

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · ALARM TECHNICIAN

1	How long have you been working as an Alarm Technician?	1 2 3 4 5	
2	How did you go about learning about alarm systems?	1 2 3 4 5	
3	What is your experience with fire alarms?	1 2 3 4 5	
4	How would you deal with someone who was trying to bypass an alarm system?	1 2 3 4 5	
5	What's your experience with burglary alarms?	1 2 3 4 5	
6	What's your experience with home automation systems?	1 2 3 4 5	
7	Have you ever had to deal with a disgruntled customer?	1 2 3 4 5	
8	Are you familiar with the National Fire Protection Association (NFPA) standards?	1 2 3 4 5	
9	Do you have a valid driver's license and a clean driving record?	1 2 3 4 5	
10	What sets you apart from other Alarm Technicians?	1 2 3 4 5	

OVERALL ASSESSMENT

CRITERIA	SCORE (1-5)	NOTES
Educational Background Appropriate qualifications or training for the position.	1 2 3 4 5	
Prior Work Experience Skills or qualifications acquired through past work.	1 2 3 4 5	
Qualifications / Experience The technical skills the position actually needs.	1 2 3 4 5	
Problem Solving Abilities Demonstrated critical problem-solving.	1 2 3 4 5	
Communication Team building and communication skills.	1 2 3 4 5	
Organizational Fit Would this hire steer the organization the right way?	1 2 3 4 5	
Directional Fit A step forward, or backward, in their career?	1 2 3 4 5	

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.