

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · PLC PROGRAMMER

1	What experience do you have programming Programmable Logic Controllers?	1 2 3 4 5	
2	Describe a problem you solved using a PLC program.	1 2 3 4 5	
3	How familiar are you with different automation systems and languages?	1 2 3 4 5	
4	Are there any industries or technologies that you specialize in?	1 2 3 4 5	
5	What is your process for debugging a PLC system?	1 2 3 4 5	
6	Do you have experience troubleshooting hardware issues related to PLCs?	1 2 3 4 5	
7	Do you prefer working independently or on teams when developing client software solutions?	1 2 3 4 5	
8	Are you comfortable working with clients to understand their business needs and develop PLC solutions to meet those needs?	1 2 3 4 5	
9	How do you stay up-to-date on the latest technologies in automation programming?	1 2 3 4 5	
10	What challenges have you faced when developing software for PLCs?	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.