

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · DATA SCIENTIST

1	Can you describe a time when you had to analyze complex data?	1 2 3 4 5	
2	Tell us about a time when you had to solve a difficult problem.	1 2 3 4 5	
3	What programming languages are you most comfortable with?	1 2 3 4 5	
4	Have you ever worked on a project that involved machine learning?	1 2 3 4 5	
5	What is your experience with big data?	1 2 3 4 5	
6	Tell us about a time when you had to use statistics in your work.	1 2 3 4 5	
7	Can you think of an example where you had to use data visualization?	1 2 3 4 5	
8	What are some questions that you could ask during an interview for a data scientist position?	1 2 3 4 5	
9	What inspired you to pursue a career in data science?	1 2 3 4 5	
10	What are some of your favorite projects that you've worked on?	1 2 3 4 5	
11	How would you go about tackling a difficult data analysis problem?	1 2 3 4 5	
12	What do you think sets data science apart from other data-related fields?	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.