

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · FOOTBALL COACH

1	What experience do you have coaching football?	1 2 3 4 5	
2	How would you adapt your strategies to fit our team's needs?	1 2 3 4 5	
3	What is your philosophy on player development and motivation?	1 2 3 4 5	
4	How do you stay up to date with the latest trends in the sport?	1 2 3 4 5	
5	Are there any aspects of football that you don't yet feel comfortable teaching?	1 2 3 4 5	
6	Do you have experience recruiting new players for a team or program?	1 2 3 4 5	
7	What do you consider to be your greatest coaching success?	1 2 3 4 5	
8	How do you handle difficult situations or interactions with players, parents, and other stakeholders?	1 2 3 4 5	
9	How would you handle a team with underperforming players?	1 2 3 4 5	
10	Have you ever dealt with disciplinary issues on the team and how did you handle them?	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.