

# Interview Questions

STATE OF ALASKA  
STATEWIDE ADMINISTRATIVE SYSTEMS REPLACEMENT PROJECT

**TRAINING LEAD INTERVIEW QUESTIONS**  
(20 Minutes + 5 Minutes PEC Questions)

Proposal and Risks

1. What is your understanding (vision) of the State's intent, major goals, and objectives of this project?
  
2. Layout/draw the major training lead related milestone activities of your proposal and then identify the following:
  - a. any assumptions,
  - b. greatest risks and mitigation plan (both yours and the State's), and
  - c. major State actions or decision points to ensure success.
  
3. What lessons learned, from similar scope and size projects, would you apply to this project?
  
4. Why have you been personally selected for this project and what differentiates you from other training leads?

STATE OF ALASKA  
STATEWIDE ADMINISTRATIVE SYSTEMS REPLACEMENT PROJECT  
**BUSINESS PROCESS REENGINEERING LEAD INTERVIEW QUESTIONS**  
(20 Minutes + 5 Minutes PEC Questions)

Proposal and Risks

1. What is your understanding (vision) of the State's intent, major goals, and objectives of this project?
  
2. Layout/draw the major BPR lead related milestone activities of your proposal and then identify the following:
  - a. any assumptions,
  - b. greatest risks and mitigation plan (both yours and the State's), and
  - c. major State actions or decision points to ensure success.
  
3. What lessons learned, from similar scope and size projects, would you apply to this project?
  
4. Why have you been personally selected for this project and what differentiates you from other business process reengineering leads?

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**TECHNICAL LEAD INTERVIEW QUESTIONS**  
(20 Minutes + 5 Minutes PEC Questions)

Proposal and Risks

1. What is your understanding (vision) of the State's intent, major goals, and objectives of this project?
  
2. Layout/draw the major technical related milestone activities of your proposal and then identify the following:
  - a. any assumptions,
  - b. greatest risks and mitigation plan (both yours and the State's), and
  - c. major State actions or decision points to ensure success.
  
3. What lessons learned, from similar scope and size projects, would you apply to this project?
  
4. Why have you been personally selected for this project and what differentiates you from other technical leads?

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**FINANCE/PROCUREMENT LEAD INTERVIEW QUESTIONS**  
(20 Minutes + 5 Minutes PEC Questions)

Proposal and Risks

1. What is your understanding (vision) of the State's intent, major goals, and objectives of this project?
  
2. Layout/draw the major finance/procurement lead related milestone activities of your proposal and then identify the following:
  - a. any assumptions,
  - b. greatest risks and mitigation plan (both yours and the State's), and
  - c. major State actions or decision points to ensure success.
  
3. What lessons learned, from similar scope and size projects, would you apply to this project?
  
4. Why have you been personally selected for this project and what differentiates you from other finance/procurement functional leads?

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**PROJECT MANAGER INTERVIEW QUESTIONS**

(40 Minutes + 10 Minutes PEC Questions)

Proposal and Risks

1. What is your understanding (vision) of the State's intent, major goals, and objectives of this project?
2. Layout/draw the major milestone activities of your proposal and then identify the following:
  - a. any assumptions,
  - b. greatest risks and mitigation plan (both yours and the State's), and
  - c. major State actions or decision points to ensure success.
3. What lessons learned, from similar scope and size projects, would you apply to this project?
4. Why have you been personally selected to manage this project and what differentiates you from other project managers?
5. Why were the other key individuals selected for this team?  
(finance/procurement functional lead, business process reengineering lead, training lead, and technical lead)
6. Explain your financial proposal in simplistic terms by splitting your proposal into the following cost components:
  - a. Total, software, hardware, technical support, management, and contingency
  - b. Identify State payment points, associated major modules (Financial, Procurement, HR/payroll, etc.), and map:
    - i. Where are the major risks financially?
    - ii. Where are the major risks to the client and how are you accounting for them?
    - iii. How will State growth or decrease in user base affect your current pricing?
  - c. What differentiates this proposal from others that have an ERP solution?
7. How do you know your proposal is accurate and has captured the intent of the State's requirements?