

| CANDIDATE | INTERVIEWER | DATE | STAGE |
|-----------|-------------|------|-------|
|-----------|-------------|------|-------|

INTERVIEW QUESTIONS · TV PRODUCER

|    |                                                                                          |       |  |
|----|------------------------------------------------------------------------------------------|-------|--|
| 1  | What experience do you have in producing television content?                             | 12345 |  |
| 2  | Have you ever managed a team of producers on a project?                                  | 12345 |  |
| 3  | What techniques or processes do you use to ensure the successful completion of projects? | 12345 |  |
| 4  | How would you handle difficult situations with production staff or clients?              | 12345 |  |
| 5  | What creative ideas do you bring to the table when working on projects?                  | 12345 |  |
| 6  | How well can you work under tight deadlines and budget constraints?                      | 12345 |  |
| 7  | Do you have any previous awards, accolades, or recognition for your work as a producer?  | 12345 |  |
| 8  | How do you handle tight deadlines and competing demands?                                 | 12345 |  |
| 9  | Are there any particular areas of the production process where your skills lie?          | 12345 |  |
| 10 | Do you have any new ideas on how to approach TV production differently?                  | 12345 |  |

OVERALL ASSESSMENT

| CRITERIA                                                                                  | SCORE (1-5) | NOTES |
|-------------------------------------------------------------------------------------------|-------------|-------|
| <b>Educational Background</b><br>Appropriate qualifications or training for the position. | 12345       |       |
| <b>Prior Work Experience</b><br>Skills or qualifications acquired through past work.      | 12345       |       |
| <b>Qualifications / Experience</b><br>The technical skills the position actually needs.   | 12345       |       |
| <b>Problem Solving Abilities</b><br>Demonstrated critical problem-solving.                | 12345       |       |
| <b>Communication</b><br>Team building and communication skills.                           | 12345       |       |
| <b>Organizational Fit</b><br>Would this hire steer the organization the right way?        | 12345       |       |
| <b>Directional Fit</b><br>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.