



Fiber optic 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 Which fiber did you pull or terminate, and which fibers did you splice yourself?

Listen for: Premises versus outside plant, single-mode/multimode, connectors, actual tools and personal responsibilities.

Evidence rating

☐ 0 ☐ 1 ☐ 2 ☐ 3

02 What do you check when pulling and dressing fiber into a rack or splice enclosure?

Listen for: Manufacturer bend/tension limits, route/support, service slack, connector protection and organized splice or patch management.

Evidence rating

☐ 0 ☐ 1 ☐ 2 ☐ 3

03 A link fails its loss test. How do you check the test setup and the link?

Listen for: Correct fiber/wavelength, reference and test cords, connector inspection/cleaning, polarity and the specified loss limit.

Evidence rating

☐ 0 ☐ 1 ☐ 2 ☐ 3



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04 What does an OTDR trace tell you that an insertion-loss test does not?

Listen for: Event locations and splice/connection behavior, launch/receive arrangements where needed, and why OTDR does not replace end-to-end loss acceptance.

Evidence rating ☐ 0 ☐ 1 ☐ 2 ☐ 3

05 How do you keep a splice or MPO/LC patch change consistent with the test package?

Listen for: Fiber/port identity, specified polarity, splice tray or patch record, endpoint labels and saved results for the correct link.

Evidence rating ☐ 0 ☐ 1 ☐ 2 ☐ 3

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Before the offer

Review a permitted redacted test example. Assess splicing and test interpretation separately; specify project acceptance limits rather than inventing one universal pass value.

EVIDENCE OR CREDENTIALS TO VERIFY

NEXT STEP AND PERSON RESPONSIBLE

[Role guidance and editable job description](#)