



StructCrew

AEC TALENT PARTNER

CLIENT TOOLKIT

Interview Scorecard

A structured interview worksheet for comparing candidates fairly and consistently.

STRUCTCREW | AEC HIRING, HANDLED

Architecture | Interiors | Construction | BIM

INTERVIEW DETAILS

Start with a shared scoring standard.

Use this scorecard alongside portfolio review and role-specific questions. Record evidence, not impressions.

Candidate name	Role
Interviewer	Interview date
Project / team context	Decision stage

SCORING GUIDE

Rate evidence from 1 to 5.

Score	Meaning
1	Limited evidence or significant gap
2	Developing; needs substantial support
3	Meets the role requirement
4	Strong evidence and relevant examples
5	Exceptional, repeatable evidence

A final decision should reflect the whole role - technical delivery, project relevance, working style and joining readiness.

TECHNICAL & PROJECT FIT

Capture the evidence.

Software / technical capability	Project typology relevance
Documentation / delivery maturity	Portfolio evidence
Technical examples discussed	Score (1-5)

WORKING STYLE & READINESS

Check the conditions for a successful hire.

Communication and client interaction	Team collaboration / leadership
Motivation for the move	Availability / notice period
Compensation alignment	Score (1-5)

FINAL RECOMMENDATION

Make the next action explicit.

Overall recommendation	Key strengths
Risks / open questions	Next interview owner
Decision	Final score (1-5)