avaHR

Cloud Engineer Candidate Scorecard

Score every candidate against the same questions and criteria

CANDIDATE	INTERVIEWER	DATE	STAGE

INTERVIEW QUESTIONS · CLOUD ENGINEER

1	What experience do you have working with cloud technologies?	① ② ③ ④ ⑤
2	Are you familiar with Infrastructure as a Service (IaaS)?	① ② ③ ④ ⑤
3	Have you ever analyzed the cost benefits of migrating to the cloud?	① ② ③ ④ ⑤
4	How do you ensure secure access and data protection in the cloud?	① ② ③ ④ ⑤
5	Can you provide examples of how your work has improved reliability, availability, serviceability, scalability, performance, and security for previous employers' cloud infrastructure solutions?	① ② ③ ④ ⑤
6	What strategies have you used to identify and reduce potential risks associated with cloud computing?	① ② ③ ④ ⑤
7	Are you familiar with the latest industry best practices related to cloud engineering?	① ② ③ ④ ⑤
8	How would you design a secure, reliable, scalable, and highly available cloud architecture?	① ② ③ ④ ⑤
9	Can you describe your experience working with various cloud vendors such as Amazon Web Services, Microsoft Azure, or Google Cloud Platform?	① ② ③ ④ ⑤
10	Are you comfortable with scripting languages like Bash, Python, or Ruby?	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.