

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · NODE JS DEVELOPER

1	What experience do you have working with Node.js?	1 2 3 4 5	
2	What is your experience in developing real-time applications?	1 2 3 4 5	
3	How familiar are you with web frameworks such as Express and Socket.io?	1 2 3 4 5	
4	Can you describe a project you have built using Node.js that had to scale?	1 2 3 4 5	
5	Are you comfortable writing unit tests for the codebase?	1 2 3 4 5	
6	Have you ever done debugging or performance tuning of an existing Node application before?	1 2 3 4 5	
7	How would you go about debugging a Node.js application?	1 2 3 4 5	
8	Are you familiar with different databases and data stores for Node application development?	1 2 3 4 5	
9	Explain how to secure an API built in Node.js.	1 2 3 4 5	
10	What do you think are the biggest challenges when developing applications in Node?	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.