

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · ACTUARY

1	What experience do you have in the field?	12345	
2	What skills would you bring to the table?	12345	
3	Tell me about a time when you had to analyze data.	12345	
4	Tell me about a time when you had to solve a difficult problem.	12345	
5	How would you explain actuarial science to me?	12345	
6	What are some of the most important skills for an Actuary?	12345	
7	What do you find most challenging in the Actuary profession?	12345	
8	What interests you about this position as an Actuary?	12345	
9	What is your experience in risk management?	12345	
10	What is your experience in data analysis?	12345	
11	What is your experience in financial modeling?	12345	
12	What Coursework did you take in Actuarial Science?	12345	
13	Describe a time when you had to use your skills as an Actuary.	12345	

OVERALL ASSESSMENT

CRITERIA	SCORE (1-5)	NOTES
Educational Background Appropriate qualifications or training for the position.	12345	
Prior Work Experience Skills or qualifications acquired through past work.	12345	
Qualifications / Experience The technical skills the position actually needs.	12345	
Problem Solving Abilities Demonstrated critical problem-solving.	12345	
Communication Team building and communication skills.	12345	

CRITERIA

SCORE (1-5) NOTES

Organizational Fit Would this hire steer the organization the right way?	12345	
Directional Fit A step forward, or backward, in their career?	12345	

RECOMMENDATION

☐ Advance ☐ Hold ☐ Decline

1 = well below the bar · 3 = meets it · 5 = clearly above it

AvaHR — hiring software for teams without a recruiter
Use the same scorecard for every candidate in this role.