

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · DATA ENGINEER

1	What is your experience working with data?	12345	
2	Can you describe a time when you had to analyze complex data?	12345	
3	What programming languages are you familiar with?	12345	
4	Describe a time when you had to work on a project with tight deadlines.	12345	
5	What is your experience with big data?	12345	
6	Do you have any experience with data mining?	12345	
7	Can you tell me about when you had to clean up the data?	12345	
8	What tools do you use to work with data?	12345	
9	What is your experience with SQL?	12345	
10	Do you have any experience with Tableau?	12345	
11	Can you give me an example of a complex query that you wrote?	12345	
12	What is your experience with ETL?	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	

CRITERIA

SCORE (1-5) NOTES

Directional Fit

A step forward, or backward, in their career?

12345

RECOMMENDATION

☐ Advance

☐ Hold

☐ Decline

AvaHR — hiring software for teams without a recruiter
Use the same scorecard for every candidate in this role.

1 = well below the bar · 3 = meets it · 5 = clearly above it