

Interview prep checklist for growth roles.

Interviewing with a growth company is different. The role is often still taking shape, the business is changing fast, and they are assessing how you think and learn as much as what you have done.

● Before the interview

- ☐ Understand the stage they are at: early startup, scaling, or established and growing
- ☐ Read recent news, updates and LinkedIn posts from the founders
- ☐ Learn who their customers are and what problem they solve
- ☐ Look at how the team has grown, and where they are hiring
- ☐ Read the role page closely. It tells you what matters most

● Know your story

- ☐ Why this stage, and why now? Be clear on what draws you to a growing business
- ☐ Two or three examples of learning fast in an unfamiliar situation
- ☐ An example of building or improving something without a playbook
- ☐ A time you delivered with limited time, budget or people
- ☐ What you are still learning, told honestly

● Questions to ask them

- ☐ What does success look like in 90 days, and in 12 months?
- ☐ What is the biggest challenge the team is facing right now?
- ☐ How do decisions get made, and how quickly?
- ☐ How might this role change as the business grows?
- ☐ What is working really well, and what is not yet?

● Signs it could be the right fit

- ☐ They are open about their challenges, not just the highlights
- ☐ You leave with a clear picture of what success looks like
- ☐ The pace, ambiguity and independence suit how you work best
- ☐ You can see yourself growing with the business

● After the interview

- ☐ Send a short thank-you note that picks up on something you discussed
- ☐ Reflect honestly: did the conversation give you energy?
- ☐ Talk it through with us. We will give you the full picture before you decide