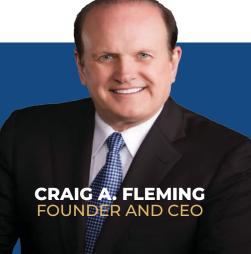


66 TOP 50 11 INTERVIEW QUESTIONS

CONTROLLER

- **1.** What have been some of the biggest mistakes you have seen companies make from a controller standpoint?
- 2. Do you have a CPA?
- 3. What type of financial accounting software and technologies are you familiar with?
- 4. What type of documentation systems do you like to see in a company?
- 5. What process do you use when auditing financial reports?
- 6. Have you had experience in developing strategic long term financial plans?
- **7.** What is the role of a Controller?
- 8. What has been your biggest challenge as a Controller?
- 9. What has been your biggest accomplishment as a Controller?
- 10. How would you describe your management style?

For additional questions go to: www.DirectSalesExperts.com



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TOP INTERVIEW QUESTIONS

CONTROLLER

- 11. How large a team have you managed?
- **12.** How have you helped to reduce expenses in a company?
- **13.** How have you maintained accuracy in your accounting processes?
- **14.** In establishing internal controls how have you helped define those?
- **15.** What experience have you had with ERP software?
- **16.** Describe your experience with full-cycle accounting?
- 17. Have you had experience with executives providing false information? How have you handled that?
- 18. Have you had experience in dealing with vendor agreements?
- 19. What type of checks and balances have you established with your team to insure accuracy?
- **20.** Describe the type of culture that you best thrive in?

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TOP

INTERVIEW QUESTIONS

CONTROLLER

- **21.** What is your management style?
- **22.** What is your leadership style?
- **23.** What 3 words would best describe you?
- **24.** How have you stayed abreast of the latest trends in your profession?
- **25.** Have you experienced an IRS audit?
- **26.** Have you worked with an outside audit team?
- **27.** Have you had experience in presenting to a Board of Directors?
- 28. What type of invoice control system have you implemented?
- **29.** Have you had experience in establishing written policies and procedures for your department?
- **30.** What type of audit trail do you like to establish within a company?

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TOP

INTERVIEW QUESTIONS

CONTROLLER

- **31.** What parts of being a controller do you enjoy most?
- **32.** What qualities and characteristics do you look for in hiring team members?
- **33.** What interests you most about our opportunity?
- **34.** What has been your most challenging project?
- 35. What would be your goals for the first 30,60 and 90 days as our controller?
- **36.** Have you had experience with compliance in any of your previous positions?
- **37.** Have you had experience in working within a publicly traded company?
- **38.** What is the difference between GAAP and IFRS principles?
- **39.** What type of expense review process have you developed?
- **40.** How do you best motivate your team?

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TOP

INTERVIEW QUESTIONS

CONTROLLER

- **41.** How have you helped to increase revenues?
- 42. How have you helped a non-financial executive understand your financials.
- **43.** How have you set goals with your team?
- **44.** How would your current boss describe you?
- **45.** Have you ever been fired?
- **46.** What type of personal development have you been involved in?
- **47.** What are your 3 most recent read books?
- 48. How have you promoted team work within your department?
- **49.** How soon would you be available?
- **50.** Are you under any non-compete agreements?

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