

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

INTERVIEW QUESTIONS · CHIEF INVESTMENT OFFICER

1	What experience do you have in the financial industry?	1 2 3 4 5	
2	How would you rate your understanding of the current market and economic trends?	1 2 3 4 5	
3	What strategies do you employ to ensure profitability for an organization's investments?	1 2 3 4 5	
4	Can you provide examples of successful investment decisions that have yielded positive returns in prior roles?	1 2 3 4 5	
5	How would you motivate a team to stay focused on achieving long-term goals while meeting short-term objectives?	1 2 3 4 5	
6	What strategies or methods do you use when analyzing risk and developing investment plans?	1 2 3 4 5	
7	How do you stay current with changes in the industry and capital markets?	1 2 3 4 5	
8	Do you have experience in developing innovative investment strategies or products?	1 2 3 4 5	
9	Are you familiar with regulatory compliance issues related to investments?	1 2 3 4 5	
10	What type of technology do you use to support your investment decisions?	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.