

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · BAR MANAGER

1	What experience do you have working with alcohol?	1 2 3 4 5	
2	What experience do you have managing a team?	1 2 3 4 5	
3	What are your strategies for dealing with demanding customers?	1 2 3 4 5	
4	How would you handle running out of stock on a busy night?	1 2 3 4 5	
5	Have you ever had to fire someone?	1 2 3 4 5	
6	What challenges have you faced while working as a Bar Manager?	1 2 3 4 5	
7	How do you handle inventory and orders?	1 2 3 4 5	
8	What type of training do you have in bartending?	1 2 3 4 5	
9	How would you promote new drinks or specials to customers?	1 2 3 4 5	
10	Why do you think you would be a good fit for this role?	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.