Continuous Process Coffee Roaster Interview Questions

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

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

3. What kind of experience do you have observing, feeling, tasting, or otherwise examine products during and after processing, in order to ensure conformance to standards?

4. Walk me through how you operate or tend equipment that roasts, bakes, dries, or cures food items such as cocoa and coffee beans, grains, nuts, and bakery products.

5. Describe methods you have found effective to observe temperature, humidity, pressure gauges, and product samples, and adjust controls, such as thermostats and valves, in order to maintain prescribed operating conditions for specific stages.

6. Tell me about a recent experience you've had working with your hands.

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

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

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

10. Tell me how you observe flow of materials and listen for machine malfunctions, such as jamming or spillage, and notify supervisors if corrective actions fail.

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

12. Describe a process you use to take product samples during and/or after processing for laboratory analyses.

13. What is the most challenging part of reading work orders in order to determine quantities and types of

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products to be baked, dried, or roasted?
14. Tell me about the last time you monitored or reviewed information and detected a problem. How did you respond?
15. Share an experience in which you've successfully learned how to handle a new piece of equipment?
16. 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.)
17. Provide an example of a time when you successfully organized a diverse group of people to accomplish a task.
18. Share an experience in which you conducted a test of a product, service, or process and successfully improved the quality or performance.
19. Tell me about a time when you developed your own way of doing things or were self-motivated to finish an important task.
20. Provide a time when you worked in a rapidly evolving workplace. How did you deal with the change? (Make sure the candidate is flexible.)
21. Provide an example of when you were persistent in the face of obstacles.
22. Name a time when you identified strengths and weaknesses of alternative solutions to problems. What was the impact?
23. Provide an experience in which you were sensitive to somone's needs or feelings. How did your helpfulness affect your work environment?
24. Provide an example when your ethics were tested.
25. Name a time when your patience was tested. How did you keep your emotions in check?

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26. Describe an experience in which you successfully controlled the operation of a difficult system. What made you successful?
27. Describe a time when you successfully serviced, repaired, or tested a machine or device that operates mainly by mechanical principles.
28. Share an experience in which your willingness to lead or offer an opinion helped your company.
29. Provide an example of when you set expectations and monitored the performance of subordinates. What guidance and direction did you find most effective?
30. Share an experience in which you successfully coordinated with others. How about a coordination effort that was not as successful?