

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

INTERVIEW QUESTIONS · CHIEF RISK OFFICER

1	Can you describe your experience with risk management frameworks and how you've implemented them in previous roles?	12345	
2	How do you prioritize risks when multiple threats present themselves simultaneously?	12345	
3	Can you provide an example of a time when you successfully mitigated a significant risk for your organization?	12345	
4	How do you ensure regulatory compliance within your risk management plan?	12345	
5	How do you promote a risk-aware culture within an organization?	12345	
6	What tools and technologies do you use for risk assessment and management?	12345	
7	How do you communicate risk policies and procedures to stakeholders?	12345	
8	What methods do you use for conducting risk assessments, and how often do you perform them?	12345	
9	Describe a challenging risk-related decision you had to make and the outcome.	12345	
10	How do you stay updated on emerging risks and industry trends?	12345	

OVERALL ASSESSMENT

CRITERIA	SCORE (1-5)	NOTES
Educational Background Appropriate qualifications or training for the position.	12345	
Prior Work Experience Skills or qualifications acquired through past work.	12345	
Qualifications / Experience The technical skills the position actually needs.	12345	
Problem Solving Abilities Demonstrated critical problem-solving.	12345	
Communication Team building and communication skills.	12345	
Organizational Fit Would this hire steer the organization the right way?	12345	

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.