

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · DIRECTOR OF PHOTOGRAPHY

1	What experience do you have in directing photography?	1 2 3 4 5	
2	What type of equipment are you comfortable using?	1 2 3 4 5	
3	Have you ever worked on a project similar to ours before?	1 2 3 4 5	
4	How would you collaborate with the director and other crew members?	1 2 3 4 5	
5	Can you work well under pressure and tight deadlines?	1 2 3 4 5	
6	Do you have any ideas for new lighting or shooting techniques that could enhance our production values?	1 2 3 4 5	
7	What kind of budget restrictions can you work within while still producing an excellent product?	1 2 3 4 5	
8	Are you familiar with the most current trends in cinematography and camera techniques?	1 2 3 4 5	
9	How do you stay up to date on new technology and equipment?	1 2 3 4 5	
10	Can you provide examples of your previous work that demonstrate your skills and experience as a Director of Photography?	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	

CRITERIA

SCORE (1-5) NOTES

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.