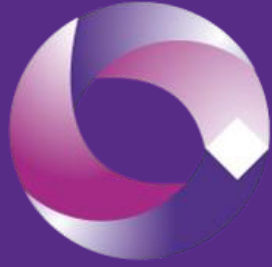




AllanWebb

Support Guide for :
**Questions for
your Interview
process**

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Your career development resource guide:

Supporting the next step in your career

- **What Questions to ask during your Interview**

Pointers to keep in mind
Make your questions count

- **Top questions to ask?**

About the position
About Training & Development
About success & monitoring



What questions to ask an Employer during your Interview

Here are a few pointers to keep in mind:

We would advise against saying “You Have No Questions”

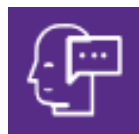
Whilst it's wise to prepare several questions beforehand, remain flexible & reactive during the interview.

If your prepared questions have been addressed naturally through conversation, or if new queries arise from the discussion, adjust accordingly. Aim to demonstrate genuine curiosity & relevance to the conversation.

Make Your Questions Count

Ask specific, tailored questions that reflect your genuine interest. Reference details from the interview discussion, the role's requirements, or the company's sector & specialisms.

This shows you've been actively listening and thinking critically about how your skills and experience align with the opportunity.



Ask What You Genuinely Want to Know

Resist the temptation to ask questions purely to make a good impression.

Whilst there are some strategic considerations this is primarily your opportunity to gather information that matters to you.

It's important to capture details that will help you decide whether this role and the Company is right for you. Maybe the day-to-day responsibilities remain unclear, and you'd like to understand what a typical working day actually looks like.

Remember, an interview is a two-way evaluation.

Just as much as the employer is evaluating your fit for the role. Ask the questions that will help you make an informed decision

You will also be assessing whether this position:

- Suits your career goals
- Suits your working style
- Offers the progression or development you are looking for.
- The Position on Offer is a good transferable match for your skills, experience and accountabilities
- The company Culture & Values are a good match





Top Questions to ask : About the Position

- What does a typical day or week look like in this role
- Can you tell me about examples of projects I would be working on? On involved in?
- What are the skills and experiences you're looking for in an ideal candidate?
- What types of skills would complement the team that you're looking to fill with a new hire?
- What are the biggest challenges that someone in this position would face?
- Is this a new role or will I be taking over for an employee who's leaving?
- How does this position contribute to the company overall?
- Do you expect the main responsibilities for this position to change in the next six months to a year?

Top Questions to ask: About training & development

- What does your onboarding process look like?
- What learning and professional development opportunities are available to your employees?
- Will there be opportunities for stretch assignments where I can learn and use new skills?
- Are there opportunities for advancement within the company?
- Would I be able to represent the company at industry Events & Networking ?
- Where have successful employees previously in this position progressed to?
- What attributes does someone need to have in order to develop in this position?

Top Questions to ask: How will your success will be monitored

- What are the most important things you'd like to see someone accomplish in the first 1 to 3 months within the position?
- What are the performance expectations of this position? How often are they reviewed
- What does the performance review process look like?
- How often would I be formally reviewed?
- What metrics or goals will my performance be evaluated against?
- Would I also be assigned a Mentor/Buddy as well as a Line Manger?
- How are development needs identified during appraisals?
- How is performance assessed

Its worth making sure you have a good overview on exactly what the day-to-day responsibilities of the job will be both now and in the future.

Understand how your potential new manager will measure your success & development

Think of each new opportunity not just as a job, but as the next step on your path to career success. Will this position help you get there?

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About Allan Webb Limited

At Allan Webb Ltd, we are a leading engineering consultancy with over 60 years of experience delivering asset optimisation services to clients across the defence, government, energy, pharmaceutical, and aerospace sectors, both in the UK and internationally.

We're committed to conducting all our activities ethically, with a strong focus on human rights, sustainability, and social responsibility. Our Corporate Social Responsibility (CSR) policy reflects this commitment, ensuring we operate in a way that positively impacts both society and the environment.

Allan Webb Activities

We truly champion flexibility and wellbeing empower our people to perform at their best. What's more, we're proud supporters of the Armed Forces community and we foster an inclusive, innovative workplace where individuals and teams can thrive.

Our Culture & Values

We're committed to conducting all our activities ethically, with a strong focus on human rights, sustainability, and social responsibility. Our Corporate Social Responsibility (CSR) policy reflects this commitment, ensuring we operate in a way that positively impacts both society and the environment.

What's more, we are proud supporters of the Armed Forces community,

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