

A Leader's Guide to Interviewing BAs

THINK ABOUT THE TYPE OF BA YOU WANT TO HIRE

1.

WHAT SKILLS ARE NEEDED
ON THE TEAM, THAT THE
TEAM MAY NOT HAVE YET?

2.

WHAT CULTURAL NORMS WOULD
YOU LIKE TO CHALLENGE BY
BRINGING IN SOMEONE THAT
THINKS DIFFERENTLY?

3.

WHAT LEVEL OF
BA IS NEEDED?



4.

WHO NEEDS TO BE
INVOLVED IN THE
INTERVIEWING PROCESS?

5.

WHO DO YOU NEED BUY-
IN FROM IN MAKING THE
DECISION?

6.

HOW COMPLEX IS THE
WORK THAT THIS NEW BA
WILL BE WORKING ON?

What questions to ask:

✓ **About work style**

For example: How do you
bring out the creativity in the
team and stakeholders?

✓ **To clarify skills**

For example: How do you
ensure understanding of
scope?

✓ **Insight on experience level**

For example: Tell me about the
levels of stakeholders you
worked with on requirements.



*For more sample questions, see
the complete list in the resource
section on BA-Cube.*



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Business Agility with Business Analysis



BA-Cube