

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · PHOTO EDITOR

1	What experience do you have editing photos?	12345	
2	Can you tell me about a recent project that you worked on and how did your work contribute to the success of the project?	12345	
3	How comfortable are you with different software platforms?	12345	
4	Describe your workflow when editing photos.	12345	
5	Are there any techniques or processes that help to make sure all edits meet high standards?	12345	
6	Do you prefer working alone or as part of a team when it comes to photo editing tasks?	12345	
7	Do you prefer to work on digital or physical photos?	12345	
8	How do you handle tight deadlines when it comes to photo editing tasks?	12345	
9	How do you stay up to date on the latest trends and techniques in photo editing?	12345	
10	Do you have experience training other Photo Editors or photographers in the use of photo editing software?	12345	
11	What challenges have you faced when editing photos in difficult lighting conditions?	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	

CRITERIA

SCORE (1-5) NOTES

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.