

7-Item Tech Screening Checklist



recruitAability

Build Structured, Skills-Based Interviews That Are Deepfakes-Proof

Purpose:

Modern tech hiring demands speed, structure, and authenticity. This checklist helps you design interviews that identify real talent, prevent fraud, and protect the candidate experience.



1. Role-Specific Skills Rubric

Define clear, observable skills for each role.

- Focus on outcomes (e.g., scalability, debugging, design clarity)
- Weight key areas: technical skill, problem-solving, collaboration, reliability
- Create behavioral anchors for each proficiency level

🕒 Tip: Keep rubrics lean—no more than 8 core competencies per role.



2. Assessment Mix That Matches the Role

Pick the right method for the level.

- Junior: Short take-home (60–90 min)
- Mid-Level: Live pair programming
- Senior/Staff: Systems design with real-world constraints

🎯 Goal: Measure what matters in the actual job, not just algorithm drills.



3. Independent Scoring Before Discussion

Require each interviewer to submit scores privately before group debrief.

- Reduces bias
- Improves score consistency
- Keeps strong voices from swaying others

📊 Pro Tip: Use numeric scales with written anchors (e.g., 1–5 = “basic” → “expert”).



4. Predefined Pass / Hold / Fail Thresholds

Eliminate subjective “maybe” decisions.

- Define thresholds before interviews begin
- Establish what’s coachable vs. what’s a hard stop
- Use clear criteria for retests or next-stage advancement

🧩 Why it works: Clarity speeds decisions and ensures fairness.



5. Anti-Fraud & Deepfake Safeguards

Layer light-touch verification without adding friction.

- Verify ID once per candidate
- Require camera-on for at least one live stage
- Have candidates walk through their own code or explain design choices
- Confirm environment continuity and context

🚩 Red flag: Perfect answers with zero follow-up depth—dig there.



6. Candidate Communication SLAs

Structure candidate experience like a service.

- 24 hours: Application acknowledgment
- 72 hours: Post-interview update
- 7 days: Final decision (yes/no/next steps)

💬 Remember: Ghosting kills employer brand faster than bad reviews.



7. Same-Day Debrief & Feedback Themes

Close the loop while memory is fresh.

- Hold debriefs immediately after the last interview
- Capture key decision points and improvement notes
- Send candidates broad feedback themes when possible

📈 Result: Faster hires, cleaner data, better reviews.