

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · INFORMATION SECURITY ANALYST

1	What led you to pursue a career in information security?	1 2 3 4 5	
2	How would you protect company data from a cyberattack?	1 2 3 4 5	
3	Can you list some steps an organization can take to prevent a data breach?	1 2 3 4 5	
4	What are some best practices for storing confidential company information?	1 2 3 4 5	
5	What would you do if you discovered a security vulnerability in your company's system?	1 2 3 4 5	
6	Can you name some common types of malware?	1 2 3 4 5	
7	What is two-factor authentication?	1 2 3 4 5	
8	Explain what a honeypot is.	1 2 3 4 5	
9	How can encryption be used to protect data?	1 2 3 4 5	
10	What is the difference between a white-hat hacker and a black-hat hacker?	1 2 3 4 5	
11	Have you ever had to deal with a data breach? If so, how did you handle it?	1 2 3 4 5	
12	Do you have any experience with penetration testing? If so, can you describe a recent project you worked on?	1 2 3 4 5	
13	Do you have any coding experience? If so, can you show us an example of some code you wrote?	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	

CRITERIA

SCORE (1-5) NOTES

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.