

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

INTERVIEW QUESTIONS · CIO

1	What experience do you have with developing, implementing, and managing IT strategies?	1 2 3 4 5	
2	How comfortable are you leading a team of IT professionals toward achieving business objectives?	1 2 3 4 5	
3	Describe your approach to troubleshooting complex problems related to the cloud infrastructure.	1 2 3 4 5	
4	Do you have any experience with working in an Agile environment?	1 2 3 4 5	
5	Are you familiar with current security trends and technologies in the industry?	1 2 3 4 5	
6	In what ways do you think technology will impact our organization in the future?	1 2 3 4 5	
7	Describe some of your successful projects and how you implemented them.	1 2 3 4 5	
8	How would you go about selecting the right technology for our business needs?	1 2 3 4 5	
9	What process do you use to ensure that IT goals are met on time and within budget?	1 2 3 4 5	
10	How do you stay up to date with emerging technologies and trends in the industry?	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.