

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · DIRECTOR OF ENGINEERING

1	Can you provide an overview of your experience in leading and managing engineering teams?	12345	
2	How do you stay updated with the latest advancements and trends in engineering and technology?	12345	
3	Can you share an example of a complex engineering project you successfully led?	12345	
4	How do you ensure effective collaboration and communication between engineering teams and other departments?	12345	
5	Describe your approach to driving innovation within the engineering department. How do you encourage and foster a culture of innovation?	12345	
6	Can you explain your strategy for balancing short-term project delivery with long-term technical goals?	12345	
7	How do you handle conflicts or disagreements within the engineering team?	12345	
8	What metrics do you consider most important in evaluating the performance and success of an engineering team? How do you track and measure these metrics?	12345	
9	How do you approach talent acquisition and development within the engineering department? How do you ensure the team has the right skills and expertise to meet project requirements?	12345	
10	Could you share an experience of making a difficult decision with insufficient information?	12345	

OVERALL ASSESSMENT

CRITERIA	SCORE (1-5)	NOTES
Educational Background Appropriate qualifications or training for the position.	12345	
Prior Work Experience Skills or qualifications acquired through past work.	12345	
Qualifications / Experience The technical skills the position actually needs.	12345	
Problem Solving Abilities Demonstrated critical problem-solving.	12345	

CRITERIA	SCORE (1-5)	NOTES
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.