

CANDIDATE	INTERVIEWER	DATE	STAGE
INTERVIEW QUESTIONS · COMPUTER SYSTEMS ANALYST			
1	What experience do you have in designing and deploying complex computer systems?	1 2 3 4 5	
2	What techniques or processes do you use to analyze large amounts of data?	1 2 3 4 5	
3	How do you stay up-to-date with the latest technological trends and developments in the field?	1 2 3 4 5	
4	Describe your experience with programming software or scripting languages such as HTML, CSS, Python, etc.	1 2 3 4 5	
5	Tell me about a time when you were able to solve a complex issue in a timely manner using innovative solutions.	1 2 3 4 5	
6	Are there any challenges that arise when dealing with various types of computer systems? How did you handle them?	1 2 3 4 5	
7	Do you have any suggestions on how we can improve our current system's performance?	1 2 3 4 5	
8	Explain your approach for performing risk assessments on our IT infrastructure and security policies.	1 2 3 4 5	
9	How do you prioritize tasks when multiple projects need to be completed simultaneously?	1 2 3 4 5	
10	What is your experience with troubleshooting and resolving technical 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		

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.