

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · FENCE INSTALLER

1	What experience do you have installing fences?	1 2 3 4 5	
2	What type of fences have you installed in the past?	1 2 3 4 5	
3	Can you give me an estimate of how much this job will cost?	1 2 3 4 5	
4	How long will it take you to complete the job?	1 2 3 4 5	
5	What type of fences have you installed in the past?	1 2 3 4 5	
6	What is your experience with different types of materials (wood, aluminum, PVC)?	1 2 3 4 5	
7	How do you measure the property to be fenced?	1 2 3 4 5	
8	How do you calculate how much fencing material to order?	1 2 3 4 5	
9	Are you familiar with post-installation cleanup procedures?	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.