

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · AUDIO ENGINEER

1	What experience do you have working with sound?	1 2 3 4 5	
2	What type of audio software are you familiar with?	1 2 3 4 5	
3	Can you create and mix soundtracks?	1 2 3 4 5	
4	How would you approach solving a problem with a sound you've never encountered?	1 2 3 4 5	
5	Can you provide live sound reinforcement for an event?	1 2 3 4 5	
6	What is your understanding of the physics of sound?	1 2 3 4 5	
7	Do you have any experience doing sound engineering in a recording studio?	1 2 3 4 5	
8	How do you handle working under deadlines?	1 2 3 4 5	
9	What strategies do you use to create the best quality sound possible?	1 2 3 4 5	
10	Have you ever worked in a recording studio or provided sound reinforcement for a concert or other event?	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	
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.