

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · DATA MANAGER

1

What experience do you have working with data management systems and techniques?

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2

How would you describe your approach to staying organized with extensive data?

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Can you give examples of projects you managed or worked on with extensive data?

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Describe a time when you used analytics to draw insights from data.

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How comfortable are you using tools such as Excel or Tableau for reporting and analysis?

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6

Do you have any experience leading database system development, maintenance, implementation, and troubleshooting?

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How do you prioritize tasks when dealing with multiple concurrent requests that involve analyzing/processing large datasets?

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8

Are you familiar with data security best practices for protecting sensitive data?

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How have you improved processes for retrieving and storing data?

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Have you ever worked on an initiative to improve data accuracy, consistency, or availability?

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OVERALL ASSESSMENT

CRITERIA	SCORE (1-5)	NOTES
<div>Educational Background Appropriate qualifications or training for the position.</div>	<div><div>1</div><div>2</div><div>3</div><div>4</div><div>5</div></div>	<div></div> <div></div> <div></div>
<div>Prior Work Experience Skills or qualifications acquired through past work.</div>	<div><div>1</div><div>2</div><div>3</div><div>4</div><div>5</div></div>	<div></div> <div></div> <div></div>
<div>Qualifications / Experience The technical skills the position actually needs.</div>	<div><div>1</div><div>2</div><div>3</div><div>4</div><div>5</div></div>	<div></div> <div></div> <div></div>
<div>Problem Solving Abilities Demonstrated critical problem-solving.</div>	<div><div>1</div><div>2</div><div>3</div><div>4</div><div>5</div></div>	<div></div> <div></div> <div></div>
<div>Communication Team building and communication skills.</div>	<div><div>1</div><div>2</div><div>3</div><div>4</div><div>5</div></div>	<div></div> <div></div> <div></div>
<div>Organizational Fit Would this hire steer the organization the right way?</div>	<div><div>1</div><div>2</div><div>3</div><div>4</div><div>5</div></div>	<div></div> <div></div> <div></div>

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.