avaHR

Demand Planner Candidate Scorecard

Score every candidate against the same questions and criteria

CANDIDATE	INTERVIEWER	DATE	STAGE

INTERVIEW QUESTIONS · DEMAND PLANNER

1	What experience do you have in forecasting and demand planning?	1 2 3 4 5	
2	How do you stay up to date with the latest market trends?	1 2 3 4 5	
3	What strategies do you use for creating an effective demand plan?	1 2 3 4 5	
4	Tell us about innovative software or tools that can be used for demand planning.	1 2 3 4 5	
5	What challenges have you faced while working as a Demand Planner and how did you overcome them?	1 2 3 4 5	
6	How do you utilize data to create accurate forecasts?	1 2 3 4 5	
7	What is your experience with large-scale forecasting projects?	1 2 3 4 5	
8	In what ways can technology help optimize the demand planning process?	1 2 3 4 5	
9	How do you ensure that all stakeholders are aligned with the demand plan?	1 2 3 4 5	
10	What strategies do you use to reduce forecasting risk?	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.