

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · TECHNICAL PROJECT MANAGER

1	Can you describe your experience with agile project management, and how you've successfully managed a project using this methodology?	1 2 3 4 5	
2	What's your approach to risk management, and could you provide an example of how you mitigated a significant risk on a project?	1 2 3 4 5	
3	Share an experience where a project varied from the initial plan. Could you explain your role and how you effectively handled the situation?	1 2 3 4 5	
4	How do you prioritize tasks within a project when faced with limited resources and tight deadlines?	1 2 3 4 5	
5	Can you walk us through your experience with project budgeting and financial forecasting?	1 2 3 4 5	
6	Explain a technical concept or project you have managed to a non-technical stakeholder.	1 2 3 4 5	
7	Could you discuss your strategy for maintaining clear and effective communication within a diverse project team?	1 2 3 4 5	
8	How do you ensure that the project's goals align with the strategic objectives of the company?	1 2 3 4 5	
9	What tools and software are you proficient in for project management, and how have they enhanced your effectiveness?	1 2 3 4 5	
10	In your opinion, what is the key to a successful collaboration between project managers and other departments?	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.	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.