

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · MICROBIOLOGIST

1	What kind of microorganisms do you specialize in?	1 2 3 4 5	
2	What is your experience with medical applications of microorganisms?	1 2 3 4 5	
3	How would you go about isolating a specific microorganism from a sample?	1 2 3 4 5	
4	What type of laboratory setting do you prefer working in?	1 2 3 4 5	
5	Have you ever encountered any problems while working with microorganisms? If so, how did you solve them?	1 2 3 4 5	
6	What kind of experiments do you find the most interesting?	1 2 3 4 5	
7	What do you think is the most crucial aspect of microorganisms?	1 2 3 4 5	
8	What do you think is the most misunderstood aspect of microorganisms?	1 2 3 4 5	
9	Do you have any suggestions on how to understand microorganisms better?	1 2 3 4 5	
10	Are there any other questions you think we should ask to get to know you better?	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.