

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · FIELD OPERATIONS MANAGER

1	What are some of your duties as a Field Operations Manager?	12345	
2	Describe a time when you had to lead a difficult project.	12345	
3	What experience do you have working with teams?	12345	
4	Tell me about a time when you had to handle an emergency situation.	12345	
5	What systems do they know how to manage effectively?	12345	
6	What are some of the challenges you face in your role?	12345	
7	How do you stay organized and efficient?	12345	
8	What have you done to improve your skills as a Field Operations Manager?	12345	
9	What are your career aspirations?	12345	
10	What was their most challenging project/assignment in a managerial role?	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.