

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · COMPUTER PROGRAMMER

1	What programming languages are you fluent in?	1 2 3 4 5	
2	How many years of coding experience do you have?	1 2 3 4 5	
3	What have been some of your most successful coding projects?	1 2 3 4 5	
4	Are you familiar with current technologies and processes for software development, such as Agile Methodology or API integration?	1 2 3 4 5	
5	Tell us about a time when you successfully debugged a complex problem.	1 2 3 4 5	
6	Have you ever participated in developing user interface designs or developing code to implement them?	1 2 3 4 5	
7	Do you have experience with database systems, such as MySQL and Oracle?	1 2 3 4 5	
8	What are your thoughts on running unit tests to ensure code quality?	1 2 3 4 5	
9	Are you comfortable collaborating with other developers and taking feedback in order to improve your work?	1 2 3 4 5	
10	How do you keep up with new coding techniques and technologies?	1 2 3 4 5	
11	Have you ever worked in a remote team environment?	1 2 3 4 5	
12	Are you comfortable working with a version control system such as Git?	1 2 3 4 5	
13	What challenges have you faced while coding, and how did you overcome them?	1 2 3 4 5	
14	How do you prioritize tasks when coding deadlines are tight?	1 2 3 4 5	
15	Can you explain the software development cycle in your own words?	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.	12345	
Communication Team building and communication skills.	12345	
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.