

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · REAL ESTATE MANAGER

1	What experience do you have in real estate management?	12345	
2	How do you handle conflict between landlords and tenants?	12345	
3	What methods do you use to optimize rental income?	12345	
4	Describe a successful project that you've managed.	12345	
5	How would your former colleagues describe your communication style with clients?	12345	
6	Are there any areas of real estate management where you feel particularly strong or weak?	12345	
7	What strategies do you use to manage a large portfolio of properties?	12345	
8	What are your thoughts on tenant screening and selection?	12345	
9	How do you handle budgeting, accounting, and reporting for multiple properties?	12345	
10	Do you have experience working with local housing laws or other applicable regulations?	12345	
11	In what ways do you utilize technology to manage a real estate portfolio?	12345	
12	Have you ever handled disputes between landlords and tenants? If so, how did you handle them?	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	

CRITERIA

SCORE (1-5) NOTES

Organizational Fit Would this hire steer the organization the right way?	12345	
Directional Fit A step forward, or backward, in their career?	12345	

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.