avaHR

Android Developer Candidate Scorecard

Score every candidate against the same questions and criteria

CANDIDATE	INTERVIEWER	DATE	STAGE

INTERVIEW QUESTIONS · ANDROID DEVELOPER

1	What experience do you have working with Android platforms?	① ② ③ ④ ⑤	
2	How familiar are you with the latest Android technologies?	① ② ③ ④ ⑤	
3	Can you explain any notable features from one of your mobile applications built using Kotlin or Java?	① ② ③ ④ ⑤	
4	Can you describe your experience in developing mobile applications for both iOS and Android platforms?	① ② ③ ④ ⑤	
5	Are there any special techniques or strategies that you use when designing user interfaces on Android devices?	① ② ③ ④ ⑤	
6	Have you ever encountered performance issues while developing an app and how did you go about solving them?	① ② ③ ④ ⑤	
7	Does your background include debugging code related to the development of android apps? if yes, can I see examples of it?	① ② ③ ④ ⑤	
8	How often do you keep yourself up to date with changes in the Android SDK?	① ② ③ ④ ⑤	
9	How would you describe your coding style when writing applications for Android devices?	① ② ③ ④ ⑤	
10	Have you ever created an app that was published on the Google Play Store?	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	

CRITERIA	SCORE (1–5)	NOTES
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.