

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · CHIEF INNOVATION OFFICER

1	Can you describe a time when you successfully led an innovation initiative? What was the outcome?	1 2 3 4 5	
2	How do you keep up with the latest technological advancements and industry developments?	1 2 3 4 5	
3	What strategies do you employ to cultivate a culture of innovation in your organization?	1 2 3 4 5	
4	Can you provide an example of a failed innovation project and how you handled it?	1 2 3 4 5	
5	How do you balance short-term business needs with long-term innovation goals?	1 2 3 4 5	
6	What techniques do you utilize to discover new market opportunities?	1 2 3 4 5	
7	How do you integrate innovation across various departments in an organization?	1 2 3 4 5	
8	What role does customer feedback play in your innovation process?	1 2 3 4 5	
9	Can you discuss a disruptive technology you believe will shape the future of our industry?	1 2 3 4 5	
10	How do you assess the effectiveness of an innovation project?	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.