

ROLE BRIEF · 45-MINUTE STRUCTURED INTERVIEW

Probe the decisions behind the work.

Product Operations Lead · Use this rubric in your hiring system. This document does not collect responses.

10 min / Ownership

Ask Alex to map the release-readiness workflow. Which decisions stayed with engineering, and which belonged to operations?

20 min / Evidence

Discuss the change from 18 unresolved dependencies to 7. Ask about the measurement window, exclusions and other changes during that quarter.

15 min / Tradeoffs

Give a delayed-launch scenario. Ask what information Alex needs before recommending a date change.

Rubric: 1 = unsupported assertion; 2 = partial reasoning; 3 = clear evidence and tradeoffs.