

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · SOFTWARE DEVELOPER

1	What is your experience with developing software?	12345	
2	What programming languages are you experienced with?	12345	
3	Can you share a project that you worked on that you're especially proud of?	12345	
4	How do you handle difficult situations while working on a project?	12345	
5	What is your experience with collaborating with a team?	12345	
6	How do you stay current with new software development technologies?	12345	
7	What do you do when you encounter a problem while developing software?	12345	
8	Can you share a time when you had to go above and beyond on a project?	12345	
9	What is your experience with managing projects?	12345	
10	What do you think makes a great software developer?	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.