avaHR

Vlogger Candidate Scorecard

Score every candidate against the same questions and criteria

CANDIDATE	INTERVIEWER	DATE	STAGE

INTERVIEW QUESTIONS · VLOGGER

1	What inspired you to become a vlogger?	① ② ③ ④ ⑤	
2	What types of equipment and software do you use for creating videos?	① ② ③ ④ ⑤	
3	How do you come up with new ideas for content?	① ② ③ ④ ⑤	
4	Describe your process of creating and editing videos.	① ② ③ ④ ⑤	
5	Are there any channels that have influenced your work as a vlogger?	① ② ③ ④ ⑤	
6	Do you have experience in managing social media accounts related to our brand's products or services?	① ② ③ ④ ⑤	
7	How would you handle negative comments or feedback?	① ② ③ ④ ⑤	
8	In what ways do you think you can help our brand gain visibility and reach more viewers?	① ② ③ ④ ⑤	
9	How familiar are you with video editing software?	① ② ③ ④ ⑤	
10	What type of videos have you created in the past?	① ② ③ ④ ⑤	
11	Can you share some examples of previous work and success stories from your vlogging career?	① ② ③ ④ ⑤	
12	How would you go about growing an audience on social media platforms such as YouTube, Instagram, and Snapchat?	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	
Communication Team building and communication skills.	① ② ③ ④ ⑤	

CRITERIA	SCORE (1–5)	NOTES
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.