AZ TECHNOLOGY

TECHNOLOGY STAFFING, THOUGHTFULLY MATCHED.

5 questions to ask before you hire a data engineer.

Most data engineering hires fail on fit, not skill. Ask these before you write the job description — they'll save you a mis-hire.

1. What will this person own in their first 90 days?

Why it matters: "Build pipelines" is a responsibility; "own the migration of the billing pipeline to Snowflake" is an outcome. Engineers hired against outcomes ramp faster and stay longer.

2. What stack will they touch every single day?

Why it matters: A Spark expert hired into a dbt shop (or vice versa) spends month one relearning instead of delivering. Daily-tools fit beats resume-keyword fit.

3. Who reviews their work — and what breaks if it's wrong?

Why it matters: This tells you the seniority you actually need. If bad data silently corrupts executive dashboards, you need judgment, not just coding speed.

4. What's broken right now that this hire should fix?

Why it matters: Every team has the thing everyone complains about — flaky pipelines, 6-hour runtimes, tribal-knowledge ETL. Name it, and hire the person who's fixed that before.

5. What does "great" look like in 6 months — and how will you measure it?

Why it matters: If you can't define success, neither can the hire. Teams that answer this clearly interview better, onboard faster, and retain longer.

Hiring data talent and want a second opinion on the role before you search? **Talk to us** — we'll pressure-test the fit profile with you, free.

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