

CANDIDATE

INTERVIEWER

DATE

STAGE

INTERVIEW QUESTIONS · RESTAURANT MANAGER

Personal

- 1 How would you describe yourself as an individual and as a professional? 1 2 3 4 5
- 2 Can you state an instance or two when you worked under pressure and delivered? 1 2 3 4 5
- 3 Do you like the food industry in general and the restaurant business in particular? 1 2 3 4 5

Human Resources

- 4 How well do you get along with colleagues, subordinates, seniors, and vendors? 1 2 3 4 5
- 5 How do you manage employees to motivate and encourage them to do better? 1 2 3 4 5
- 6 How good are you at maintaining discipline and healthy workplace morale? 1 2 3 4 5
- 7 Can you describe an instance when you resolved issues and prevented escalation? 1 2 3 4 5

Management

- 8 Could you tell us about cases where you have used data and analytics to bring about improvements, enhance efficiency and reduce costs? 1 2 3 4 5
- 9 How do you rate yourself as a manager from different perspectives – human, finance, and marketing? 1 2 3 4 5
- 10 Do you have a specific style of management? 1 2 3 4 5

Technical Skills and Knowledge

- 11 Are you conversant with a proficient in managing legal and regulatory aspects? 1 2 3 4 5
- 12 Are you familiar with back-end processes, and can you interact with chefs to improve menus and make new additions? 1 2 3 4 5
- 13 Are you familiar with quality controls, standardizations, inventory control, and analytical reporting? 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

CRITERIA	SCORE (1-5)	NOTES
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.