

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · QA TECHNICIAN

1	What experience do you have in quality assurance?	1 2 3 4 5	
2	Tell me about a time when you had to identify and resolve an issue with product quality.	1 2 3 4 5	
3	What is your understanding of the ISO 9001:2015 standard?	1 2 3 4 5	
4	How would you go about auditing a production process to check for compliance with quality standards?	1 2 3 4 5	
5	What is your experience with sampling products and procedures?	1 2 3 4 5	
6	Tell me about a time when you had to take corrective action on a product or process.	1 2 3 4 5	
7	Tell me about a time when you had to investigate and resolve a quality issue.	1 2 3 4 5	
8	What do you think are the most important qualities of a Quality Assurance Technician?	1 2 3 4 5	
9	What are some of the products you have tested in the past?	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.