avaHR

Chief Data Officer Candidate Scorecard

Score every candidate against the same questions and criteria

CANDIDATE	INTERVIEWER	DATE	STAGE

INTERVIEW QUESTIONS · CHIEF DATA OFFICER

1	What experience do you have with data management?	① ② ③ ④ ⑤	
2	How did you develop your data management strategy?	① ② ③ ④ ⑤	
3	Can you provide an example of when you had to analyze and make data-based decisions?	① ② ③ ④ ⑤	
4	What tools or software do you use for data management?	① ② ③ ④ ⑤	
5	How would you go about tracking goals and progress related to data management?	① ② ③ ④ ⑤	
6	How do you ensure the accuracy and reliability of data?	① ② ③ ④ ⑤	
7	What strategies have you employed to improve data security?	① ② ③ ④ ⑤	
8	In your experience, what has been the most successful approach to data management?	① ② ③ ④ ⑤	
9	Have you ever implemented a project involving extensive data analysis? If so, what was the outcome?	① ② ③ ④ ⑤	
10	How do you stay current with the latest data management and analytics trends?	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	

CRITERIA	SCORE (1–5)	NOTES
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.