

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · INDUSTRIAL ENGINEER

1	How familiar are you with industrial engineering principles?	12345	
2	Describe your experience with CAD software and other design tools.	12345	
3	What do you think are the most important characteristics of a successful Industrial Engineer?	12345	
4	Tell me about a project that you have worked on in the past.	12345	
5	How would you evaluate process efficiency?	12345	
6	Have you ever led a team before, and if so, how did that go?	12345	
7	What methods do you use to prioritize tasks when working in an industrial setting?	12345	
8	Have you ever encountered any problems in the industrial engineering field, and how did you approach them?	12345	
9	Do you have experience with cost optimization or forecasting, and if so, what techniques do you usually employ?	12345	
10	What have been some of your biggest successes as an Industrial Engineer?	12345	
11	Describe a time when you had to make a difficult decision in your engineering career.	12345	
12	How do you ensure that the solutions or plans you come up with are accurate and reliable?	12345	
13	What measures do you take to prevent mistakes from occurring during design processes?	12345	
14	What challenges have you faced while working as an Industrial Engineer, and how did you overcome them?	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	

CRITERIA	SCORE (1-5)	NOTES
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.