

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · ARCHITECTURAL DESIGNER

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Could you guide us through your portfolio and point out a project that holds special significance for you?

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Describe your design process from conceptualization to finalization. How do you approach a new project?

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Can you provide an example of a project where you had to work closely with architects, engineers, or other professionals? How did you ensure effective collaboration?

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Could you tell us about a particularly challenging design constraint you faced and how you addressed it?

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Which architectural design software are you most comfortable with, and how do you stay updated with emerging tools and technologies?

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How do you adapt your designs to cater to diverse environments or cultural contexts?

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Describe a situation where a client didn't agree with your design. How did you handle the feedback and find a resolution?

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What current architectural design trend excites you the most, and how do you stay inspired in your work?

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How do you ensure your designs align with local building codes and regulations?

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Where do you see your career in architectural design in the next five years, and how do you plan to achieve your goals?

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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	

CRITERIA	SCORE (1-5)	NOTES
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	
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.