

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · YOUTUBER

1	What do you think are the greatest strengths and weaknesses when it comes to creating content?	1 2 3 4 5	
2	Tell me about a video project you have completed from start to finish.	1 2 3 4 5	
3	How would you handle a difficult situation with one of your viewers or subscribers?	1 2 3 4 5	
4	Can you describe a time when your creativity was challenged in making videos?	1 2 3 4 5	
5	What do you consider when editing videos for maximum impact and viewership?	1 2 3 4 5	
6	Are there any specific social media platforms that you prefer working with?	1 2 3 4 5	
7	What do you think is the most effective way to grow an audience on YouTube?	1 2 3 4 5	
8	How do you approach brainstorming and creating new content?	1 2 3 4 5	
9	What strategies have you found most successful in developing engaging videos?	1 2 3 4 5	
10	Are there any topics that you are uncomfortable discussing in your content?	1 2 3 4 5	
11	How do you handle criticism and feedback from viewers?	1 2 3 4 5	
12	What techniques do you use to promote your videos and channel?	1 2 3 4 5	
13	Do you have any experience with video production and editing software?	1 2 3 4 5	
14	What strategies do you employ when collaborating with other YouTubers?	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	

CRITERIA	SCORE (1-5)	NOTES
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.