Lutron programmer

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 Lutron platform and generation did you program, and which work was yours?

Listen for: Exact software, processor and device families; programming versus electrical installation, commissioning or service.

Evidence rating ☐ 0 ☐ 1 ☐ 2 ☐ 3

02 How did you match an installed keypad or dimmer to the correct entry in the project?

Listen for: Physical device identity, room/load schedule, platform-specific activation and verification after programming transfer.

Evidence rating ☐ 0 ☐ 1 ☐ 2 ☐ 3

03 A keypad scene works, but one LED load flickers at the low end. What would you investigate?

Listen for: Actual lamp/driver and control compatibility, load type, configured dimming behavior and qualified installer support for wiring checks.

Evidence rating ☐ 0 ☐ 1 ☐ 2 ☐ 3

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04 A newly installed device will not activate. How do you separate likely causes?

Listen for: Correct model and project assignment, platform-specific activation method, software/firmware compatibility and communication or range evidence.

Evidence rating ☐ 0 ☐ 1 ☐ 2 ☐ 3

05 How do you prove the programmed lighting and shades match the customer brief?

Listen for: Observed keypad, scene, schedule, sensor and shade behavior where assigned, plus current database, backups and unresolved defects.

Evidence rating ☐ 0 ☐ 1 ☐ 2 ☐ 3

Evidence ratings

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Before the offer

Verify the specific system qualification and software access. Use a fictional load schedule; keep live wiring and electrical measurements with the qualified personnel responsible for them.

EVIDENCE OR CREDENTIALS TO VERIFY

NEXT STEP AND PERSON RESPONSIBLE

Role guidance and editable job description