

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · APPLICATION ARCHITECT

1	What experience do you have in designing and developing applications?	12345	
2	How familiar are you with the different software development life cycles?	12345	
3	Are you comfortable working with a variety of programming languages?	12345	
4	Can you explain the architectural principles and best practices that guide your work when developing applications?	12345	
5	Do you have experience in troubleshooting application issues?	12345	
6	What techniques do you use to ensure the scalability of applications?	12345	
7	Are you familiar with the latest trends and technologies in the software development domain?	12345	
8	How do you handle communication between different teams while developing an application?	12345	
9	Do you have experience in leading development projects from start to finish?	12345	
10	How do you ensure the security of application data?	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	
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.