

Interview Questions to Ask an IT project manager| Xobin [Downloaded]

We at Xobin reached out to over 70+ Hiring teams to curate the best interview questions. We didn't stop there.

We went ahead to understand what type of answers differentiated the top candidate from the rest. Here is what we've got for you.

Role-specific skills to look for: Negotiation, relevant technical skills, project planning, delegating and budget management.

Soft skills to look for: leadership, risk management, logical reasoning, team leadership, and negotiating.

Pro Tip: Always screen before your interview. Use [Online Assessment to screen applicants for an IT project manager](#) position before blocking your time for an in-person interview.

Compilation of IT project manager Questions

Role-Based Interview Questions to ask an IT project manager



How would you define processes and process groups in a project management framework?

Purpose of the question: This question is designed to understand the candidate's domain knowledge.

What to listen for in candidate response: Listen for the specific terms which explain processes and process groups in their professional domain.



What is the difference between projects, programs, and a portfolio?

Purpose of the question: This question is crucial to understand how well the candidate understands the difference between the three.

What to listen for in candidate response: Listen for the specific terms which explain the three.



Can you explain the concept of RAID in project management?

Purpose of the question: RAID is a critical used by project managers, hence it is important the applicants for this job position know about the same.

Purpose of the question: Top candidates would include the definitions of Risks, Actions, Issues, and Decisions as well.



What is your preferred project management methodology?

Purpose of the question: This question can be asked if the candidate knows about the different ways to work.

What to listen for in candidate response: Look if the candidate can use the methodology that best suits the work.



Why are training programs essential after the integration of any information systems' designs into a company's infrastructure?

Purpose of the question: By asking this question the candidate can be assessed for their skills to create a training program for their development.

What to listen for in candidate response: An ideal candidate would discuss their experience with integrating new systems into commercial infrastructures, creating training programs, and training and testing a worker's skills with new systems.



What kind of network is best suited for a company which has offices in multiple locations?

Purpose of the question: This question can be asked to test if the candidate understands the difference in network designs, has experience designing company networks and has the skills to create a better solution for your company when scaling

What to listen for in candidate response: Top candidates would have experience in network administration and scaling commercial networks into new geographical regions.



Have you ever handled a situation where a client requested a sudden change in an IT product?

Purpose of the question: This question can help you to see if the applicant understands how to implement changes and adjust the project plan, milestones, and deliverables to accommodate the changes.

What to listen for in candidate response: Top candidates would explain their experience with sudden IT project changes and how they manage budgetary constraints and updates, clients, about costs.



What steps do you take to recommend new software for an organization as an IT manager?

Purpose of the question: As it is crucial a candidate can recommend new software if the current installation is outdated, hence this question is designed to test the same skills.

What to listen for in candidate response: Top candidates would show evidence of experience in evaluating IT systems and services, and understanding of when upgrades are feasible.



How would you persuade the purchase of new software for the company?

Purpose of the question: This question can be asked to an IT manager to understand the technological needs of a company and seek out resources to help address those needs.

What to listen for in candidate response: Top candidates would talk about their experiences in evaluating systems and understanding the company's network and software needs.



What is the importance of maintaining a requirement traceability matrix?

Purpose of the question: Documentation is very crucial to the job role of a project manager, hence this question can be asked how much a candidate knows about the same.

What to listen for in candidate response: Listen for the specific terms which explain why a requirement traceability matrix is important.

Situational Interview Questions to ask IT project manager



What is the most complex issue you have faced in your while working in a team?

Purpose of the question: By asking this question the interviewer can test the candidate's technical analysis, problem-solving, and troubleshooting skills.

What to listen for in candidate response: Top candidates would explain what were the problems they faced and how did they overcome them.



What are the interpersonal skills you have gained from your previous job as a IT project manager?

Purpose of the question: This question is designed to learn about what types of interpersonal traits a candidate has that could enhance their job capabilities at their company.

What to listen for in candidate response: Top candidates would show evidence of self-awareness, by discussing their previous experiences.



What is one of your proudest moments as a IT project manager so far?

Purpose of the question: This question is designed to understand and gain insight into how a candidate thinks and feels within the context of their field.

What to listen for in candidate response: Top candidates would describe what was achieved in the project and how does it stack up with what your company does.



How do you handle pressure if you are equipped with multiple tasks at a time?

Purpose of the question: This question is designed to test the candidate's management skills.

What to listen for in candidate response: Look for evidence of management qualities related to project planning and execution.



Is there any new technology that you have learned recently? And where did you imply them on?

Purpose of the question: Being updated with the latest trends in the market is a sign of a top candidate.

What to listen for in candidate response: Look for evidence of the understanding of the new trends in the candidate.



What challenges are you looking for in this position?

Purpose of the question: The question is designed to understand and determine what the candidates are looking for in their next job and whether they would be a good fit for the position being hired for.

What to listen for in candidate response: Top candidates would discuss how they would like to be able to effectively utilize their skills and experience if they were hired for the job.



Why do you want to work at our company as a IT project manager?

Purpose of the question: This question is designed to know what kind of information does the candidate has about your company culture and what has excited them to join your organization.

What to listen for in candidate response: Listen for the detail about what has driven the candidate to work for your organization.



Do you enjoy working in a team or alone?

Purpose of the question: This question is designed to understand if the candidate is a team player or loner.

What to listen for in candidate response: An ideal candidate should be able to work in both situations.



What are your salary expectations?

Purpose of the question: This question is helps in understanding what the market is currently paying for certain qualifications, experience, and skills.

What to listen for in candidate response: Top candidates would give the range of salary they expect.



Do you have any questions for us?

Purpose of the question: The question is designed to know how interested the candidates are in your company.

What to listen for in candidate response: Top candidates would ask questions and show interested in the job and company-related details.

Start Optimizing your IT project manager Hiring today

Find and hire talent with confidence. If your candidate doesn't know the answer to the above questions and you're hiring for an IT project manager position, then they're obviously not a great fit.



Prepared and Curated by Xobin Team