avaHR

Software Engineer Candidate Scorecard

Score every candidate against the same questions and criteria

CANDIDATE	INTERVIEWER	DATE	STAGE

INTERVIEW QUESTIONS · SOFTWARE ENGINEER

1	What is your experience with coding languages?	1 2 3 4 5	
2	Describe a time when you had to debug code or solve a problem.	1 2 3 4 5	
3	Tell me about a complex algorithm or data structure you implemented.	1 2 3 4 5	
4	Have you ever built a software system from scratch?	1 2 3 4 5	
5	How would you go about designing an algorithm to meet particular specifications?	1 2 3 4 5	
6	What are some common challenges associated with software development?	1 2 3 4 5	
7	What is your experience with the agile methodology?	1 2 3 4 5	
8	What tools do you use to help manage projects?	1 2 3 4 5	
9	What are some common software development methodologies?	1 2 3 4 5	
10	Have you ever encountered a problem while coding that you couldn't solve?	1 2 3 4 5	
11	Tell me about a complex algorithm or data structure you implemented.	1 2 3 4 5	
12	What is your experience with object-oriented programming languages?	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	

CRITERIA	SCORE (1–5)	NOTES
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.