

CANDIDATE	INTERVIEWER	DATE	STAGE
INTERVIEW QUESTIONS · WEB DEVELOPER			
1	Explain what the critical responsibilities of a Web Developer are?	1 2 3 4 5	
2	What should web developers know?	1 2 3 4 5	
3	Explain what CORS is? How does it work?	1 2 3 4 5	
4	List out the advantage of HTTP/2 as compared with HTTP 1.1?	1 2 3 4 5	
5	Explain what is an ETag and how does it work?	1 2 3 4 5	
6	Explain what long polling is?	1 2 3 4 5	
7	What is DTD (Document Type Declaration), and how does it work? In DTD, what's the difference between CDATA and PCDATA?	1 2 3 4 5	
8	What tips can you use to reduce the load time of a web application that you have written?	1 2 3 4 5	
9	What is the correct way to include JavaScript into your HTML?	1 2 3 4 5	
10	Explain in CSS how you can make a form element's background color change when entering text? Does this work in all browsers?	1 2 3 4 5	
11	Explain what the difference between cookies and local storage is?	1 2 3 4 5	
12	What HTML element can you use to create a multi-line text input control?	1 2 3 4 5	
13	What is the best way to refer to the CSS files on a web page?	1 2 3 4 5	
14	List a few methods for reducing the time it takes for a page to load?	1 2 3 4 5	
15	What distinguishes XHTML from HTML?	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		

CRITERIA	SCORE (1-5)	NOTES
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	
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.