

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

INTERVIEW QUESTIONS · ART DIRECTOR

1	What experience do you have in art direction?	12345	
2	How did you handle challenges while managing a design team?	12345	
3	Tell me about an art direction project that made a real impact.	12345	
4	Describe your organizational skills and how they would help the role of Art Director.	12345	
5	What is your understanding of current industry trends and technologies?	12345	
6	How do you ensure that the design meets brand guidelines, deadlines, and budget requirements?	12345	
7	What do you think makes an art director successful?	12345	
8	Describe your creative process when it comes to art direction.	12345	
9	How do you work with non-designers and colleagues to get the desired results for a project?	12345	
10	How do you stay current on industry trends, tools, and techniques?	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.