

| CANDIDATE | INTERVIEWER | DATE | STAGE |
|-----------|-------------|------|-------|
|-----------|-------------|------|-------|

INTERVIEW QUESTIONS · CHEMIST

|    |                                                                                               |           |  |
|----|-----------------------------------------------------------------------------------------------|-----------|--|
| 1  | What is your educational background in chemistry?                                             | 1 2 3 4 5 |  |
| 2  | Have you worked as a chemist before? If so, where and what type of work did you do?           | 1 2 3 4 5 |  |
| 3  | Do you have any experience with laboratory work?                                              | 1 2 3 4 5 |  |
| 4  | What are your strengths and weaknesses when it comes to working as a chemist?                 | 1 2 3 4 5 |  |
| 5  | How familiar are you with the software used in our lab?                                       | 1 2 3 4 5 |  |
| 6  | What do you think would be the most challenging aspect of this job? And why?                  | 1 2 3 4 5 |  |
| 7  | Tell me about a time when you made a mistake while working in the lab. How did you handle it? | 1 2 3 4 5 |  |
| 8  | Describe a complex chemical reaction that you have experienced.                               | 1 2 3 4 5 |  |
| 9  | What do you think is the most important skill for a chemist? And why?                         | 1 2 3 4 5 |  |
| 10 | What do you specialize in?                                                                    | 1 2 3 4 5 |  |
| 11 | Have you ever worked in a laboratory setting before?                                          | 1 2 3 4 5 |  |
| 12 | What are the most important qualities of a Chemist?                                           | 1 2 3 4 5 |  |
| 13 | How familiar are you with chemical formulas and equations?                                    | 1 2 3 4 5 |  |

OVERALL ASSESSMENT

| CRITERIA                                                                                  | SCORE (1-5) | NOTES |
|-------------------------------------------------------------------------------------------|-------------|-------|
| <b>Educational Background</b><br>Appropriate qualifications or training for the position. | 1 2 3 4 5   |       |
| <b>Prior Work Experience</b><br>Skills or qualifications acquired through past work.      | 1 2 3 4 5   |       |
| <b>Qualifications / Experience</b><br>The technical skills the position actually needs.   | 1 2 3 4 5   |       |
| <b>Problem Solving Abilities</b><br>Demonstrated critical problem-solving.                | 1 2 3 4 5   |       |
| <b>Communication</b><br>Team building and communication skills.                           | 1 2 3 4 5   |       |

CRITERIA

SCORE (1-5)    NOTES

|                                                                                    |                  |  |
|------------------------------------------------------------------------------------|------------------|--|
| <b>Organizational Fit</b><br>Would this hire steer the organization the right way? | <div>12345</div> |  |
| <b>Directional Fit</b><br>A step forward, or backward, in their career?            | <div>12345</div> |  |

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.