avaHR

Technical Recruiter Candidate Scorecard

Score every candidate against the same questions and criteria

CANDIDATE	INTERVIEWER	DATE	STAGE

INTERVIEW QUESTIONS · TECHNICAL RECRUITER

1	Can you describe a time when you implemented a new strategy or tool to improve your recruitment process? What was the outcome?	① ② ③ ④ ⑤	
2	What methods do you employ to keep ahead of the newest trends and advancements in the technology sector?	① ② ③ ④ ⑤	
3	Describe a particularly challenging technical position you had to fill. What obstacles did you encounter, and what strategies did you employ to overcome them?	① ② ③ ④ ⑤	
4	How do you ensure a candidate's technical skills and experience align with the job requirements?	① ② ③ ④ ⑤	
5	In your experience, what is the most effective way to assess a candidate's soft skills and cultural fit during the interview process?	① ② ③ ④ ⑤	
6	Can you share an example of a time when you had to negotiate a job offer? How did you ensure both the candidate's and the company's needs were met?	① ② ③ ④ ⑤	
7	How do you leverage social media and other digital platforms for technical recruiting?	① ② ③ ④ ⑤	
8	How do you handle confidential information, especially when dealing with high-profile candidates or sensitive roles?	① ② ③ ④ ⑤	
9	Discuss a time when you had to manage a hiring manager's expectations about a role or candidate. How did you handle this situation?	① ② ③ ④ ⑤	
10	What strategies do you use to build and maintain a pipeline of potential candidates for future technical openings?	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.