

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · BIOLOGIST

1	What is your educational background in Biology?	1 2 3 4 5	
2	How have you applied your knowledge of Biology in previous jobs?	1 2 3 4 5	
3	Tell me about a time when you had to cope with a difficult situation in the workplace.	1 2 3 4 5	
4	What interests you most about the position we are offering?	1 2 3 4 5	
5	Are you comfortable working with computers and various software programs?	1 2 3 4 5	
6	What are your career aspirations as a Biologist?	1 2 3 4 5	
7	Can you describe a time when you had to lead or manage a project?	1 2 3 4 5	
8	Describe a time when you had to use your scientific knowledge to solve a problem.	1 2 3 4 5	
9	What is your experience with statistical analysis?	1 2 3 4 5	
10	Can you tell me when you had to present your findings to a group?	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.