

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · GEOLOGIST

1	What are your qualifications?	1 2 3 4 5	
2	What is your area of specialty?	1 2 3 4 5	
3	What do you enjoy most about being a geologist?	1 2 3 4 5	
4	Have you ever encountered any complex challenges in your work? How did you overcome them?	1 2 3 4 5	
5	What attracted you to this particular job opening?	1 2 3 4 5	
6	What do you feel are the most critical skills for a geologist?	1 2 3 4 5	
7	Can you tell me about a time you utilized teamwork in your work?	1 2 3 4 5	
8	Can you give me an example of when you had to think outside the box to solve a problem?	1 2 3 4 5	
9	What has been your most rewarding experience as a geologist?	1 2 3 4 5	
10	What have you found to be the most challenging part of the job?	1 2 3 4 5	
11	What have been some of your significant accomplishments as a geologist?	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	

CRITERIA

SCORE (1-5) NOTES

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.