
Finance Manager interview questions and answers

These **Finance Manager interview questions** will help you look for important skills in candidates. Adjust them to fit your position and company. Similar job titles include [Tax Manager](#).

Make sure that you are interviewing the best Finance manager candidates. Sign up for [Workable's 15-day free trial](#) to hire better, faster.

10 good finance manager interview questions

1. Imagine upper management asks you to tell them whether the company should continue offering a product/service. How would you go about it?
2. When you have to deal with multiple priorities, how do you manage?
3. If one of your subordinates made an error, how would you handle it?
4. Imagine there's a conflict between two accountants you supervise. How do you resolve it?
5. If we bought new equipment, how would the financial statements change?
6. How would you help staff change from a "this is how it's always done" approach to new processes you implement?
7. What kind of financial reports does upper management need and why?
8. What methods/metrics do you use to evaluate the organization's progress?
9. What are key elements to look at when evaluating the company's investments?
10. Is a cash flow statement enough to tell whether a company is doing well?

Here are 10 essential interview questions and sample answers to help identify the best candidates for this role.

1. Imagine upper management asks you to tell them whether the company should continue offering a product/service. How would you go about it?

This question assesses the candidate's analytical skills and their approach to making data-driven decisions.

Sample answer:

I would conduct a thorough financial analysis, considering factors like product profitability, sales trends, and market demand. Additionally, I'd evaluate indirect factors like brand value and customer feedback. Based on the findings, I'd present a recommendation backed by data.

2. When you have to deal with multiple priorities, how do you manage?

This question gauges the candidate's time management and prioritization skills.

Sample answer:

I prioritize tasks based on their urgency and importance. I also use tools like Trello or Asana to keep track of tasks and deadlines. Regular check-ins with my team ensure we're aligned and making progress on key initiatives.

3. If one of your subordinates made an error, how would you handle it?

This question evaluates the candidate's leadership and problem-solving abilities.

Sample answer:

I'd first assess the impact of the error. If it's rectifiable, I'd work with the individual to correct it. I believe in using such instances as learning opportunities, so I'd discuss the mistake with the employee, ensuring they understand and learn from it.

4. Imagine there's a conflict between two accountants you supervise. How do you resolve it?

This question probes the candidate's conflict resolution skills.

Sample answer:

I'd arrange a meeting with both accountants to understand the root of the conflict. By facilitating open communication, we can identify the issue and collaboratively find a solution. If needed, I'd provide additional training or resources to prevent future conflicts.

5. If we bought new equipment, how would the financial statements change?

This question tests the candidate's understanding of financial statements and accounting principles.

Sample answer:

Purchasing new equipment would increase the company's assets on the balance sheet. Depending on how the equipment is financed, there might be changes in liabilities (if borrowed) or equity (if paid from retained earnings). Additionally, the income statement might reflect depreciation expenses over time.

6. How would you help staff change from a “this is how it’s always done”

approach to new processes you implement?

This question assesses the candidate's change management skills.

Sample answer:

I'd start by explaining the reasons behind the change and the benefits it brings. Training sessions would be organized to familiarize staff with the new processes. I believe in taking feedback and making adjustments based on it to ensure a smooth transition.

7. What kind of financial reports does upper management need and why?

This question gauges the candidate's understanding of the information needs of senior management.

Sample answer:

Upper management typically requires reports like the income statement, balance sheet, and cash flow statement to understand the company's financial health. Additionally, they might need budget variance reports, forecasts, and ROI analyses for strategic decision-making.

8. What methods/metrics do you use to evaluate the organization's progress?

This question probes the candidate's approach to performance measurement.

Sample answer:

I rely on key financial metrics like net profit margin, ROI, and working capital ratio. Additionally, non-financial metrics like customer satisfaction and employee turnover rates provide a holistic view of organizational progress.

9. What are key elements to look at when evaluating the company's investments?

This question tests the candidate's investment analysis skills.

Sample answer:

Key elements include the potential ROI, payback period, and net present value. It's also essential to consider the risk associated with the investment, its alignment with company strategy, and potential long-term benefits.

10. Is a cash flow statement enough to tell whether a company is doing well?

This question evaluates the candidate's depth of financial knowledge.

Sample answer:

While a cash flow statement provides insights into a company's liquidity and operational efficiency, it's just one piece of the puzzle. To get a comprehensive view, one should also consider the income statement, balance sheet, and other relevant financial and non-financial indicators.

Why is it important to ask finance manager interview questions

The finance manager's role has two key duties: advising upper management and managing finance operations. Depending on the company, they may also be involved in other tasks like financial planning and overseeing investments. They need substantial skills in data analysis, reporting and budgeting as well as knowledge of day-to-day financial operations.

Candidates will typically have a degree in finance, accounting or economics. Professional certification is a good way to select those who have more experience and knowledge. Industry-specific experience as a financial manager or [finance officer](#) may be very useful due to many specialized regulations or procedures (e.g. tax laws). A couple of technical questions may be useful to assess the depth of their expertise.

When interviewing candidates, look for attributes such as an analytical mind, [critical thinking](#), organizational and leadership abilities. Attention to detail and math skills are equally important. Present them with different scenarios and discuss their past experience. Assign extra points to candidates who understand industry trends and challenges.

Let's summarize some of the questions and add a few more divided into specific types.

Operational and Situational questions

- Imagine upper management asks you to tell them whether the company should continue offering a product/service. How would you go about it?
- When you have to deal with multiple priorities, how do you manage?
- If one of your subordinates made an error, how would you handle it?
- Imagine there's a conflict between two accountants you supervise. How do you resolve it?
- If we bought new equipment, how would the financial statements change?
- How would you help staff change from a "this is how it's always done" approach to new processes you implement?

Role-specific questions

- What kind of financial reports does upper management need and why?
- What methods/metrics do you use to evaluate the organization's progress?
- What are key elements to look at when evaluating the company's investments?
- Is a cash flow statement enough to tell whether a company is doing well?
- How do you calculate and interpret ROI?
- What's your experience with benchmarking studies?
- Are you familiar with Oracle?
- How do you reward innovation, initiative, teamwork?

Behavioral questions

- Tell me about a time your advice to senior management resulted in higher profits/revenues
- Recall a time you had to prepare a financial report with a very tight deadline. How did you manage?
- Give me an example of a time you solved a problem to ensure goals were met
- Describe a time where you showed initiative regarding a financial matter
- Have you ever disagreed with upper management? How did you handle it?
- Tell me about a time when your knowledge of financial regulations benefited your company
- Can you give me an example where you improved the quality/timeliness of the financial information?
- What experience do you have in team leadership? How would you describe your leadership style and how has it contributed to the success of the project/department? Talk through how you impacted the careers of the staff you mentored
- Give an example of a time when you had a difficult person to manage and how you handled the situation
- How many performance evaluations have you conducted in the last 12 months? How did your reports fare and what was your contribution to their performance? What could you have done better? Did you expand the team?