

CANDIDATE	INTERVIEWER	DATE	STAGE
-----------	-------------	------	-------

INTERVIEW QUESTIONS · RECRUITER

1	Why is it important to prepare when interviewing a Recruiter applicant?	12345	
2	What experience do you have recruiting for a company?	12345	
3	What strategies do you use to identify potential candidates?	12345	
4	How do you assess whether a candidate is qualified for a position?	12345	
5	What are your interviewing techniques?	12345	
6	How would you go about finding the best candidates for a specific role?	12345	
7	How long have you been recruiting?	12345	
8	How do you assess candidates' qualifications?	12345	
9	Can you tell me about a time when you successfully hired a candidate?	12345	
10	What are the biggest challenges you face in your job?	12345	
11	How do you stay up-to-date with the latest recruiting trends?	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	
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.