avaHR

Fashion Director Candidate Scorecard

Score every candidate against the same questions and criteria

CANDIDATE	INTERVIEWER	DATE	STAGE

INTERVIEW QUESTIONS · FASHION DIRECTOR

1	What is your vision for the fashion department?	1 2 3 4 5	
2	How do you select the designers you work with?	1 2 3 4 5	
3	What are your thoughts on current fashion trends?	1 2 3 4 5	
4	How do you feel about working with a budget?	1 2 3 4 5	
5	What is your experience working with celebrities or models?	1 2 3 4 5	
6	Tell me about a time when you had to deal with a difficult situation in your role as a Fashion Director.	1 2 3 4 5	
7	How do you feel about collaborating with other departments?	1 2 3 4 5	
8	What is your opinion on designing for a specific demographic?	1 2 3 4 5	
9	What do you think is the most important aspect of designing clothes?	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.