-shaped polyglot programmer?

- Ask probing questions to determine if the candidate is a T-shaped person with great expertise in one focused area and a broad range of limited knowledge in many other areas.
- Can the person show the ability to learn multiple programming languages and consistently add new ones to their arsenal?
- Does the candidate use or tinker with any interesting, not well-known technologies in order to continuously improve and learn new things?

Ask the candidate, "What's your favorite programming language?"

- Then ask them, "What sucks about it?"
- If a person thinks any one programming language is completely perfect, they haven't thought about it enough. This is an excellent question for finding DevOps-minded employees who are always willing to explore and try new things.

Post-Interview Questions to Ask Yourself:

Can I work with this person everyday?

- Is this person easy to talk to and collaborate with?
- Is the person ethical?

Will this person add value to the team and be challenged?

- Are they interested in the product and team?
- Will I learn from this person and will this person learn from us?

Are there any follow-ups necessary?

- Technical exams?
- Next round interviews?

Other Questions:

Additional Thoughts?