



Voice/data 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 Describe a copper pull you completed, from the pathway to the finished rack.

Listen for: Route/support, manufacturer bend/tension limits, pulling method, cable protection, slack and tidy, accessible cable dressing.

Evidence rating ☐ 0 ☐ 1 ☐ 2 ☐ 3

02 Walk through terminating the jack or patch panel used on your last job.

Listen for: Actual punchdown or tool-less hardware, specified T568A/B scheme, preserved pair twists, jacket support and port labels.

Evidence rating ☐ 0 ☐ 1 ☐ 2 ☐ 3

03 A basic continuity check passes, but the Cat 6A certification test fails. What do you inspect?

Listen for: Correct category/test setup, pair geometry and terminations, split pairs or crosstalk evidence, cable damage, then saved retest results.

Evidence rating ☐ 0 ☐ 1 ☐ 2 ☐ 3



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04 What is included in a permanent-link test, and how is it different from a channel test?

Listen for: The installed link versus the channel including patch cords; correct limits/adapters and identification, not just a network link light.

Evidence rating ☐ 0 ☐ 1 ☐ 2 ☐ 3

05 How do you make the labels, patch-panel schedule and certification files match at handover?

Listen for: One consistent outlet/cable/port identity, actual test files for each assigned link, corrected records and unresolved failures clearly listed.

Evidence rating ☐ 0 ☐ 1 ☐ 2 ☐ 3

Evidence ratings

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Before the offer

Match the skills test to the installed hardware and level of the opening. Check fiber, switch configuration and commercial electrical skills separately when those duties are also needed.

EVIDENCE OR CREDENTIALS TO VERIFY

NEXT STEP AND PERSON RESPONSIBLE

[Role guidance and editable job description](#)