

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · FASHION MERCHANDISER

1	What is your experience working with fashion brands?	12345	
2	What is your experience in buying and planning fashion assortments?	12345	
3	How do you handle inventory and stock levels?	12345	
4	What do you think are the crucial skills for a Fashion Merchandiser?	12345	
5	What do you think are the toughest challenges in merchandising?	12345	
6	How do you develop relationships with vendors and manufacturers?	12345	
7	What type of fashion do you prefer to work with?	12345	
8	Have you ever created a line sheet or lookbook?	12345	
9	What is your understanding of costing and pricing items?	12345	
10	What is your experience with fashion shows and event planning?	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	
Communication Team building and communication skills.	12345	
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.