

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · MERCHANDISER

1	What experience do you have as a Merchandiser?	12345	
2	How would you describe your approach to developing and executing successful merchandising plans?	12345	
3	Describe how you keep up with industry trends and best practices in merchandising.	12345	
4	What strategies do you use to ensure customer satisfaction and loyalty?	12345	
5	Describe how you build relationships with vendors and suppliers to secure competitive pricing and promotions.	12345	
6	How do you stay organized while managing multiple projects simultaneously?	12345	
7	What have been some of your greatest successes as a Merchandiser?	12345	
8	When you faced difficulties in your prior positions, how did you get through them?	12345	
9	How do you ensure accuracy when entering data into a system or completing paperwork?	12345	
10	Tell us about a creative marketing or merchandising campaign you've successfully developed and implemented.	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.