

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · MACHINE LEARNING ENGINEER

1	What is your experience with machine learning?	1 2 3 4 5	
2	What projects have you worked on that involved machine learning?	1 2 3 4 5	
3	How would you go about solving a problem with machine learning?	1 2 3 4 5	
4	What do you think are the limitations of machine learning?	1 2 3 4 5	
5	How can we prevent machines from becoming biased?	1 2 3 4 5	
6	How would you define supervised learning, unsupervised learning, and reinforcement learning?	1 2 3 4 5	
7	What are some common algorithms for each type of learning?	1 2 3 4 5	
8	What are some challenges you faced when implementing machine learning solutions?	1 2 3 4 5	
9	How do you evaluate a machine learning model's accuracy?	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	
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.