

# Job interview questions



Job interviews are an opportunity for you (the job candidate) and the employer to learn more about each other and determine if the role is the right fit.

Dairy farming interviews are slightly different to other sectors and what you might be used too; there are a number of things to think about when preparing for an interview. To help make it easier, the following is a list of potential questions you may like to ask at an interview to determine if the farm is the right fit for you.

Select the questions most relevant to your situation from the list below. And good luck!

## Lifestyle

- How many hours per week do your employees work during peak calving, summer, autumn, and dryoff?
- What is the current work roster? Does your roster change during the year and if so to what? How much notice do you give employees of any changes?
- What is your approach to allowing people time off work for hobbies and interest? Can you provide an example of where you are flexible?
- When things are busy on farm, what do you do for staff if you see they are physically or mentally drained?
- What is your local community like and what sort of support is there?

## The job and team culture

- In this role, would I be working closely with others or independently?
- How will I know what I am expected to do each day? Would I have structure around my daily tasks or just go with the flow?
- Who will I be replacing, where are they going, and why?
- What would your team say about you as a manager and how you like to communicate?
- What do people enjoy the most about you as a manager?
- What do people enjoy the least about your management style?
- How do you deal with a staff member if they are not performing as well as you would like them to?
- What personalities types do you enjoy working with?
- Do you have any 'bugbears' or things that annoy you that people should know about before they start working for you? Such as poor cleanliness, tools not put away, water troughs not being checked in every paddock, and swearing at work?
- Are you happy for me to chat to current and past employees to see how they found the job?

## Training and progression

- For my first three months on farm, how am I going to learn how to complete tasks on my own?
- What sort of training opportunities do you offer your staff?
- How often do you have one-on-one catch ups or performance reviews with your team?
- When you have had a staff member who wanted to progress into higher roles, what did you do to support them to do so? Do you have examples of what past employees have gone on to do in their careers?

## Accommodation

- Is there a garden at the accommodation – who is responsible for it?
- How is rubbish disposed of? Is it collected or do tenants have to dispose of it?
- What are the sources of heating? Who sources and pays for any firewood?
- Who do you talk to about any concerns you have about the property?

## Farm System

- What is your milking frequency and does that change throughout the year?
- How do you make sure your cows and calves are cared for?
- What breed of cows do you have?
- What is your approach to caring for and improving the environment?
- How much tractor work do you do on your farm and what might I be involved in?