

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · MANAGING DIRECTOR

1	Can you describe a time when you set and achieved a strategic goal that significantly benefited the organization?	1 2 3 4 5	
2	How do you prioritize and handle various high-level responsibilities and tasks in your role as a Managing Director?	1 2 3 4 5	
3	What is your approach to financial management, budgeting, and resource allocation? Can you provide a specific example?	1 2 3 4 5	
4	How do you build and maintain relationships with key stakeholders such as investors, clients, and partners?	1 2 3 4 5	
5	Can you share an experience where you had to lead and motivate a senior management team to meet challenging targets?	1 2 3 4 5	
6	What strategies do you use to ensure compliance with laws and regulations within the industry?	1 2 3 4 5	
7	Can you discuss a time when you had to make a tough decision that impacted the direction of the company?	1 2 3 4 5	
8	How do you stay updated on industry trends and competitor activities, and how do you leverage this information for the company's benefit?	1 2 3 4 5	
9	Describe your experience in handling a crisis or significant organizational change. How did you manage it?	1 2 3 4 5	
10	What qualities do you believe are essential for a Managing Director to be successful, and how do you embody these qualities?	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	

CRITERIA	SCORE (1-5)	NOTES
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.