

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · PRODUCTION MANAGER

1	What is your experience in production?	12345	
2	What do you know about lean manufacturing?	12345	
3	What are some of the challenges you faced in a previous production role?	12345	
4	How did you improve productivity in your previous roles?	12345	
5	Describe a time when you had to manage a difficult situation.	12345	
6	What is your experience with quality control?	12345	
7	What are some of your ideas for improving production?	12345	
8	What methods do you use to manage and motivate teams of production workers?	12345	
9	What are some of the things you look for when hiring production staff?	12345	
10	What are some of your tips for managing a productive team?	12345	
11	What strategies do you use to ensure that deadlines are met and quality standards are maintained?	12345	
12	How do you handle budgeting and resource allocation for production projects?	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	
Organizational Fit Would this hire steer the organization the right way?	12345	

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.