

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · SUPERINTENDENT

1	What experience do you have managing a construction site?	1 2 3 4 5	
2	What is your education in construction management or a related field?	1 2 3 4 5	
3	What qualifications do you have in project management?	1 2 3 4 5	
4	How do you handle staff and worker relations?	1 2 3 4 5	
5	What is your strategy for ensuring the project progresses on schedule?	1 2 3 4 5	
6	Have you ever encountered any problems with a construction project? If so, how did you resolve them?	1 2 3 4 5	
7	What do you think is the most important quality for a successful Superintendent?	1 2 3 4 5	
8	How would you handle a situation where workers are not meeting your expectations?	1 2 3 4 5	
9	What do you think is the most challenging part of being a Superintendent?	1 2 3 4 5	
10	What makes you the best candidate for this position?	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.