

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?
- 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



ABOUT DIRECT SALES EXPERTS INC.







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- 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 delt 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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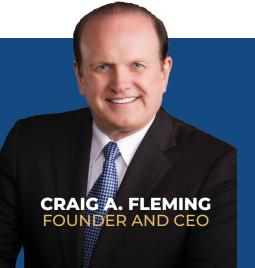
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- **31.** What security issues have you found in other Direct Sales companies and how have you addressed those?
- **32.** What are some of the security issues you have found in code bases?
- **33.** What type of fraud issues have you had to address?
- **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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