

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · CTO

1	What are some of your previous roles and responsibilities?	1 2 3 4 5	
2	How did you develop an interest in technology?	1 2 3 4 5	
3	What challenges in your previous roles have you been able to successfully overcome?	1 2 3 4 5	
4	What makes you the best candidate for this role?	1 2 3 4 5	
5	What are your future career aspirations?	1 2 3 4 5	
6	How did you develop an interest in technology?	1 2 3 4 5	
7	What makes you the best candidate for this role?	1 2 3 4 5	
8	What are your future career aspirations?	1 2 3 4 5	
9	What makes you excited about this opportunity?	1 2 3 4 5	
10	What were your responsibilities at your last job?	1 2 3 4 5	
11	Tell me about a time when you had to solve a complex technical problem.	1 2 3 4 5	
12	Describe the development process of one of your previous projects.	1 2 3 4 5	
13	What is your experience with managing teams of developers?	1 2 3 4 5	
14	Explain a time when you had to make a tough call affecting technology strategy.	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	

CRITERIA	SCORE (1-5)	NOTES
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	
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.