



**THE HIRE TALENT**  
A TALENT ASSESSMENT COMPANY

# Interview Questions Controller

*Direct financial activities, such as planning, procurement, and investments for all or part of an organization.*

## Strategic Planning and Organization

- How well has your business/facility/group performed? How did you contribute to this?
- What do you see as the financial strengths and weaknesses in our industry?
- What are the drivers of a successful business? What metrics do you review to know if you're meeting your goals?
- Tell me a time when you reallocated resources due to a shrinking budget.
- How would you describe the purpose of accounting within the larger framework of an organization?
- What do you do to make sure you maintain up-to-date knowledge of accounting software and practices?
- How do you schedule your day? How do you handle interruptions?

## Leadership

- Some people consider themselves to be "big picture people" and others are "detail oriented". Which are you? Give an example of a time when you displayed this.
- What are some characteristics you look for when hiring your staff?
- How do you delegate work?
- Tell me a time you had to motivate your team to complete a complex project.
- What challenges have occurred while you were coordinating work with other units, departments, and/or divisions?

## Accounting Knowledge and Technology

- What ERP / Accounting platforms have you used? Have you ever updated an existing platform or implemented a new one?
- What do you consider first when putting together a budget?
- Tell me about the most challenging financial project you have ever worked on.
- Tell me about control policies that you have implemented to improve overall financial performance and ensure legal compliance.
- You discover a discrepancy between the total assets on a balance sheet and the total liabilities and shareholders' equity. What is your process for investigating this discrepancy?
- How did you reduce overall expenses in your previous employment?

## Communication

- Describe the reports or presentations you have developed for executive teams.
- Tell us a time you had to deliver bad news to the executive team.

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“I feel as though I have a ready consultant on my shoulder ready to assist and discuss with me any difficult choices that result from the results of the testing. They have this area nailed, and I am very satisfied and content with the system.”

“All of the people I have hired since going through the FACT-based Hiring System have been my top performers. The system has greatly improved my team!”

“I love the performance management software! It allows me to keep track of all my hires and their metrics in one place! We have been able to push our hiring process faster than ever before!”

[Scheduling Link](#)