Lagger interview questions

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What to expect

Lagger interviews usually combine a conversation about your experience with practical questions about methods, safety and problem-solving. Employers want to know you can work accurately and safely on site, often under time pressure.

- **Technical knowledge:** Questions about insulation materials, cladding types, tools and standards.
- **Safety and compliance:** How you manage hazards, tickets and procedures.
- **Scenario-based:** What you would do in a specific site problem.
- **Behavioural:** Past examples of teamwork, reliability and problem-solving.
- **Practical process:** Walk-throughs of how you approach a task.

Typically a phone or in-person screening with a supervisor or leading hand, followed by a site visit or detailed interview. Some employers include a short practical test, such as measuring and cutting a sample or identifying tools and materials. You may also be asked to provide copies of your tickets and White Card.

1. Can you walk me through how you measure and cut insulation for a pipe run with multiple bends and valves?

Why they ask

Tests your technical process and attention to detail.

How to structure your answer

Walk-through: step by step from reading plans to final inspection.

Example answer

“First, I review the plans and specifications to confirm the insulation thickness and material. I measure the pipe circumference and the length of each straight section, then add allowance for the bends and valves. For bends, I cut mitred sections so the insulation fits snugly without gaps. I use a lagging knife or sheet metal shears for the cladding, and I always check that the insulation is secure and sealed. Finally, I inspect the finished work to ensure it meets the required thermal performance.”

2. Tell me about a time you identified a safety hazard on a site and what you did about it.

Why they ask

Assesses your safety awareness and ability to act.

How to structure your answer

STAR: Situation, Task, Action, Result.

Example answer

“On a previous project, I noticed that a section of scaffolding had missing guardrails near where I needed to work at height. I stopped work immediately and reported it to the site supervisor. I also placed a barrier around the area to warn others. The supervisor arranged for the scaffold to be fixed before we continued. I always speak up about hazards because safety is everyone's responsibility.”

3. You arrive at a site and the insulation materials delivered are the wrong thickness for the specification. What do you do?

Why they ask

Tests judgement under pressure and communication.

How to structure your answer
Judgement under pressure: assess, communicate, resolve.

Example answer
“I would first check the delivery docket and the specification to confirm the mistake. Then I would inform my supervisor immediately so they can contact the supplier. In the meantime, I would see if there is any other work I can do that doesn't rely on that material, such as preparing the next area or working on a different section. I would not install the wrong thickness because it would compromise the thermal performance and might fail inspection.”

4. What experience do you have with different insulation materials and cladding types?

Why they ask
Tests technical knowledge and versatility.

How to structure your answer
Technical knowledge: describe materials, applications, and your experience.

Example answer
“I have worked with rockwool, fibreglass and foam insulation, as well as aluminium and stainless steel cladding. I'm comfortable cutting and fitting these materials for pipes, ducts and vessels. I know that rockwool is often used for high-temperature applications, while foam is more common for cold services. I always follow the manufacturer's instructions and the project specifications to ensure the right material is used.”

5. How do you ensure your work meets the required thermal and acoustic performance standards?

Why they ask
Shows understanding of quality and compliance.

How to structure your answer
Process explanation: standards, installation, verification.

Example answer
“I start by reading the specifications and Australian Standards, such as AS/NZS 4859, to understand the required performance. I make sure there are no gaps or compression in the insulation, because that can reduce effectiveness. I seal all joints and penetrations properly, and I secure the cladding so it doesn't compromise the insulation. I also check my work against the plans and ask for an inspection if needed.”

6. Describe a situation where you had to work at heights or in a confined space. How did you manage safety?

Why they ask
Assesses safety training and practical application.

How to structure your answer
STAR: Situation, Task, Action, Result.

Example answer
“On a recent job, I had to install insulation on a high pipe rack using a scissor lift. Before starting, I completed a pre-start check on the lift, ensured my harness was worn correctly, and set up exclusion zones below. I also checked the weather conditions and made sure I had a spotter. I communicated with my team via radio throughout. I have a current working at heights ticket and confined space ticket, and I always follow the site's safety procedures.”