

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · CHEMICAL ENGINEER

1	What is your most outstanding achievement as a Chemical Engineer?	12345	
2	Tell me about when you had to figure out an innovative solution to a complex problem.	12345	
3	What do you enjoy most about your job?	12345	
4	What is the most challenging aspect of being a Chemical Engineer?	12345	
5	How do you stay current with the latest industry trends?	12345	
6	Have you ever had any experience working with chemical plants?	12345	
7	How would you approach solving a problem involving chemicals?	12345	
8	What is your experience with designing and executing experiments?	12345	
9	How would you approach finding a solution to a new problem?	12345	
10	Can you provide an example of a project you worked on where you took on additional responsibility?	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.