

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · PHP DEVELOPER

1	What experience do you have in developing web applications with PHP?	1 2 3 4 5	
2	Describe a project of which you were proud that used PHP.	1 2 3 4 5	
3	How do you ensure successful coding when programming in PHP?	1 2 3 4 5	
4	Do you use any third-party APIs, libraries, or frameworks, and why?	1 2 3 4 5	
5	Are there any areas of the language that you need to brush up on?	1 2 3 4 5	
6	Are there any projects where your skillset is better suited than PHP?	1 2 3 4 5	
7	How do you debug and troubleshoot code written in PHP?	1 2 3 4 5	
8	What challenges have you faced when working on a project with PHP?	1 2 3 4 5	
9	Do you follow coding standards and best practices when writing your codes?	1 2 3 4 5	
10	Can you explain the process of developing a website using PHP from start to finish?	1 2 3 4 5	
11	How do you handle changes in design or functionality without breaking existing code?	1 2 3 4 5	
12	What methods and techniques do you use to optimize and improve your PHP application performance?	1 2 3 4 5	
13	Are there any tools or frameworks that you are familiar with to help speed up the development process?	1 2 3 4 5	
14	How well do you keep up with new technologies related to PHP development?	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	

CRITERIA	SCORE (1-5)	NOTES
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.