

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · CLUB PROMOTER

1	What experience do you have in promotion and event planning?	1 2 3 4 5	
2	Describe a situation in which you had to overcome an obstacle while promoting a club.	1 2 3 4 5	
3	What strategies do you use to market clubs or events?	1 2 3 4 5	
4	Describe how you can create interest with potential customers.	1 2 3 4 5	
5	Do you have any experience with creating budgets or managing costs?	1 2 3 4 5	
6	How do you ensure that promotions are successful?	1 2 3 4 5	
7	Are you comfortable using social media platforms to promote clubs and events?	1 2 3 4 5	
8	Describe how you can create promotional campaigns for clubs and events.	1 2 3 4 5	
9	How satisfied are you with using analytics to improve the effectiveness of promotions?	1 2 3 4 5	
10	Are there any challenges that you faced while organizing a club event?	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	
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.