

CANDIDATE	INTERVIEWER	DATE	STAGE
-----------	-------------	------	-------

INTERVIEW QUESTIONS · MAINTENANCE ELECTRICIAN

1	What is your experience in the electrical industry?	1 2 3 4 5	
2	What type of electrical equipment are you familiar with?	1 2 3 4 5	
3	What safety procedures do you follow when working with electricity?	1 2 3 4 5	
4	Can you describe a time when you had to repair an electrical system on short notice?	1 2 3 4 5	
5	How do you handle stress while working?	1 2 3 4 5	
6	What is your experience with preventive maintenance?	1 2 3 4 5	
7	What is your experience with a repair?	1 2 3 4 5	
8	What safety procedures do you follow when working on electrical systems?	1 2 3 4 5	
9	Do you have a valid driver's license and a reliable vehicle?	1 2 3 4 5	
10	Are you available to work full-time hours, including overtime and on-call hours?	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.