Data center technician

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 me through how you'd replace a failed drive in a production server during a change window.

Listen for: Ticket and approval checked, the right asset identified by label and serial, the documented procedure followed, the part returned and the ticket closed with what was done.

Evidence rating ☐ 0 ☐ 1 ☐ 2 ☐ 3

02 How do you test and document a fiber link you just installed?

Listen for: Inspecting and cleaning end faces with a scope, the right tester for the link, pass/fail against the spec, and results saved under the correct cable ID.

Evidence rating ☐ 0 ☐ 1 ☐ 2 ☐ 3

03 What would you do if a ticket's instructions didn't match what you found in the rack?

Listen for: Stopping, photographing the discrepancy, escalating to the lead or ticket owner and waiting for direction rather than improvising in production.

Evidence rating ☐ 0 ☐ 1 ☐ 2 ☐ 3

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04 Which shift and on-call schedules have you worked?

Listen for: A realistic fit with the posted schedule, including weekends, holidays and call-in response times, and honesty about what they cannot work.

Evidence rating ☐ 0 ☐ 1 ☐ 2 ☐ 3

05 Describe a rack build you completed. How did you label and document it?

Listen for: Build document followed, cable lengths and routing, labels on both ends and both ports, and updates to the asset and cable records before closing the ticket.

Evidence rating ☐ 0 ☐ 1 ☐ 2 ☐ 3

Evidence ratings

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Before the offer

Keep this posting separate from licensed electrical work on power systems. Verify any BICSI or vendor credentials and run the site's background check before the start date.

EVIDENCE OR CREDENTIALS TO VERIFY

NEXT STEP AND PERSON RESPONSIBLE

Role guidance and editable job description