

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · COMPENSATION MANAGER

1	Can you explain your approach to analyzing and assessing market trends for competitive compensation?	12345	
2	How do you ensure that a compensation structure is both attractive to potential employees and sustainable for the organization?	12345	
3	Describe a time when you had to adjust the company's compensation strategy. What prompted the change and how did you implement it?	12345	
4	What methods do you use to ensure compliance with all relevant laws and regulations when managing compensation and benefits?	12345	
5	How do you handle situations where an employee feels their compensation is not reflective of their role or performance?	12345	
6	Can you discuss a scenario where you effectively used compensation strategies to retain key employees?	12345	
7	How do you align compensation strategies with the overall goals and objectives of the organization?	12345	
8	What experience do you have in managing budgets for salaries and bonuses?	12345	
9	Discuss your experience with designing incentive and bonus programs that drive performance. How do you measure their success?	12345	
10	How do you collaborate with HR and other departments to ensure that compensation packages support broader HR policies and company culture?	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	

CRITERIA

SCORE (1-5) NOTES

Organizational Fit Would this hire steer the organization the right way?	12345	
Directional Fit A step forward, or backward, in their career?	12345	

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.