

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · APPLICATIONS ENGINEER

1	What experience do you have with software development and engineering?	1 2 3 4 5	
2	Describe a project you worked on that required application engineering.	1 2 3 4 5	
3	What challenges have you faced when developing applications?	1 2 3 4 5	
4	How familiar are you with debugging techniques and troubleshooting software issues?	1 2 3 4 5	
5	Describe your experience with developing and testing applications across different platforms.	1 2 3 4 5	
6	How do you stay updated on the latest application engineering tools and technologies?	1 2 3 4 5	
7	What strategies do you use to ensure a successful design or development project?	1 2 3 4 5	
8	How do you communicate complex concepts to clients or stakeholders effectively?	1 2 3 4 5	
9	What are some best practices that you follow when developing applications?	1 2 3 4 5	
10	What steps do you take when designing, coding, and deploying an application?	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.