

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · COST ESTIMATOR

1	What experience do you have with estimating costs?	12345	
2	How do you ensure accuracy in your estimations?	12345	
3	Are you familiar with pricing models and cost analysis methods?	12345	
4	How do you stay up to date on industry cost estimates and market trends?	12345	
5	Can you provide examples of past projects where your estimations were successful or unsuccessful?	12345	
6	Describe a situation where communication was key in delivering accurate estimates on time and within budget.	12345	
7	How do you prioritize projects and manage conflicting deadlines?	12345	
8	What strategies do you use to identify potential risks or areas of cost overruns?	12345	
9	Are you comfortable presenting cost estimates to internal and external stakeholders?	12345	
10	What do you find most rewarding about working as a Cost Estimator?	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	
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.