

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · BIOCHEMIST

1	What is your educational background in biochemistry?	12345	
2	Could you describe your current research project?	12345	
3	How have you applied your biochemistry skills in previous roles?	12345	
4	Could you share an example of a difficult problem you solved as a Biochemist?	12345	
5	What do you find most challenging in the field of biochemistry?	12345	
6	What are the latest developments in your field that interest you?	12345	
7	What are some of your favorite tools and technologies that you use in your work?	12345	
8	What motivates you to stay current in your field?	12345	
9	What is the most important skill for a Biochemist?	12345	
10	How would you describe your work style?	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	
Directional Fit A step forward, or backward, in their career?	12345	

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.