

CAREER HOUR INTERVIEWS

Thursday 8th July 2021





PMO POLL OF THE WEEK

What annoys you the most about PMO based interviews?

Finding out the role is nothing like advertised

35%

Not getting feedback afterwards

18%

The questions asked don't reflect the advert

0%

The interviewers don't seem to 'get' PMO

41%

Interviewer doesn't know how to get the best out of you

6%

PITFALLS: OUT OF OUR CONTROL

CONFUSION

Companies not knowing what they want/ changing their minds

SOLUTION

Companies thinking they know the solution when at best they only know the problem

CONTRACTS

Companies not having a fit for purpose FTC policy in an inside IR35 world

WORKING

Companies that haven't nailed their post Covid-19 working arrangements but expect candidates to be flexible to whatever they may end up being

INTERVIEW

Interviewers who just do not know how to interview to get the best from the candidate (I call this 'trip you up' interviewing)

EGO

The dreaded ego...recruiting managers scared of taking on people with more knowledge than them or think differently than they do

Interviewers looking for examples that directly reflect their experience and not yours or are unable to comprehend your example based response may explain how you would do it differently based on what you have learnt

Prepare Research Practice



ACE YOUR JOB
INTERVIEW

with

ELIZABETH HARRIN

pmforthemasses.com/132



<https://pmforthemasses.com/acing-project-management-job-interview/>

Guide to Acing Your Project Management Interview

PMO Interview Questions

- **What key competencies make you a good PMO Manager?**
Choose a combination of technical and soft skills
- **How does organisational maturity link to good project management best practice?**
Show you are up to date with guidance like P3M3 and the links to PMO
- **How would you set up a centre of excellence for the first time? What would be your top three priorities?**
A real opportunity to show your experience by not just providing a theoretical answer
- **Where - in your previous PMO - did you really feel the pain? What didn't work? What needed to be improved or scrapped?**
We know PMOs have growing pains and most learn from past experiences - so what are your lessons learnt?

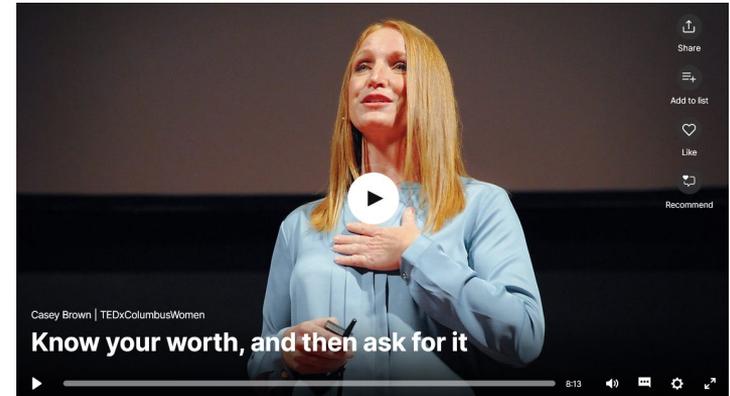
WORTH

**Earning What
You're Worth**



Some Questions to Consider

- What do my clients need and how do I meet that?
- What is my unique skillset that makes me qualified to serve my clients?
- What do I do that no-one else does?
- What problems do I solve for my clients?
- What value do I add?



“Find your own voice, what do you love about what you do and what excites you. Communicating value will come naturally”

—Casey
Brown

Recruiter Questions Pre-Interview

1. What does the recruiting process at this company look like from start to finish? How many interviews can I expect, and what interview types should I be prepared for (phone screen, virtual, etc.)?
2. Will I be expected to produce any writing samples, or other non-interview work materials?
3. What kind of interview questions should I be prepared to answer? Is there a recommended format for my responses (ex: STAR)?
4. How long will the interviews last, and how many people will I be interviewing with at one time?
5. What, if anything, should I be prepared to bring with me for the on-site interviews, and what dress-code do you recommend?
6. What are your recommendations for effective interview prep for this specific company?
7. Is it appropriate to bring in examples (or a portfolio) of past work? Have other candidates done this successfully? Do you recommend it?
8. Can you describe the “culture” of the team I’d be hiring into? What kind of work-life balance do they have?
9. What recommendations do you have for researching salary range at this company, I want to ensure my numbers are accurate. How does the salary negotiation process work if I’m given an offer?
10. Can you accommodate my disability, or special need?

Anything else to cover off?

“Any recommended training and accreditation for aspiring PMOs from PM backgrounds/experience?”

What
subjects
should we
cover on
Career
Hour?



PMO
Career
Hour



9th September

PMO Career Paths
www.houseofpmo.com

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