

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · DATA MODELER

1	Can you explain the process you follow when designing a data model? How do you gather requirements and translate them into a logical or physical data model?	1 2 3 4 5	
2	What types of data models have you worked with in the past? Can you provide examples of projects where you designed data models?	1 2 3 4 5	
3	How do you ensure that your data models are scalable and able to handle increasing amounts of data over time?	1 2 3 4 5	
4	Can you discuss the importance of data integrity in data modeling? How do you ensure data integrity in your data models?	1 2 3 4 5	
5	What strategies do you use to optimize data models for performance? Can you share an example where you had to optimize a data model for improved performance?	1 2 3 4 5	
6	How do you ensure that your data models comply with industry standards and best practices? Are you familiar with any specific data modeling standards or frameworks?	1 2 3 4 5	
7	Can you describe your experience with data modeling tools? Which tools have you used, and which ones are you most comfortable with?	1 2 3 4 5	
8	How do you approach collaboration with other team members, such as developers, database administrators, and business stakeholders, during the data modeling process?	1 2 3 4 5	
9	Are you familiar with any specific data modeling methodologies, such as entity-relationship modeling or dimensional modeling? Can you discuss your experience using these methodologies?	1 2 3 4 5	
10	Can you share an example of a challenging data modeling problem you encountered in the past and how you approached it? What was the outcome?	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	

CRITERIA	SCORE (1-5)	NOTES
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	
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.