

Fencer interview questions

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What to expect

Fencing interviews are practical and grounded in real work. Employers want to know you can handle the tools, work safely outdoors and deal with the unexpected. Expect a mix of technical, safety and behavioural questions.

- **Technical:** Questions about setting out, installing posts, tensioning wire and using tools. They assess your hands-on knowledge.
- **Behavioural:** Questions about past experiences, like working in bad weather or meeting a tight deadline. They reveal how you handle pressure.
- **Scenario:** Questions about what you would do if something goes wrong, such as hitting rock or finding a damaged fence. They test your judgement.
- **Safety:** Questions about WHS, PPE and risk assessment. Safety is critical in this role, so expect at least one.
- **Client-facing:** Questions about dealing with clients, explaining options or handling complaints. They show your communication skills.

Typically a single interview with the business owner or supervisor, often on site. You may be asked to walk through a recent job or demonstrate a skill. Expect a mix of practical and safety questions, and be ready to talk about your experience outdoors.

1. Walk me through how you set out a new fence line from start to finish.

Why they ask

This is a core technical question. The interviewer wants to see if you understand the sequence and can plan ahead.

How to structure your answer

Walk-through: provide a clear step-by-step process, from checking plans to final inspection.

Example answer

"First, I check the plan and boundary pegs, then use a laser level or string line to mark the line and confirm corners. I clear the line of obstacles, then mark post spacing. I dig or drill holes, set posts in concrete or rammed earth, and check alignment. Next, I install wire or panels, tension and tie off, and finally hang gates. I always do a final check against the plan."

2. Tell me about a time you had to repair storm damage under pressure.

Why they ask

Fencers often get called out after storms. The interviewer wants to know you can stay calm and work efficiently.

How to structure your answer

STAR: describe the situation, task, action and result. Focus on your decision-making and the outcome.

Example answer

"During a storm, a client's boundary fence was down and livestock were at risk. I was called out at short notice. I assessed the damage, prioritised securing the immediate area, and replaced broken posts and wire. I worked efficiently to restore the fence before nightfall, and the client was relieved to have their animals contained."

3. You're digging a post hole and hit solid rock. What do you do?

Why they ask

This scenario tests your problem-solving and safety awareness. The interviewer wants to see you think on your feet.

How to structure your answer

Judgement under pressure: assess the situation, consider options, act safely, and communicate if needed.

Example answer

"I stop and assess the rock. If it's a small obstruction, I might use a pry bar or rock breaker attachment. If it's a large rock, I'd consider moving the post slightly if the fence line allows, or use a different anchoring method like a rock spike. I'd check with the client or supervisor if it affects the plan, and always prioritise safety."

4. How do you ensure you're working safely on a fencing job?

Why they ask

Safety is non-negotiable. The interviewer needs to know you follow WHS procedures and use PPE correctly.

How to structure your answer

List key controls: risk assessment, PPE, tool safety, and site awareness. Give a brief example.

Example answer

"I start with a risk assessment: checking for underground services, overhead power lines, and uneven ground. I wear PPE including gloves, boots, and eye protection. I use tools correctly and keep the site tidy. I also make sure I'm trained on the equipment, like post drivers and augers, and I follow WHS procedures."

5. A client wants a fence that isn't suitable for their property. How do you handle it?

Why they ask

This client-facing question assesses your communication and ability to offer solutions without being confrontational.

How to structure your answer

Listen, explain, offer alternatives: show empathy, then provide practical options.

Example answer

"I listen to what they want and why. Then I explain the limitations, like if the soil type won't hold certain posts, or if the fence won't contain their livestock. I suggest alternatives that meet their needs, such as different materials or a different layout. I always aim to find a solution that works for them and is durable."

6. What experience do you have with quoting and estimating?

Why they ask

Many fencing roles involve quoting, especially for contractors. The interviewer wants to know you can price jobs accurately.

How to structure your answer

Describe your approach, tools and a specific example, focusing on accuracy and client communication.

Example answer

"I use Tradify to create quotes. I measure the fence line, count posts, gates, and wire, and factor in labour and materials. I check prices with suppliers. I also use Xero for invoicing. For example, I quoted a 500-metre rural fence, breaking down costs so the client could see the value. I got the job and completed it on budget."

