

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · HEALTHCARE DATA ANALYST

1	What experience do you have in analyzing healthcare data?	12345	
2	How familiar are you with the software used for healthcare data analysis?	12345	
3	Describe a successful project you've completed as a Healthcare Data Analyst.	12345	
4	Tell me about your experience working with different stakeholders, including clinicians and members of the management team.	12345	
5	What challenges have you faced when working with large datasets?	12345	
6	Do you have any experience developing data models to track trends in patient care or treatment outcomes?	12345	
7	How do you stay up to date on the newest trends and technologies in healthcare data analysis?	12345	
8	What strategies do you use to ensure that the insights gained from your data analysis are accurate and meaningful?	12345	
9	Describe how you prioritize tasks when analyzing healthcare data.	12345	
10	Can you explain the importance of accuracy, reliability, and security when it comes to managing healthcare data?	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	

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.