

Score every candidate against the same questions and criteria

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · CFO

1	What experience do you have in financial management?	12345	
2	How comfortable are you with budgeting and forecasting activities?	12345	
3	What strategies do you have for managing organizational cash flow?	12345	
4	Are you familiar with the accounting standards and practices in our industry?	12345	
5	How would you handle a challenging situation with a difficult stakeholder?	12345	
6	Have you ever led an audit process?	12345	
7	What initiatives have you implemented to improve profitability and reduce costs?	12345	
8	How do you stay abreast of new regulations and compliance requirements?	12345	
9	Describe your experience working with financial software solutions, such as ERP systems.	12345	
10	What strategies do you have for evaluating and managing financial risks?	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.