

Operations Manager Interview Questions

1. Name a time when your advice to management led to an improvement in your company or otherwise helped your employer.

2. What factors do you consider when assessing costs and estimating the production capabilities and economic value of oil and gas wells, to evaluate the economic viability of potential drilling sites?

3. What have you found to be the best way to develop plans for oil and gas field drilling, and for product recovery and treatment? Share an example.

4. Provide an example of a time when you successfully organized a diverse group of people to accomplish a task.

5. Share an experience you had in dealing with a difficult person and how you handled the situation.

6. Tell me how you organize, plan, and prioritize your work.

7. Give me an example of when you thought outside of the box. How did it help your employer?

8. Tell me about an experience in which you analyzed information and evaluated results to choose the best solution to a problem.

9. Share an effective approach to working with a large amount of information/data. How has your approach affected your company?

10. Share an example of a time you had to gather information from multiple sources. How did you determine which information was relevant?

11. What have you found to be the best way to monitor the performance of your work and/or the work of others? Share a time when you had to take corrective action.

12. How would you rate your writing skills? (Ask for an example that demonstrates great writing skills.)

13. Provide an example of a time when you were able to demonstrate excellent listening skills. What was the situation and outcome?

Operations Manager Interview Questions

14. What are some long-range objectives that you developed in your last job? What did you do to achieve them?

15. Share an experience in which you successfully coordinated with others. How about a coordination effort that was not as successful?

16. Provide an experience that demonstrates your ability to manage time effectively. What were the challenges and results?

17. Share an experience in which your understanding of a current or upcoming problem helped your company to respond to the problem.

18. Provide an example when your ethics were tested.

19. Share an example of when you went above and beyond the "call of duty". (Look for answers that show the candidate is dependable.)

20. How do you balance cooperation with others and independent thinking? Share an example. (Try to determine if the candidate has a cooperative attitude or is otherwise good-natured.)

21. Provide an example when you were able to prevent a problem because you foresaw the reaction of another person.

22. Share a time when you willingly took on additional responsibilities or challenges. How did you successfully meet all of the demands of these responsibilities? (Make sure the candidate is a self-starter and can demonstrate some initiative.)

23. Share an experience in which your attention to detail and thoroughness had an impact on your last company.

24. Name a time when your creativity or alternative thinking solved a problem in your workplace.

25. Provide a time when you worked in a rapidly evolving workplace. How did you deal with the change?

Operations Manager Interview Questions

(Make sure the candidate is flexible.)

26. Share a time when you successfully used scientific rules or methods to solve a problem at work.

27. Describe methods you have found effective to analyze data to recommend placement of wells and supplementary processes to enhance production.

28. Provide a time when you dealt calmly and effectively with a high-stress situation.

29. Walk me through how you would specify and supervise well modification and stimulation programs to maximize oil and gas recovery.

30. Share an experience in which your willingness to lead or offer an opinion helped your company.

31. Share an example when you conferred with scientific, engineering, and technical personnel to resolve design, research, and testing problems.

32. What is the most challenging part of assisting engineering and other personnel to solve operating problems?

33. Name a time when you coordinated the installation, maintenance, and operation of mining and oil field equipment.

34. Explain to me how you simulate reservoir performance for different recovery techniques, using computer models.

35. Provide an example of when you set expectations and monitored the performance of subordinates. What guidance and direction did you find most effective?

36. Please share an experience in which you successfully taught a difficult principle or concept. How were you able to be successful?

37. What is the secret to design and implement environmental controls on oil and gas operations?

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38. Please share with me an example of how you helped coach or mentor someone. What improvements did you see in the person's knowledge or skills?

39. Name a time when your patience was tested. How did you keep your emotions in check?

40. Describe an experience when you supervised the removal of drilling equipment, the removal of any waste, and the safe return of land to structural stability when wells or pockets are exhausted.

41. Describe methods you have found effective to take samples to assess the amount and quality of oil, the depth at which resources lie, and the equipment needed to properly extract them.

42. Walk me through how you would inspect oil and gas wells to determine that installations are completed.

43. Tell me about the last time when you conducted engineering research experiments to improve or modify mining and oil machinery and operations.

44. Provide an experience in which you were sensitive to someone's needs or feelings. How did your helpfulness affect your work environment?

45. Describe a time when you successfully persuaded another person to change his/her way of thinking or behavior.

46. What factors do you consider when testing machinery and equipment to ensure that it is safe and conforms to performance specifications?

47. Share an experience in which you used new training skills, ideas, or a method to adapt to a new situation or improve an ongoing one. (Look for the candidate's ability to learn.)

48. Share an experience in which your diligence of inspecting equipment, structures, or materials helped you identify a problem or the cause of a problem.

49. Share an experience in which you conducted a test of a product, service, or process and successfully improved the quality or performance.