avaHR

Curator Candidate Scorecard

Score every candidate against the same questions and criteria

CANDIDATE	INTERVIEWER	DATE	STAGE

INTERVIEW QUESTIONS · CURATOR

1	What experience do you have with artistic and cultural media?	① ② ③ ④ ⑤
2	How will you manage the day-to-day operations of the museum/gallery?	① ② ③ ④ ⑤
3	What strategies will you use to increase visitor engagement and attract new audiences?	① ② ③ ④ ⑤
4	What skills are essential to be successful in the curator role?	① ② ③ ④ ⑤
5	What are your thoughts on using technology for exhibitions, educational activities, programming, etc.?	① ② ③ ④ ⑤
6	How do you keep up with trends and contemporary practices in the field?	① ② ③ ④ ⑤
7	What measures do you take to ensure your exhibitions are inclusive and accessible to all audiences?	① ② ③ ④ ⑤
8	What research methods do you use to develop exhibition content and programming initiatives?	① ② ③ ④ ⑤
9	How would you go about establishing partnerships for future projects or programs?	① ② ③ ④ ⑤
10	How comfortable are you working within budgets, timelines, and deadlines when planning an exhibit/event/collection?	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	
Organizational Fit Would this hire steer the organization the right way?	① ② ③ ④ ⑤	

CRITERIA	SCORE (1–5)	NOTES
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.