

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

INTERVIEW QUESTIONS · ASSISTANT SUPERINTENDENT

|    |                                                                                               |           |  |
|----|-----------------------------------------------------------------------------------------------|-----------|--|
| 1  | What is your experience with supervising construction projects?                               | 1 2 3 4 5 |  |
| 2  | What makes you a good fit for this role?                                                      | 1 2 3 4 5 |  |
| 3  | Have you ever had to handle any difficult situations on the job? How did you resolve them?    | 1 2 3 4 5 |  |
| 4  | Can you provide an example of a time when you delegated tasks effectively?                    | 1 2 3 4 5 |  |
| 5  | What is your understanding of health and safety regulations in the construction industry?     | 1 2 3 4 5 |  |
| 6  | Can you give an example of a time when you had to deal with a challenging customer or client? | 1 2 3 4 5 |  |
| 7  | What do you think are the key skills for success in this role?                                | 1 2 3 4 5 |  |
| 8  | Tell me about a time when you had to deal with a difficult situation on a construction site.  | 1 2 3 4 5 |  |
| 9  | How do you handle stress while working?                                                       | 1 2 3 4 5 |  |
| 10 | What are your goals for the future?                                                           | 1 2 3 4 5 |  |

OVERALL ASSESSMENT

| CRITERIA                                                                                  | SCORE (1-5) | NOTES |
|-------------------------------------------------------------------------------------------|-------------|-------|
| <b>Educational Background</b><br>Appropriate qualifications or training for the position. | 1 2 3 4 5   |       |
| <b>Prior Work Experience</b><br>Skills or qualifications acquired through past work.      | 1 2 3 4 5   |       |
| <b>Qualifications / Experience</b><br>The technical skills the position actually needs.   | 1 2 3 4 5   |       |
| <b>Problem Solving Abilities</b><br>Demonstrated critical problem-solving.                | 1 2 3 4 5   |       |
| <b>Communication</b><br>Team building and communication skills.                           | 1 2 3 4 5   |       |
| <b>Organizational Fit</b><br>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.