

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · DERMATOLOGIST

1	What experience do you have in the field of dermatology?	1 2 3 4 5	
2	How would you handle a difficult patient situation?	1 2 3 4 5	
3	Are you comfortable managing both cosmetic and clinical issues?	1 2 3 4 5	
4	Do you have an understanding of new treatments, technologies, and medications available to treat skin conditions?	1 2 3 4 5	
5	What research or leadership roles have you been involved with in the past?	1 2 3 4 5	
6	What challenges have you faced while providing care to patients in this field?	1 2 3 4 5	
7	Are you trained in procedural dermatology?	1 2 3 4 5	
8	How do you stay up-to-date on the latest developments in the field of dermatology?	1 2 3 4 5	
9	Are you familiar with healthcare regulations and laws related to medical records and patient confidentiality?	1 2 3 4 5	
10	How would you handle a situation in which the best treatment for a patient was not covered by their insurance?	1 2 3 4 5	
11	Do you feel comfortable working as part of a team? If so, what kind of team-based care have you provided for patients in the past?	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.