

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · VP OF ENGINEERING

1	What experience do you have leading engineering teams?	1 2 3 4 5	
2	Tell me about a successful project that you've shown.	1 2 3 4 5	
3	How would you describe your leadership style?	1 2 3 4 5	
4	What challenges have you experienced while managing an engineering team?	1 2 3 4 5	
5	Describe a situation where you had to make tough decisions or solve complex problems in the engineering space.	1 2 3 4 5	
6	How did you motivate and inspire engineers to reach their goals?	1 2 3 4 5	
7	Have you ever implemented new processes to improve the efficiency or productivity of an engineering team?	1 2 3 4 5	
8	What methods do you use to ensure that engineering projects are delivered on time and budget?	1 2 3 4 5	
9	Describe a situation in which you had to manage conflicting priorities successfully.	1 2 3 4 5	
10	How have you used data and metrics to inform decisions about an engineering project?	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	
Organizational Fit Would this hire steer the organization the right way?	1 2 3 4 5	

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.