avaHR

Data Architect Candidate Scorecard

Score every candidate against the same questions and criteria

CANDIDATE	INTERVIEWER	DATE	STAGE

INTERVIEW QUESTIONS · DATA ARCHITECT

1	What were some of the most exciting data architectures you've designed in past roles?	① ② ③ ④ ⑤	
2	Describe the process you use to assess and design new databases.	① ② ③ ④ ⑤	
3	Have you worked with big data or cloud computing technologies like AWS, Hadoop, or Spark?	① ② ③ ④ ⑤	
4	How do you ensure your database architectures are secure and reliable?	① ② ③ ④ ⑤	
5	Are you familiar with data lakes, analytics warehouses, and ETL processes?	① ② ③ ④ ⑤	
6	Do you have experience leading teams of developers on complex projects?	① ② ③ ④ ⑤	
7	Have you ever been responsible for the maintenance and optimization of existing databases?	① ② ③ ④ ⑤	
8	How do your problem-solving skills help when designing database architectures?	① ② ③ ④ ⑤	
9	What challenges have you faced when developing data architectures?	① ② ③ ④ ⑤	
10	Are you familiar with any popular methods for creating visualizations from large datasets?	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.