

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · STAGEHAND

1	What experience do you have with stage work?	1 2 3 4 5	
2	What education do you have in stage management or theater production?	1 2 3 4 5	
3	What type of equipment are you familiar with?	1 2 3 4 5	
4	Tell me about a time when you had to solve a problem while working on a show quickly.	1 2 3 4 5	
5	Do you have any first-aid training?	1 2 3 4 5	
6	How do you handle stress while working?	1 2 3 4 5	
7	What do you do if you see a fire backstage?	1 2 3 4 5	
8	Do you have any experience working with pyrotechnics or special effects?	1 2 3 4 5	
9	What safety precautions do you take when working with heavy equipment?	1 2 3 4 5	
10	Have you ever worked on a show that had a green screen?	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.