Industrial 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 A conveyor motor trips its overload every afternoon. How do you find the cause?

Listen for: Checking load, voltage balance, ambient temperature and the motor itself, trending the readings against the time of day, and fixing the cause instead of resetting it.

Evidence rating ☐ 0 ☐ 1 ☐ 2 ☐ 3

02 Which PLC platforms have you worked with, and what exactly did you do in them?

Listen for: A clear line between monitoring, forcing I/O and editing logic, the platforms named, and respect for the plant's change-control rules.

Evidence rating ☐ 0 ☐ 1 ☐ 2 ☐ 3

03 Walk me through how you lock out a piece of equipment with more than one energy source.

Listen for: Every source identified (electrical, pneumatic, hydraulic, stored energy), zero energy verified, and group lockout when a crew is involved.

Evidence rating ☐ 0 ☐ 1 ☐ 2 ☐ 3

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04 What's the longest you've worked on a single breakdown, and how did you hand it off?

Listen for: Clear written notes, what was ruled out, communication across shifts, and escalation when the fix was beyond them.

Evidence rating ☐ 0 ☐ 1 ☐ 2 ☐ 3

05 Describe a VFD fault you cleared. What did the drive report and what was actually wrong?

Listen for: A specific fault code or symptom, the checks on the motor, cabling and parameters, and the real cause, which is often not what the drive first showed.

Evidence rating ☐ 0 ☐ 1 ☐ 2 ☐ 3

Evidence ratings

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Before the offer

Keep electrical scope separate from PLC skills: no license covers programming. If the facility requires a licensed electrician, verify it; otherwise verify the experience with a maintenance supervisor reference.

EVIDENCE OR CREDENTIALS TO VERIFY

NEXT STEP AND PERSON RESPONSIBLE

Role guidance and editable job description