

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · MORTGAGE UNDERWRITER

1	What experience do you have in mortgage underwriting?	12345	
2	What software systems have you used to assess creditworthiness?	12345	
3	Describe the process and criteria you use to evaluate loan applications.	12345	
4	How would you deal with challenging or unusual loan scenarios?	12345	
5	How do you stay current on financial regulations, industry trends, and new products?	12345	
6	Can you provide examples of situations when your recommendations had a positive impact on your organization's objectives?	12345	
7	How do you handle multiple competing priorities while remaining on track?	12345	
8	What strategies do you use to ensure accuracy and completeness in your work?	12345	
9	Are there any areas of the underwriting process that you would like to improve upon if given the opportunity?	12345	
10	What makes you an exceptional candidate for this position?	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	
Directional Fit A step forward, or backward, in their career?	12345	

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.