avaHR

Data Specialist Candidate Scorecard

Score every candidate against the same questions and criteria

CANDIDATE	INTERVIEWER	DATE	STAGE

INTERVIEW QUESTIONS · DATA SPECIALIST

1	Describe the most complex project that you have worked on.	① ② ③ ④ ⑤	
2	How familiar are you with SQL and other query languages?	① ② ③ ④ ⑤	
3	Are you comfortable working with large datasets?	① ② ③ ④ ⑤	
4	Can you explain a time when your analysis led to new insights or strategies for the company?	① ② ③ ④ ⑤	
5	Have you ever had to troubleshoot any errors in databases or data systems?	① ② ③ ④ ⑤	
6	Do you have experience visualizing results using tools like Tableau, PowerBI, etc.?	① ② ③ ④ ⑤	
7	What is your experience with data cleaning and preprocessing?	① ② ③ ④ ⑤	
8	How comfortable are you working in a cloud environment?	① ② ③ ④ ⑤	
9	Do you have experience creating automated reports or dashboards?	① ② ③ ④ ⑤	
10	Are you familiar with different data storage solutions, such as Azure SQL, Snowflake, etc.?	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	
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.