

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · ROOFING FOREMAN

1	How long have you worked in roofing?	1 2 3 4 5	
2	Why did you choose to become a roofing foreman?	1 2 3 4 5	
3	Are you willing and able to work in all weather conditions?	1 2 3 4 5	
4	What were the most challenging roofing tasks you've accomplished? How did you cope with it?	1 2 3 4 5	
5	What precautions should you take when performing roofing jobs?	1 2 3 4 5	
6	How do you ensure you are meeting the customer's roofing request?	1 2 3 4 5	
7	What skills or knowledge is vital for a roofer to have?	1 2 3 4 5	
8	What do you think is the most challenging aspect of roofing?	1 2 3 4 5	
9	How do you handle an unsatisfied client?	1 2 3 4 5	
10	What makes you an excellent fit for our company?	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	
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.