

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · REGIONAL MANAGER

1

How do you develop and implement business strategies to drive regional success while aligning with overall organizational goals?

12345

2

Can you share an example of a time when you successfully optimized financial performance within a regional context?

12345

3

How do you analyze market trends and competition to make informed decisions and stay ahead in the regional landscape?

12345

4

Describe your approach to fostering teamwork and collaboration among local managers to achieve regional objectives.

12345

5

In dealing with individual branches, how do you ensure consistent operational excellence and adherence to corporate standards?

12345

6

Can you provide an instance where you addressed and resolved a significant issue between corporate headquarters and a regional branch?

12345

7

How do you set and communicate performance targets for local managers and ensure they are met within the regional context?

12345

8

Share your experience in adapting to changes in the business environment and implementing adjustments at the regional level.

12345

9

How do you balance the need for autonomy at the regional level with the overall strategic direction set by the corporate headquarters?

12345

10

Describe a specific situation where your leadership played a crucial role in driving growth and achieving success in a designated region.

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	

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.