

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · YARD JOCKEY

1	How many years have you been driving?	12345	
2	Do you have a CDL and are you comfortable driving a tractor-trailer?	12345	
3	What is your experience with moving trailers around a truck yard?	12345	
4	Can you work long hours, including overtime, and on weekends if needed?	12345	
5	What is your driving record like?	12345	
6	Are you comfortable working long hours and in all weather conditions?	12345	
7	What experience do you have operating a tractor-trailer rig?	12345	
8	Can you tell me about a time when you had to meet a difficult deadline?	12345	
9	How would you handle it if I gave you an unexpected load to haul?	12345	
10	What do you think are the most important qualities for a successful yard jockey?	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	
Directional Fit 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.