

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · JAVASCRIPT DEVELOPER

1	What experience do you have with JavaScript development?	1 2 3 4 5	
2	How do you stay updated on the latest trends in web development?	1 2 3 4 5	
3	Describe a project where you used JavaScript to solve a problem.	1 2 3 4 5	
4	What techniques and frameworks are your strongest areas when it comes to coding in JavaScript?	1 2 3 4 5	
5	Have you ever implemented any security measures while developing with JavaScript?	1 2 3 4 5	
6	Do you have a working knowledge of HTML, CSS, and other web technologies?	1 2 3 4 5	
7	What challenges have you faced when developing with JavaScript and how did you tackle them?	1 2 3 4 5	
8	How do you test your code to ensure it is running properly?	1 2 3 4 5	
9	Are there any particular tools or libraries that you like to use when coding in JavaScript?	1 2 3 4 5	
10	How would you approach debugging complex client-side problems?	1 2 3 4 5	
11	Have you ever encountered any browser compatibility issues when writing code for cross-platform applications?	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.