

FinTech Software Engineer – HR Interview Setup Form

(To be completed by Hiring Manager / HR Partner)

1. Basic Role Information

Role Title: _____

Team / Department: _____

Hiring Manager: _____

Location / Time Zone: _____

Seniority Level (e.g. SDE I / II / Senior): _____

2. Primary Tech Stack (Check / Specify)

Backend Languages: _____

Frameworks: _____

Datastores (SQL / NoSQL / others): _____

Cloud / Infra (e.g. AWS, GCP, Kubernetes): _____

3. Must-Have Skills (Top Priorities)

1. _____

2. _____

3. _____

4. _____

4. Nice-to-Have Skills

1. _____

2. _____

3. _____

5. FinTech / Domain Expectations

Key Financial Domains (payments, trading, lending, etc.): _____

Specific concepts candidate should know (e.g. ledgers, risk, KYC/AML): _____

Relevant regulatory / compliance context (if any): _____

6. Behavioral Focus Areas

Communication style you expect: _____

Collaboration expectations (cross-team work, stakeholders): _____

Non-negotiable cultural traits (ethics, ownership, etc.): _____

7. Red Flags (Describe Clearly)

Technical red flags: _____

Behavioral / cultural red flags: _____

Risk-related red flags (for financial systems): _____

This form is used by the AI recruiter to tailor interview questions and evaluation to this specific role.

Candidate Interview Notes – FinTech Software Engineer

(For HR / Interviewer to annotate during the interview)

Candidate Details

Candidate Name: _____

Role Interviewed For: _____

Date & Time: _____

Interviewer: _____

Round Type (HR / Tech / Mixed): _____

Key Technical Impressions

FinTech / Domain Awareness Observations

Security, Risk, and Compliance Mindset

Communication and Cultural Fit Notes

Overall Recommendation (Circle One)

Strong Hire Hire Weak Hire No Hire

Additional Comments:
