HR04 · STEP 1 · INTERIM

Interview Prep (Questions & Guides)

Approved Question Bank

Criterion-mapped interview questions with evidence prompts and "what good looks like" indicators, refined for panel use before rubric design.

ABOUT THIS DOCUMENT

This is a **sample** deliverable from the **Interview Prep (Questions & Guides)** workflow (HR04) in AGASI AiOS. It shows the expected structure and tone. All names, numbers, and facts are **fictional**.

Approved Question Bank: Senior Data & AI Consultant

Role: Senior Data & AI Consultant
Department: Data & AI Advisory
Plan ID: DAA-01
Interview format: Three-stage panel (Technical Screen, Case & Competency, Leadership & Fit)
Source: Refined from panel review of the draft bank; maps to finalized must-have criteria (HR01).

Technical Skills: GenAI / LLM Deployment

1. Walk me through a GenAI or LLM solution you deployed into a production environment. What was your role, and what were the key technical decisions you made?
   - **What good looks like:** Candidate describes a specific production deployment, names the model architecture or framework, explains trade-offs (cost, latency, accuracy), and states measurable outcomes.
2. Describe a situation where an LLM deployment did not perform as expected in production. How did you diagnose and resolve the issue?
   - **What good looks like:** Candidate identifies the failure mode (e.g., hallucination, latency degradation, data drift), describes a structured debugging approach, and explains the corrective action taken.
3. How do you approach evaluating whether a GenAI solution is ready for production versus still in a prototype stage?
   - **What good looks like:** Candidate references specific readiness criteria (testing coverage, monitoring, rollback plan, stakeholder sign-off) rather than vague statements about "feeling ready."

Technical Skills: Cloud Platform Expertise (Azure AI)

1. Describe a project where you designed or implemented a solution using Azure AI services. Which services did you use, and why did you choose them over alternatives?
   - **What good looks like:** Candidate names specific Azure AI services (e.g., Azure OpenAI Service, Azure Cognitive Services, Azure Machine Learning), explains the selection rationale, and connects the choice to project requirements.
2. Tell me about a time you had to troubleshoot a performance or cost issue in an Azure AI deployment. What was the root cause, and how did you resolve it?
   - **What good looks like:** Candidate describes a specific Azure environment issue, walks through the diagnostic steps, and quantifies the improvement achieved.

Technical Skills: Programming (Python)

1. Describe a complex Python application or pipeline you built for a data or AI project. What design decisions did you make to ensure maintainability?
   - **What good looks like:** Candidate discusses code structure, testing approach, dependency management, or documentation practices rather than just describing the output.
2. Tell me about a time your Python code had a significant bug in production. How did you find it and what did you learn?
   - **What good looks like:** Candidate describes the debugging process, the root cause, and a concrete change to their development practice that resulted from the experience.

Technical Skills: Certifications (Azure Data Engineer or Azure AI Engineer)

1. Which Azure certification do you currently hold, and how has it influenced the way you approach solution design?
   - **What good looks like:** Candidate names a specific active certification, describes how the preparation or knowledge applies to their day-to-day work, and gives a concrete example.
2. How do you stay current with Azure platform changes beyond the certification cycle?
   - **What good looks like:** Candidate cites specific resources (documentation, preview features, community forums, internal knowledge sharing) rather than generic answers.

Experience: Industry Experience (5+ years professional services / tech consulting)

1. Describe a consulting engagement where you had to balance client expectations against technical feasibility. How did you manage the tension?
   - **What good looks like:** Candidate describes the competing priorities, the communication approach used with the client, and the resolution — demonstrating consulting judgment rather than just technical execution.
2. What is the most significant difference between delivering AI solutions in a professional services context versus an in-house product team? Give a specific example.
   - **What good looks like:** Candidate identifies structural differences (multi-client context, time-boxed engagements, knowledge transfer requirements) and illustrates with a concrete scenario.

Experience: Project Leadership (independent client engagements)

1. Tell me about a client engagement you led end-to-end. What did "leading" the engagement look like day-to-day?
   - **What good looks like:** Candidate describes scope ownership, client communication cadence, team coordination, and delivery accountability — not just technical contribution.
2. Describe a situation where a project you were leading went off-track. How did you identify the problem and bring it back on course?
   - **What good looks like:** Candidate explains the early warning signs, the corrective actions taken, and the outcome — demonstrating project management discipline alongside technical skill.
3. How do you handle knowledge transfer to the client at the end of an engagement?
   - **What good looks like:** Candidate describes a structured approach (documentation, training sessions, transition plans) rather than ad-hoc handover.

Core Competencies: Stakeholder Management (C-suite presentation)

1. Describe a time you presented a technical AI solution or strategy recommendation to a C-suite audience. How did you adapt your communication for that audience?
   - **What good looks like:** Candidate explains how they translated technical complexity into business impact language, describes the audience's concerns, and notes how the presentation influenced a decision.
2. Tell me about a situation where a senior stakeholder disagreed with your technical recommendation. How did you respond?
   - **What good looks like:** Candidate demonstrates active listening, evidence-based persuasion, and willingness to adapt the approach based on valid business concerns — rather than insisting on technical correctness.

Core Competencies: Adaptability (90-day productivity ramp)

1. Describe a time you joined a new team or organisation and had to become productive quickly. What did you do in the first 30, 60, and 90 days?
   - **What good looks like:** Candidate outlines a deliberate ramp-up approach: relationship building, context gathering, quick wins, and longer-term contribution — with specific actions at each stage.
2. Tell me about a situation where the technology stack or methodology changed significantly mid-project. How did you adapt?
   - **What good looks like:** Candidate describes the change, their learning approach, the time it took to become effective, and how they supported the team through the transition.