

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

INTERVIEW QUESTIONS · BIG DATA ENGINEER

1	What experience do you have with Big Data technologies?	12345	
2	What is your experience in developing and managing data pipelines?	12345	
3	How do you ensure the quality of data when dealing with Big Data projects?	12345	
4	Can you explain a project that involved collecting, transforming, and processing large volumes of structured and unstructured datasets?	12345	
5	Have you ever built or optimized databases for high-performance demands?	12345	
6	Describe how you handled large amounts of data while working on a project.	12345	
7	What processes have you employed to make sure that the access control policies are enforced when it comes to handling sensitive information at scale?	12345	
8	What experience do you have in designing and implementing systems for data storage, analysis, and processing?	12345	
9	How familiar are you with the various technologies and tools used for Big Data projects, such as Hadoop, Spark, Hive, Cassandra, etc.?	12345	
10	How does your experience in Big Data engineering translate to this job position?	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	

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.