

CANDIDATE	INTERVIEWER	DATE	STAGE
-----------	-------------	------	-------

INTERVIEW QUESTIONS · APARTMENT MAINTENANCE TECHNICIAN

1	What type of repairs and maintenance are you most comfortable doing?	1 2 3 4 5	
2	Have you ever dealt with plumbing, electrical, and HVAC systems in the past?	1 2 3 4 5	
3	Do you hold any certifications in building maintenance or construction safety standards?	1 2 3 4 5	
4	How do you ensure compliance with safety guidelines during maintenance activities?	1 2 3 4 5	
5	How would you handle an emergency repair situation?	1 2 3 4 5	
6	Do you have experience resolving customer complaints and disputes?	1 2 3 4 5	
7	Describe your approach to preventive maintenance.	1 2 3 4 5	
8	Are there any specialized skills that could be beneficial to this role?	1 2 3 4 5	
9	What kind of tools and equipment are you familiar with using for repairs and maintenance?	1 2 3 4 5	
10	Are you comfortable working with different types of building materials and equipment?	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.