

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · VETERINARIAN

1	What experience do you have as a Veterinarian?	12345	
2	How would you handle an emergency situation?	12345	
3	What are your methods for treating animals?	12345	
4	Do you have any experience working with specific types of animals?	12345	
5	Have you ever had to deal with a difficult customer or client?	12345	
6	What qualities do you think are important in a Veterinarian?	12345	
7	What do you think are the most challenging aspects of this job?	12345	
8	What are the responsibilities of a Veterinarian?	12345	
9	What experience do you have with treating animals?	12345	
10	What type of animal do you prefer working with?	12345	
11	Have you ever had to deal with a difficult customer?	12345	
12	Can you describe your approach to patient care?	12345	

OVERALL ASSESSMENT

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

CRITERIA

SCORE (1-5) NOTES

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.