

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · CITY PLANNER

1	What experience do you have in urban planning?	1 2 3 4 5	
2	How would you assess the current state of a city's infrastructure and make recommendations for improvements?	1 2 3 4 5	
3	Have you ever managed significant construction projects within an urban area?	1 2 3 4 5	
4	How comfortable are you working with various government agencies to ensure compliance with local laws and regulations?	1 2 3 4 5	
5	Do you possess knowledge of zoning laws, environmental regulations, and other relevant statutes that apply to cities?	1 2 3 4 5	
6	Are there any particular challenges when developing plans for large metropolitan areas versus small towns or rural communities?	1 2 3 4 5	
7	Are you familiar with the financial and economic impact of city planning projects?	1 2 3 4 5	
8	How do you ensure that new development plans are consistent with existing local or regional plans?	1 2 3 4 5	
9	Have you ever used data analytics to inform your decision-making when developing plans for cities?	1 2 3 4 5	
10	Are you comfortable working in teams and receiving feedback from stakeholders?	1 2 3 4 5	
11	What strategies can you implement to ensure a city's plan remains sustainable in the long term?	1 2 3 4 5	
12	How do you facilitate public input when it comes to urban planning initiatives?	1 2 3 4 5	
13	Are you familiar with any software tools used by urban planners and designers?	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	

CRITERIA	SCORE (1-5)	NOTES
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	
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.