



Suhas Bhairav

AI Interview Question Builder

**Structured, evidence-based interview questions
for HR hiring.**

Provides a practical framework to generate
role-specific interview questions, probes, and
evaluation notes.

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suhasbhairav.com

Getting Started with AI Interview Questions

This page outlines what to automate, what to keep human-reviewed, and the data/tools needed to start. Use role-specific templates to generate questions, probes, scoring rubrics, and evidence notes.

Key move Pilot with one role and one team this week; capture learnings for scale.

PRACTICAL CHECKLIST

- 01** Map each HR role to core competencies and success criteria.
- 02** Automate generation of baseline questions using role-specific prompts.
- 03** Create follow-up probes for behavioral, situational, and technical checks.
- 04** Build scoring rubrics with 5-point scales and explicit evidence anchors.
- 05** Define human review points and approvals for high-stakes roles.
- 06** Collect data sources: job descriptions, past interview notes, performance criteria, and compliance docs.
- 07** Tools: ATS, HRIS, LLM access (Claude/ChatGPT), rubric templates, and audit logs.

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Role-Specific Question Framework

Define which questions are AI-generated vs. human-curated. Establish evidence-based evaluation notes and guardrails for fairness.

Key move Validate prompts with subject-matter experts before broad deployment.

PRACTICAL CHECKLIST

- 01** Automate baseline questions for core role competencies per job family.
- 02** Automate role-tailored follow-up probes for behavioral, situational, and technical checks.
- 03** Flag red flags like vagueness, lack of specific examples, or inconsistent stories.
- 04** Require evidence notes: candidates cite metrics, outcomes, and impact with numbers.
- 05** Bind data sources: job descriptions, past interviews, performance criteria, and compliance needs.
- 06** Tools: ATS templates, AI prompts, scoring rubrics, audit logs, and privacy controls.
- 07** Plan human review points for critical roles and regulatory considerations; keep high-stakes decisions with humans.

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Adoption, Metrics, and Ownership

Define ownership, approvals, and measurement. Establish guardrails for bias, privacy, and legal compliance.

Key move Set a monthly review to recalibrate prompts on bias and accuracy.

PRACTICAL CHECKLIST

- 01** Assign a clear ownership map: HR lead, AI facilitator, and panel owner.
- 02** Weekly adoption steps: map roles, templates, pilot, calibrate, scale.
- 03** Measure impact: time-to-hire, interview quality, and interviewer variance.
- 04** Track candidate experience scores and feedback for process improvements.
- 05** Enforce guardrails: bias checks, data privacy, documentation, and retention policies.
- 06** Document prompts and rubrics with version control and audit trails.
- 07** Establish formal approvals for new role templates and sensitive questions.

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ABOUT THE CREATOR

Suhas Bhairav

I build AI systems that combine distributed architecture, retrieval, knowledge graphs, security, and practical workflow design. My focus is AI that can be used repeatedly by real teams: understandable, reliable, and grounded in the work people already do.

EXPERTISE

- Principal systems architecture and applied AI engineering
- Production-grade AI systems, agentic workflows, RAG, and knowledge graphs
- Full-stack workflow applications across AWS, Google Cloud, Azure, on-premise, and hybrid environments
- Practical AI implementation patterns for automotive, manufacturing, finance, logistics, cybersecurity, sales, and customer operations
- Security, governance, observability, approvals, and failure-mode thinking for operational AI systems

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