



Suhas Bhairav

AI Interview Rubric Scorecard Generator

**Prompt-driven rubrics to craft role-specific
interview questions and scoring**

Turn job specs into AI-generated, auditable interview
rubrics with scoring.

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suhasbhairav.com

What to Automate & What to Review

Define which parts of the interview rubric can be auto-generated and which must be human-reviewed. Identify data sources and tools.

Key move **Begin with one role; validate rubric relevance before scaling.**

PRACTICAL CHECKLIST

- 01** Map each competency to a measurable rubric metric (e.g., coding, problem solving, collaboration).
- 02** Create role templates with title, seniority, required vs. nice-to-have skills.
- 03** Define scoring scales (0-5 with anchored descriptors) and automation tolerance.
- 04** Identify data inputs: job description, competency frameworks, behavioral anchors.
- 05** Plan governance: privacy, retention, approvals, and access controls for applicant data.
- 06** Choose tools: prompts, ATS integration, and a rubric repository.

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Designing Role-Specific Rubrics

Create prompts that convert a role spec into interview questions and a scoring rubric. Include validation steps and guardrails.

Key move Save prompts as templates for future roles.

PRACTICAL CHECKLIST

- 01** Input fields: role title, seniority, core competencies, values, and constraints.
- 02** Output rubric: 5- or 7-point scale with anchored descriptors per competency.
- 03** Output questions: 6-12 prompts tuned to critical success factors.
- 04** Include diversity and inclusion guardrails; avoid biased jargon.
- 05** Add sampling: ask for multiple anchor questions per competency.
- 06** Validation: have HR reviewer approve rubric and a pilot interviewer test.

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Adoption, Guardrails, and Score Quality

Outline adoption steps, governance, and metrics to track. Define ownership and review cycles.

Key move Set a quarterly review to retire or replace prompts.

PRACTICAL CHECKLIST

- 01** Week 1: map a new role's spec and gather stakeholders.
- 02** Week 2: generate prompts and a draft rubric; share with HR.
- 03** Week 3: run a pilot with 2-3 interviewers, collect feedback.
- 04** Week 4: refine rubric, lock scoring scales, and document guardrails.
- 05** Ongoing: appoint rubric owner and establish weekly QA.
- 06** Data ethics: protect candidate data; limit access; audit prompts.
- 07** Metrics: time-to-interview, rubric consistency, interviewer satisfaction.

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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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