

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · BI DEVELOPER

1	What is your experience with BI tools?	1 2 3 4 5	
2	What projects have you worked on in the past?	1 2 3 4 5	
3	How would you go about solving a problem with data?	1 2 3 4 5	
4	Have you ever encountered an issue with data that you were unable to solve? If so, how did you go about solving it?	1 2 3 4 5	
5	What is your experience with SQL?	1 2 3 4 5	
6	What is your experience with data visualization?	1 2 3 4 5	
7	What is your experience with ETL?	1 2 3 4 5	
8	What is your experience with data warehousing?	1 2 3 4 5	
9	How would you explain your process for designing and building a data warehouse?	1 2 3 4 5	
10	What challenges have you faced when working with data?	1 2 3 4 5	
11	How do you go about finding trends in data?	1 2 3 4 5	
12	What is your experience with analytics?	1 2 3 4 5	
13	What does your ideal data environment look like?	1 2 3 4 5	
14	How do you handle dealing with large amounts of data?	1 2 3 4 5	
15	Have you ever encountered a problem that you were unable to solve due to a lack of data? If so, how did you go about solving it	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	

CRITERIA	SCORE (1-5)	NOTES
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.