



# 22 Smart Questions to Ask in a Job Interview



At Development Wala, we work closely with job seekers in India's social sector and beyond. Here's a powerful list of 22 strategic questions you should ask in any job interview—designed to help you evaluate the opportunity better and show the interviewer you're serious, thoughtful, and future-focused.



Explore Now ►

# 1. How does this role directly contribute to the organisation's mission or beneficiaries?

Understand the impact of your work on the ground.



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## 2. What are the key social or community issues this project currently addresses?

Get clarity on the cause you'll be working for.



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# 3. Can you describe a recent success story or impact case that the team is proud of?

Shows how the organization measures and celebrates real-world outcomes.



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# 4. How does the organisation engage with local communities or grassroots partners?

Reveals the approach to participatory development and collaboration.



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# 5. What kind of autonomy or field-level decision-making will this role involve?

Understand if you'll be a field leader or mostly supporting from HQ.



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# 6. How are feedback and insights from field staff or community members used to improve programs?

Checks whether the organisation listens to those closest to the work.



# 7. What are some key challenges the team is currently facing in program implementation or outreach?

Helps you understand operational or contextual barriers.



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# 8. How is impact measured and reported to donors, funders, or stakeholders?

Important for understanding monitoring & evaluation expectations.



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# 9. Can you describe the typical lifecycle of a project or campaign—from idea to execution?

Reveals how structured, agile, or participatory the program design is.



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# 10. What role does this position play in reporting, documentation, or donor communication?

Know how much of your time will go into back-end vs. frontline work.



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# 11. How are program learnings and failures shared internally?

Shows the organization's openness to reflection and improvement.



# 12. What does a strong performance look like in this role in the first 6 months?

Helps you align early efforts with expectations.



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# 13. What types of capacity-building or learning opportunities are offered to staff?

Crucial for personal and professional development in the sector.



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# 14. How does the team handle high-pressure situations—like grant deadlines or field emergencies?

Reveals stress management and teamwork during crunch time.



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# 15. How often do staff engage directly with beneficiaries or field operations?

Understand the balance of office vs. on-ground exposure.



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# 16. What partnerships does the organization have with government agencies, other NGOs, or CSR funders?nal development programs offered regularly?

Learn how collaborative and well-connected the organization is.



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# 17. How are decisions made within the team—hierarchical or consultative?

Helps you evaluate internal communication and leadership style.



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# 18. What is the organisation's long-term sustainability strategy (beyond project-based funding)?

Indicates financial and strategic vision beyond donor cycles.



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# 19. What retention or career growth strategies does the organization follow for social sector professionals?

Shows if they value long-term talent and provide pathways to grow.



# 20. Is there an internal gender policy, safeguarding policy, or code of conduct in place?

Crucial for ensuring safe, ethical, and inclusive workspaces.



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# 21. How involved is leadership (e.g., trustees, directors) in day-to-day program decisions?

Gives you insight into how empowered the program team really is.



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## 22. How does the organization promote staff well-being and prevent burnout—especially in field-heavy roles?

Especially important in emotionally and physically demanding contexts.



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