

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · PYTHON DEVELOPER

1	What is your favorite Python feature?	12345	
2	What do you find most challenging in Python development?	12345	
3	Have you ever worked with Flask or Django?	12345	
4	How would you rate your experience with unit testing?	12345	
5	What are some common debugging techniques that you use?	12345	
6	What are some of the most popular libraries that you use?	12345	
7	What is your experience with web development?	12345	
8	Do you have any experience with data science?	12345	
9	What are some of the most popular frameworks that you use?	12345	
10	What is your experience with DevOps?	12345	
11	What are some of the most popular tools that you use?	12345	
12	What is your experience with automation?	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.