

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

INTERVIEW QUESTIONS · APPLICATION DEVELOPER

1	What experience do you have with developing applications?	1 2 3 4 5	
2	Describe the development process and tools that you are most familiar with.	1 2 3 4 5	
3	How do you handle deadlines when working on application projects?	1 2 3 4 5	
4	Tell me about a successful project you were involved in and the role that you played in it.	1 2 3 4 5	
5	How well do you work within a team environment?	1 2 3 4 5	
6	Do you have experience using different programming languages such as Java, JavaScript, or .NET?	1 2 3 4 5	
7	How familiar are you with debugging applications for potential issues and errors?	1 2 3 4 5	
8	What techniques do you use to ensure your code is clean and readable by other developers?	1 2 3 4 5	
9	How do you stay up to date with the latest developments in application development?	1 2 3 4 5	
10	Are you familiar with best practices for user experience design?	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.