

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · DATA ANALYST

1	Can you share a project where you had to analyze data?	12345	
2	What analytical tools and techniques do you use most often?	12345	
3	Can you describe when you had to work with complex or challenging data?	12345	
4	How do you go about solving problems when it comes to data?	12345	
5	Can you imagine an instance where your analysis led to a successful outcome?	12345	
6	Do you have any experience doing statistical analysis?	12345	
7	What do you think is the most challenging part of working with data?	12345	
8	Do you have any experience working with databases?	12345	
9	What is your process for collecting and analyzing data?	12345	
10	How do you use data to improve business performance?	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.