

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · JAVA DEVELOPER

1	What is your experience with Java?	12345	
2	What projects have you worked on using Java?	12345	
3	How would you approach solving a problem with Java?	12345	
4	What do you find most challenging about working with Java?	12345	
5	Do you have any experience working on web applications using Java?	12345	
6	Do you have any experience working with big data using Java?	12345	
7	What do you think makes a great Java Developer?	12345	
8	Do you have a strong understanding of OOPs?	12345	
9	What development frameworks are you comfortable using?	12345	
10	Have you had any experience working in an Agile/Scrum environment?	12345	
11	Are you familiar with any code versioning tools (Git, SVN, Mercurial)?	12345	
12	Can you tell me about a time when you faced a difficult coding challenge and how you resolved it?	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.