

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · DATA CENTER TECHNICIAN

1	What experience do you have working with data center equipment?	1 2 3 4 5	
2	How do you troubleshoot issues related to servers and networking in a data center environment?	1 2 3 4 5	
3	What kind of knowledge do you have regarding cloud computing technologies such as Storage, Networking, Compute, etc.?	1 2 3 4 5	
4	Are there any challenges that you faced while setting up a new data center from scratch?	1 2 3 4 5	
5	How do you ensure compliance when deploying a data center?	1 2 3 4 5	
6	What experience do you have in managing data center operations and maintenance?	1 2 3 4 5	
7	Are you familiar with the latest trends in technology related to data centers?	1 2 3 4 5	
8	How comfortable are you working with data center management tools?	1 2 3 4 5	
9	What experience do you have using scripting languages to automate tasks within a data center environment?	1 2 3 4 5	
10	Describe processes for monitoring the performance of a data center and identifying potential issues.	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.