

CANDIDATE	INTERVIEWER	DATE	STAGE
INTERVIEW QUESTIONS · DATABASE DEVELOPER			
1	What experience do you have in designing and developing databases?	1 2 3 4 5	
2	Have you ever implemented a database in an environment with high availability requirements?	1 2 3 4 5	
3	How familiar are you with relational database systems like Oracle, MySQL, and Microsoft SQL Server?	1 2 3 4 5	
4	Are there any programming languages that you are particularly adept at using within the context of database development?	1 2 3 4 5	
5	How do you go about debugging errors or performance issues related to databases and their applications?	1 2 3 4 5	
6	Do you have experience working with data security, encryption, backup, and recovery?	1 2 3 4 5	
7	How do you handle requests from end users for additional database features or performance enhancements?	1 2 3 4 5	
8	Are there any tools that you find particularly useful when working on database-related projects?	1 2 3 4 5	
9	What steps do you take to ensure the accuracy and consistency of data in the databases you develop?	1 2 3 4 5	
10	Have you ever worked with distributed systems or multi-node architectures for database systems?	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		

CRITERIA

SCORE (1-5) NOTES

Organizational Fit Would this hire steer the organization the right way?	12345	
Directional Fit A step forward, or backward, in their career?	12345	

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.