

Advanced Job Classification Interview Form

Candidate Information:

- Name:
- Position Applied for:
- Date of Interview:
- Interviewer(s):

Rating Scale:

1. Poor
2. Below Average
3. Average
4. Above Average
5. Excellent

Interview Questions:

1. Experience and Skills:

- Can you discuss your previous experience that demonstrates your readiness for the advanced responsibilities outlined in the job description?
 - Rating: []
 - Notes:
- Describe a complex project or initiative you successfully managed. What challenges did you face, and how did you overcome them?
 - Rating: []
 - Notes:

2. Leadership and Supervision:

- How do you approach mentoring and providing guidance to other team members?
 - Rating: []
 - Notes:

- Give an example of a time when you successfully led a team to achieve a challenging objective.
 - Rating: []
 - Notes:

3. Critical Thinking and Problem-Solving:

- Describe a situation where you had to analyze data or information to make a strategic decision.
 - Rating: []
 - Notes:
- How do you approach solving complex problems or overcoming obstacles in your work?
 - Rating: []
 - Notes:

4. Professionalism and Communication:

- How do you maintain professionalism in your interactions with colleagues, supervisors, and stakeholders?
 - Rating: []
 - Notes:
- Give an example of a challenging communication situation you handled effectively in a professional setting.
 - Rating: []
 - Notes:

5. Technology Skills and Innovation:

- What advanced technical skills do you possess that are relevant to this position?
 - Rating: []
 - Notes:
- Can you provide an example of how you utilized technology or innovation to improve a process or achieve better results?

- Rating: []
- Notes:

6. Career Development and Motivation:

- How does this position fit into your long-term career goals?
 - Rating: []
 - Notes:
- What motivates you to excel in a challenging and dynamic work environment?
 - Rating: []
 - Notes:

Total Rating:

- Candidate's Total Points: []

Additional Notes:

- Overall impression of the candidate:
- Strengths observed during the interview:
- Areas for potential growth or improvement: