

# Structured Job Interview Assessment Form – IT Position

This **structured job interview assessment form** sample is specifically designed for IT jobs, ensuring a consistent and objective evaluation of candidates' technical skills and problem-solving abilities. It includes targeted questions and rating criteria that help interviewers identify the best fit for IT roles. Using this form streamlines the hiring process and improves decision-making accuracy.

## Candidate Information

Candidate Name		Date	
Position Applied		Interviewer's Name	

## Interview Sections

Criteria	Description	Rating (1-5)	Comments
Technical Knowledge	Understanding of relevant programming languages, frameworks, and IT concepts.		
Problem Solving Ability	Ability to analyze issues and propose effective solutions.		
Coding/Practical Test	Performance in technical/coding assessments or hands-on exercises.		
Communication Skills	Effectively communicates ideas and technical information.		
Teamwork & Collaboration	Ability to work within a team environment.		
Adaptability	Willingness and capability to learn and adapt to new technologies.		
Cultural Fit	Alignment with organizational values and culture.		

## Sample Interview Questions

1. Can you describe a challenging technical problem you've solved, and the approach you took?
2. Which programming languages and frameworks are you most comfortable with?
3. Describe your experience working in collaborative development environments.
4. How do you stay updated with the latest IT and technology trends?
5. Provide an example of a time when you had to quickly learn a new technology.

## Overall Evaluation & Recommendation

- ☐ Highly Recommend
- ☐ Recommend
- ☐ Recommend with Reservations
- ☐ Do Not Recommend

## Additional Comments:

Interviewer's Signature: \_\_\_\_\_ Date: \_\_\_\_\_