avaHR

Supply Chain Associate Candidate Scorecard

Score every candidate against the same questions and criteria

CANDIDATE	INTERVIEWER	DATE	STAGE

INTERVIEW QUESTIONS · SUPPLY CHAIN ASSOCIATE

1	What experience do you have in supply chain management?	① ② ③ ④ ⑤	
2	How would you handle a challenging situation within the supply chain process?	① ② ③ ④ ⑤	
3	Describe an example of problem-solving for an issue that arose with an inventory.	① ② ③ ④ ⑤	
4	What strategies have you implemented to increase efficiency in the supply chain system?	① ② ③ ④ ⑤	
5	How do you ensure accuracy when tracking orders and shipments?	① ② ③ ④ ⑤	
6	Have you ever managed or been involved in a supply chain project from start to finish?	① ② ③ ④ ⑤	
7	How do you stay up to date on the latest trends and technologies in the supply chain?	① ② ③ ④ ⑤	
8	What challenges have you faced while working with a supply chain system?	① ② ③ ④ ⑤	
9	How do you handle customer complaints or feedback related to the product delivery process?	① ② ③ ④ ⑤	
10	Describe how you would motivate teams responsible for maintaining supply chain operations.	① ② ③ ④ ⑤	
11	What are your thoughts on automation and its impact on the supply chain?	① ② ③ ④ ⑤	
12	How do you handle a difficult situation when dealing with suppliers?	① ② ③ ④ ⑤	
13	Are there any areas of the supply chain process that you feel could be improved or optimized?	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	

CRITERIA	SCORE (1–5)	NOTES
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.