

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · NETWORK ADMINISTRATOR

1	What education and training do you have in network administration?	1 2 3 4 5	
2	Can you describe a time when you had to solve a complex networking problem?	1 2 3 4 5	
3	How do you handle it when things go wrong with the network?	1 2 3 4 5	
4	Have you ever had to work with users who are not technically savvy?	1 2 3 4 5	
5	How do you deal with difficult customers or users?	1 2 3 4 5	
6	Can you describe a time when you had to go above and beyond to solve a problem?	1 2 3 4 5	
7	What motivates you to stay up-to-date on new technologies?	1 2 3 4 5	
8	What do you do when you encounter a problem that you don't know how to solve?	1 2 3 4 5	
9	What types of troubleshooting you have performed on a network? If so, describe the situation.	1 2 3 4 5	
10	What tools are you familiar with to help manage networks?	1 2 3 4 5	
11	How comfortable are you working with commands in a Linux/Unix environment?	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	

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.