

6 QUESTIONS YOU SHOULD ASK WHEN INTERVIEWING FOR A REMOTE JOB

Understanding the culture generally, and the remote working culture specifically, of the company where you're hoping to work, is essential. Fortunately, you can take advantage of the interview process to make sure you're set up for success as a remote worker within a company.

1 “Would I be working traditional office hours? If not, what are the hours?”

As a full-time employee of the company, flexibility in where you work doesn't necessarily translate into flexibility in when you work. Seek clarity about their team's schedule and their expectations around yours.

2 “Is this a fully distributed team? What percentage of the team works remotely?”

By asking whether you are the only person working remotely or if there is a mix, you can gauge whether remote working is completely normal in the company, or if it's a situation where you'll have to ensure that you stay in the loop (with non-remote teammates).

3 “How does the team communicate? What tools do you use to collaborate?”

If you're not in the same physical space, your manager and colleagues can't stop by to give you a quick update, bounce around ideas, or tell you why they approach something the way they do. So it'll take some extra thought and effort to ensure that everyone's on the same page.

4 “How do you typically give feedback to remote employees?”

In an office setting, getting feedback from a manager often happens informally. Feedback is essential for all employees, but this might get overlooked in a remote work environment.

“How has the company overcome challenges with remote work?”

While it's unrealistic to expect a company to create a flawless remote working environment, you can expect your potential peers, managers, and company leadership to recognise and acknowledge challenges and make an effort to overcome them.

6 “What growth opportunities exist for this role?”

This question helps you to determine if a company is invested in your growth as an employee, even if you're not on-site every day, and gives you clues about how a company thinks about its remote workers.

With companies becoming increasingly open to remote work, you need to determine if the job you're interviewing for is the right remote job for you. So, use the interview process to your advantage to find out if your potential employer's remote work culture is a good fit for you and your career.

