



Commercial electrician

Interview scorecard

CANDIDATE

INTERVIEWER AND DATE

COMPANY AND OPENING

Record the person's own work and the evidence behind each answer. Use the same questions for candidates being considered for the same opening.

0 No example / 1 Needs close support / 2 Works independently / 3 Can lead and train

01 Walk through a conduit run you laid out and installed. What bends and supports did it need?

Listen for: Actual EMT/RMC or specified system, offsets/saddles, bender used, dimensions, supports and coordination with drawings and other trades.

Evidence rating ☐ 0 ☐ 1 ☐ 2 ☐ 3

02 Describe a feeder pull. How did you keep the conductors and destination circuits correct?

Listen for: Personal pull setup, route and conductor requirements, circuit/source identity, labels and drawing checks; separate feeds kept identifiable.

Evidence rating ☐ 0 ☐ 1 ☐ 2 ☐ 3

03 What did you check before a conductor termination was ready for inspection?

Listen for: Approved conductor/lug compatibility, preparation and manufacturer torque requirements, grounding/bonding, labels and recorded checks.

Evidence rating ☐ 0 ☐ 1 ☐ 2 ☐ 3



Commercial electrician

Interview scorecard

CANDIDATE

INTERVIEWER AND DATE

04 Which UPS or battery-backup work did you actually do, and what did the OEM team handle?

Listen for: AC input/output or bypass, DC battery-cabinet work only if assigned, drawings and safety scope; installation distinguished from startup and switching.

Evidence rating ☐ 0 ☐ 1 ☐ 2 ☐ 3

05 Your work area is in an operating facility. What must be confirmed before the electrical work starts?

Listen for: Exact equipment/feed, authorized work package, qualified isolation/verification and site coordination. Schedule pressure does not authorize switching.

Evidence rating ☐ 0 ☐ 1 ☐ 2 ☐ 3

Evidence ratings

0 No example / 1 Needs close support / 2 Works independently / 3 Can lead and train

Before the offer

A data-center project is not a separate electrician license. Verify the commercial trade skills, local credentials and equipment scope. Use drawings or past-work examples, not a live switching exercise.

EVIDENCE OR CREDENTIALS TO VERIFY

NEXT STEP AND PERSON RESPONSIBLE

[Role guidance and editable job description](#)