

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · COMPUTER HARDWARE ENGINEER

1	What experience do you have in computer hardware engineering?	1 2 3 4 5	
2	How familiar are you with the latest trends in computer hardware technology?	1 2 3 4 5	
3	Are there any specific areas of expertise that you possess?	1 2 3 4 5	
4	Do you have experience working with CAD software like SolidWorks or AutoCAD?	1 2 3 4 5	
5	Please walk me through your understanding of microprocessors and circuit boards.	1 2 3 4 5	
6	What do you think is necessary to troubleshoot complex hardware issues?	1 2 3 4 5	
7	Tell me about a time when troubleshooting a technical issue posed an exciting challenge for you.	1 2 3 4 5	
8	Are you familiar with industry standards such as IEEE, ISO, and UL?	1 2 3 4 5	
9	What do you think is the most critical aspect of hardware engineering?	1 2 3 4 5	
10	What skills or experience do you possess that could add value to an engineering team?	1 2 3 4 5	
11	Describe your approach to debugging hardware issues.	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.