Solar installer

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 parts of a solar install have you done yourself?

Listen for: Specific tasks named (attachments, flashing, racking, modules, wire management, inverter mounting) and who did the electrical connections and under whose license.

Evidence rating ☐ 0 ☐ 1 ☐ 2 ☐ 3

02 How do you make sure a roof penetration won't leak?

Listen for: Locating rafters, following the flashing manufacturer's instructions, sealant where specified, and a check after the attachment is loaded; roofing experience counts.

Evidence rating ☐ 0 ☐ 1 ☐ 2 ☐ 3

03 What fall protection have you used, and when would you refuse to go up?

Listen for: Named equipment (anchors, harness, lifeline), how they inspect it, and real conditions they would stop for: wind, wet or brittle roofs, no anchor point.

Evidence rating ☐ 0 ☐ 1 ☐ 2 ☐ 3

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04 What would you photograph at the end of an install?

Listen for: Attachments and flashing, racking and module layout, labels, terminations, conduit runs and anything the inspector or QC reviewer will want to see.

Evidence rating ☐ 0 ☐ 1 ☐ 2 ☐ 3

05 Tell me about a module or racking layout that didn't match the plan on the roof. What did you do?

Listen for: Measuring and reporting the conflict, getting a revised layout from the designer or lead, and not improvising attachment spacing or setbacks.

Evidence rating ☐ 0 ☐ 1 ☐ 2 ☐ 3

Evidence ratings

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Before the offer

A NABCEP credential shows solar knowledge but is not an electrical license. Confirm which state license, if any, the electrical portion requires and who on the crew holds it before the offer.

EVIDENCE OR CREDENTIALS TO VERIFY

NEXT STEP AND PERSON RESPONSIBLE

Role guidance and editable job description