

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

INTERVIEW QUESTIONS · REGIONAL DIRECTOR

1

Can you describe a strategic initiative you have developed and implemented in a previous role that led to significant business growth?

1

2

3

4

5

2

How do you approach team management and fostering a productive, innovative work environment?

1

2

3

4

5

3

What methods do you use to stay informed about industry trends and customer needs in the region you are responsible for?

1

2

3

4

5

4

Can you share an experience where you had to balance resources to achieve your regional goals?

1

2

3

4

5

5

How have you used networking to expand business opportunities in your previous job?

1

2

3

4

5

6

Could you provide an example of how you've collaborated with other departments to achieve a common goal?

1

2

3

4

5

7

What strategies have you employed to drive revenue growth as a Regional Director?

1

2

3

4

5

8

Can you share an instance where you navigated a challenging market situation in your region?

1

2

3

4

5

9

What steps do you take to ensure that your initiatives align with the broader organizational goals?

1

2

3

4

5

10

Could you share a testimonial or feedback from a team member or supervisor that highlights your leadership style or accomplishments?

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	

CRITERIA	SCORE (1-5)	NOTES
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.