



“TOP 50”

INTERVIEW QUESTIONS

CHIEF TECHNOLOGY OFFICER

1. What Direct Sales software platforms are you familiar with?
2. What technology stack have you found to be ideal for a Direct Sales company?
3. What type of coding experience do you have and are you interested in helping with coding at this point in your career?
4. What programming languages and development methodologies are you familiar with?
5. How well do you work with developers?
6. What is your technical background within Direct Sales?
7. What are some of the technical projects you have worked on within Direct Sales companies?
8. What trends are you seeing that Direct Sales companies like ours need to stay on top of?
9. Do you feel the Metaverse can play apart in Direct Sales? How?
10. What excites you about our company? What added value do you feel you can bring?

For additional questions go to: www.DirectSalesExperts.com



CRAIG A. FLEMING
FOUNDER AND CEO

ABOUT DIRECT SALES EXPERTS INC.

Direct Sales Experts is a global Executive Search Firm that specializes in “Leadership Identification”. Their focus is the Direct Sales, Network Marketing, MLM, Party Plan and Social Selling channels. At Direct Sales Experts they have spent a lifetime building relationships with the channel's strongest leaders. By utilizing a network of 50,000 executives, their focus when working for you is to identify, interview, qualify and deliver quickly high performing proven leaders to help grow your business. Many of the world's leading Direct Sales Organizations seek advice and council on Executive Recruiting, leadership development and succession planning.



DirectSalesExperts.Com | 407.489.3351 | Craig@DirectSalesExperts.com

Name of Candidate: _____

Date: _____ Time: _____ Interviewer: _____

ANSWERS:

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COMPANY PRIORITIES:

Check the Box Yes or No if the person fits in the organization and then rank 1-10 with 10 being a perfect fit.

	Fit Y/N	Ranking 1-10	Thoughts
Culture			
Leadership			
Skill Sets			
Articulation			
Team Player			
Management Style			
Attitude			
Enthusiasm			
Charisma			
Appearance			
Vision			
Mission			
Strategic Thinking			
TOTALS			

INTERVIEWER FINAL THOUGHTS: _____



TOP

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CHIEF TECHNOLOGY OFFICER

11. What does a typical day look like for you?

12. What are the top 5 priorities you focus on every day?

13. What KPI's do you focus on to monitor your progress and impact within the organization?

14. Describe your leadership style.

15. Describe your management style.

16. What are the last 3 books that you have read?

17. What project tracking tools do you like to use?

18. How have you worked with other C-Suite members to accomplish business goals?

19. How do you approach budgeting? When developing an annual forecast budget, what type of considerations do you have to plan around?

20. What type of culture do you like to be around?

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21. How do you help companies promote their culture within the technology group?
22. How do you inspire and motivate your team?
23. In designing the future technology stack for a Direct Sales company, what factors need to be considered and who do you work with closely?
24. How have you dealt with a budget decrease during the year?
25. How would you lead our company through a technology change?
26. What is your level of understanding around cybersecurity?
27. How have you helped other Direct Sales companies comply with the Federal Trade Commission's set of guidelines?
28. What has been the largest technology team you have led?
29. When hiring new people what process do you go through?
30. Have you ever had to let someone go? How did you handle it?

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CHIEF TECHNOLOGY OFFICER

- 31.** What security issues have you found in other Direct Sales companies and how have you addressed those?
-
- 32.** What are some of the security issues you have found in code bases?
-
- 33.** What type of fraud issues have you had to address?
-
- 34.** Are you familiar with Agile? How comfortable are you with it?
-
- 35.** Describe an Agile development workflow you have used in the past.
-
- 36.** Describe the architecture of a web application you worked on within a Direct Sales Company.
-
- 37.** What data storage systems have you used in the past? Which did you like the best?
-
- 38.** What has been your involvement with compensation plans? Have you had to build or make changes before?
-
- 39.** Describe a recent bug you had to track down and how did you fix it?
-
- 40.** What has been your experience around data science and machine learning? How have you incorporated that into your tech stack?

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41. How have you managed a relationship with a software provider in our space? What pitfalls do you find common?

42. What are the key factors in retaining your team?

43. How do you measure your success each quarter?

44. What are 5 words you would use to describe your personality?

45. What 3 things do you like and dislike about your current job?

46. What is the most complicated assignment you have had?

47. Teach me something I don't already know?

48. Have you used any type of on-line streaming software?

49. What has been your experience with social media software and how have you helped the field to stay compliant?

50. Why are you open to leaving your current company, and what is appealing about us?

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