

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · CASTING DIRECTOR

1	What experience do you have in Casting Director roles?	1 2 3 4 5	
2	How would you handle disagreements with creative team members?	1 2 3 4 5	
3	What strategies have you used to create successful casting calls?	1 2 3 4 5	
4	How comfortable are you managing sensitive topics such as race and gender when selecting a cast?	1 2 3 4 5	
5	Are there any challenges that arise in a Casting Director role that we should be aware of?	1 2 3 4 5	
6	What methods do you use to find new talent for projects?	1 2 3 4 5	
7	What techniques do you employ when casting talent for a specific role?	1 2 3 4 5	
8	How do you review and select an applicant's audition tape?	1 2 3 4 5	
9	Are there any specific tools or software that you prefer to use while conducting auditions?	1 2 3 4 5	
10	Describe your experience working with diverse casts.	1 2 3 4 5	
11	What have been some of the most successful casting decisions that you have made?	1 2 3 4 5	
12	What is your philosophy on creating a positive creative environment in the casting process?	1 2 3 4 5	
13	Are there any ethical considerations to keep in mind while working as a Casting Director?	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	

CRITERIA	SCORE (1-5)	NOTES
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.