TECHNICAL INTERVIEW QUESTIONS GUIDE

Weston Career Center
OLIN BUSINESS SCHOOL AT WASHINGTON UNIVERSITY

Top Technical Interview Questions

Accounting

1. Why are you interested in being in the accounting profession?
2. Why do you want to go into auditing/tax/advisory?
3. What are you looking to get out of an internship (or full-time position) with a public accounting firm?
4. Describe what internal audit means to you?
5. Tell me about a time you had to persuade a group of people about an idea you had.
6. Tell me about a time when your client disagreed with your proposal.

Consulting

1. Why consulting? Why this firm?
2. What does a consultant do? What are the three most important qualities of a successful consultant?
3. How do you think the consulting industry is structured? How is our practice different from other consulting firms?
4. Do you view consulting as a permanent career choice?
5. How would you describe the competitive niche of your most recent employer?
6. Give me an example of a business problem and tell me how you solved it.
7. How do you feel about the lifestyle issues associated with consulting?
8. Imagine we are reviewing your performance at our firm after working for us for six months. What do you think our evaluation would be?
9. With whom are you interviewing? How have you fared?
10. What is the most important thing you have learned in the past year?

Data Analytics

1. Tell me about your experience using R/ Python/ SQL /… (Be prepared to share details about the projects such as the data size, specific steps taken, etc.)
2. Tell me about a time you had to communicate your data results to someone who had little to no experience with the data software used. How did you share the story the data was telling and what was the result?
3. Explain what "big data" is and explain the difference in how you'd explain it to a child, a grandparent, and an industry professional.

Finance

1. Talk about a stock you follow. How do you evaluate its worth?
2. Prepare a stock pitch.
3. What financial metrics would you use to plan the coming year for a certain product?
4. How do you value a company?
5. If we were launching a new product line in China and all I told you was the type of product and the launch date, what questions would you ask to start informing your opinion regarding the worthiness of this investment?
6. How deep do you go in analyzing the financial statements when analyzing a company?
7. Talk to me about the capital raising process.
8. Give me an overview of the different valuation practices you mentioned.
9. What is the current unemployment rate?
10. What are some factors that have affected the markets in the past few years, and what factors should we keep our eye on?
11. What economic numbers do you think are important to follow? Why?
12. Do you think the election will have a positive or negative effect on the market, either short-term or long-term?
13. If you expect the Dollar to strengthen and the Euro to become weaker, would you buy/sell the Dollar?

Marketing

1. Why are you pursuing a career in marketing?
2. In your own words, what's the goal of marketing?
3. Which social media platforms are you familiar with?
4. What are the three most important skills for a marketing career?
5. How familiar are you with our company's target market?
6. How do you manage the launch of a new product?
7. How do you stay up-to-date with the latest marketing trends and techniques?

Healthcare

1. What made you interested in working in the healthcare industry?
2. Did you ever think of pursuing a career in medicine as a health service professional?
3. How do you stay up-to-date with healthcare advancements?
4. What are the most important issues emerging in healthcare management? Prioritize them.
5. Choose one of these issues and give some recommendations on addressing it: accountability, accountable care organizations, electronic health records and IT interoperability.
6. The three big issues in healthcare today are quality of care; access to the system; and efficiency. What skills do you bring to address these issues?
7. What are your thoughts on the culture of a healthcare organization?

Supply Chain Management

1. What is supply chain management?
2. What skills do you think an employee needs to be successful in supply chain management?
3. Tell me about a recent supply chain trend.
4. How could your skills and experience add value to our business?
5. What would you improve about our company's supply chain management process?
6. Tell me about your most challenging moment in a supply chain role. How did you overcome this conflict?
7. What are some of the risks in Supply Chain? How would you manage these risks?
8. What do you believe are the key elements of inventory planning and management?
9. How do you select a supplier? Explain the process and criteria you would use.
10. Describe the Sales and Operations Planning (S&OP) function. How does it relate to supply chain?

Talent & Human Resource

1. What are the most significant challenges confronting the human resources function over the next five years?
2. How do you think human resource activities add value to our company?
3. Describe a change effort you have undertaken. What was your role? What specifically did you do?
4. What important skills (technical and non-technical) and characteristics would the person filling this role need to possess?
5. What will the human resources function look like in the future?
6. How will human resource professionals' responsibilities change over time? What skills and/or competencies will human resources professionals need in the future?
7. How would you measure or evaluate the value of human resources to a business?
8. How would you define HR analytics?



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Appendix

Technical Interview Resources

- **Accounting**
  - Accounting Coach
  - UWorld Accounting
- **Coding**
  - LeetCode
  - NOWCODER (in Chinese)
- **Data Interview**
  - Data Interview Pro YouTube Channel
- **Finance**
  - Wall Street Oasis (WUSTL email address required for free access)
- **Supply chain**
  - sc dashboard

Company Based Interview Resources

- **Amazon**
  - Amazon : The Interview Process – General Overview
  - Amazon Leadership Principles
  - Amazon : University Recruiting Playlist
- **ByteDance**
  - ByteDance : Recruiters talk on how they recruit
  - ByteDance : What's It Like to Intern at ByteDance?
  - ByteDance : Hear from the Engineers
- **Deloitte**
  - Deloitte : Tips to Ace Your Virtual Interview
  - Deloitte : Why do women work for Deloitte?
  - Deloitte : Deloitte Consulting Immersion Program (DCIP)
- **Goldman Sachs**
  - Goldman Sachs : Recruiter Advise for Video Interviews
  - Goldman Sachs : Interns Catch Up with Chairman and CEO David Solomon
  - Goldman Sachs : Career Advice
- **Google**
  - Google: Prepare for your Google Interview: Tips
  - Google : How to: Prepare for a Google Business Interview
  - Google : How to Communicate in Technical Interviews & What to do When You're Stumped
- **McKinsey & Company**
  - McKinsey : A message from Bob Sternfels (Global Managing Partner) to potential candidates
  - McKinsey : Interviewing with McKinsey: Case study interview
  - McKinsey : Solve, McKinsey's assessment game
- **Morgan Stanley**
  - Morgan Stanley : How to Ace the Interview
  - Morgan Stanley : Having an Impact in Investment Banking
  - Morgan Stanley : Learn More
- **PwC**
  - PwC : How to prepare for your virtual interview
  - PwC : Perfecting your elevator pitch
  - PwC : Communicating with Confidence

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