

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · APPLICATION MANAGER

1	How do you ensure the reliability of the application?	12345	
2	What strategies have you used to troubleshoot problems with applications?	12345	
3	What is your approach to documenting processes related to application development and management?	12345	
4	How do you stay up-to-date on new software technologies?	12345	
5	What methods do you use to stay organized and manage your workflow?	12345	
6	Describe a project where you had to manage the development of multiple applications.	12345	
7	What processes have you implemented in the past to monitor application performance?	12345	
8	Do you have any experience or familiarity with cloud computing or software as a service (SaaS)?	12345	
9	Do you have any experience or familiarity with Agile project management?	12345	
10	What processes have you implemented in the past to ensure the security of applications?	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	

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.