

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · CHIEF DEVELOPMENT OFFICER

1	What are your primary objectives for the role of Chief Development Officer?	1 2 3 4 5	
2	What do you think are the key challenges facing businesses today when it comes to developing new products and services?	1 2 3 4 5	
3	How would you oversee the development process to ensure that products and services meet customer needs?	1 2 3 4 5	
4	What makes you the ideal candidate for this position?	1 2 3 4 5	
5	What are your thoughts on the role of technology in product and service development?	1 2 3 4 5	
6	How do you manage risk when developing new products and services?	1 2 3 4 5	
7	What are your thoughts on customer engagement when developing new products and services?	1 2 3 4 5	
8	How do you ensure that products and services are developed efficiently and effectively?	1 2 3 4 5	
9	What are your plans for the future of the product and service development function at your company?	1 2 3 4 5	
10	How have your experiences prepared you for the role of Chief Development Officer?	1 2 3 4 5	
11	What do you think is the most important attribute for success in this role?	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	

CRITERIA

SCORE (1-5) NOTES

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.