

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · COUNTRY MANAGER

1	What experience do you have in managing teams?	1 2 3 4 5	
2	How well do you handle difficult situations or disagreements between team members?	1 2 3 4 5	
3	Tell me about successful initiatives you developed in your current/previous organization.	1 2 3 4 5	
4	What strategies have helped maximize profits and drive growth within country operations?	1 2 3 4 5	
5	What challenges have you encountered in managing teams, and how did you address them?	1 2 3 4 5	
6	How do you manage multiple deadlines, conflicting priorities, and a heavy workload?	1 2 3 4 5	
7	What strategies would you use to motivate your team to reach their objectives?	1 2 3 4 5	
8	How do you stay updated on the latest technological trends and best practices in-country management?	1 2 3 4 5	
9	What is your experience with developing strategic plans to achieve organizational goals?	1 2 3 4 5	
10	How do you ensure compliance with local regulations, laws, and industry standards?	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.