

Eight Questions to Ask Hiring Managers

If you remember your last interview, you were probably subject to the trials of the archetypal interview: the welcoming offer of coffee or water; inquiries into your past work experience and quantifiable accomplishments; and the standard behavioral interviewing questions.

Of course, no interview could be complete without your potential employer asking at its end if you have any questions *for them*.

For some, that might be a welcome indication that the interview is winding down. For others, however, it's an opportunity to impress your interviewer and demonstrate that you are the right candidate for the job.

We asked some of our hiring managers and recruiters what questions they have asked by candidates who stood out in interviews at UMass Chan.

Check out their top eight on the following pages:

1. What stood out on my resume that you think makes me a good fit?

Inquiring what specifically got you this interview is a great way to probe into some of your skills or experience that caught your interviewer's eye. It can also help focus the session on the impressive or quantifiable accomplishments you listed.

2. How long have you worked for the institution, and what do you like and dislike about working here?

Hiring managers and recruiters are some of the best individuals to ask about personal experiences with the institution. It's interesting to hear their unique take on their profession and their perspective on strengths and weaknesses. Plus, asking your interviewer about themselves makes the dialogue more conversational.

3. Could you describe in more detail about the group / team I would join? What is it like to work for [team name]?

This is a great way to learn about the team dynamic and if it will suit your method of working. Is it an open, collaborative environment with frequent team huddles? Or do team members put their heads down and focus on individual production?

4. Could you share some background as to why this role is open? Is it replacing someone, or is it a new role, etc.?

Recruiters love when candidates ask why the role is vacant. It shows an eagerness to learn more about the position, the team, and the circumstances (good or bad) around the opening.

5. What might a career path look like for someone in this role within your organization?

It's a good idea to express interest in career trajectory and opportunities for growth that could arise from the position. It proves to your interviewer you are viewing the role as a career, not just a job.

6. What does success look like in this role after the first 30 days, 60 days, and year? How will I be evaluated against the expectations that are set?

This question gives you a better idea of what you'd be expected to accomplish in the given timeframes, should you be hired. Note what these are and if you believe you'd be able to meet them.

7. What excites you about the direction your institution is going? Are there any initiatives or changes this year and beyond that you are looking forward to?

This question challenges your interviewer to describe what the institution is doing to grow. If the response is cogent or well-articulated, it's usually a good indication that the institution has a clear vision for how it will achieve success.

8. Any question that indicates you have done a little homework about the institution.

Something like "How will your recent acquisition of Johnson Manufacturing affect your operations moving into next year?" or "What is your institution doing to compensate for higher rates that are trending in the industry?" demonstrate you've researched the institution and are interested in the position.

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