**Frontend Developer Interview Scorecard**

Candidate Name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Role Interviewed For: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Interviewer: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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| **Dimension** | **Guidance** | **Score (1–5)** |
| Technical Vision & Strategy | 1-2: No clear technology strategy; decisions are ad hoc and short-term.
3: Defines a coherent 12–18 month technology roadmap aligned to product needs.
4: Creates multi-year technology strategy with measurable KPIs and mitigation plans.
5: Sets transformative vision that opens new business models and mentors execs on tech direction. |  |
| Architecture & Scalability | 1-2: Delivers brittle systems that cause recurring outages or scaling failures.
3: Designs reliable, modular architectures that scale to forecasted load.
4: Anticipates future scale, reduces technical debt, and plans migrations.
5: Defines architectures enabling rapid expansion with measurable cost and latency optimizations. |  |
| Technical Leadership & Talent Development | 1-2: Does not develop or retain talent; hiring is reactive or ineffective.
3: Builds effective teams and hires to close capability gaps.
4: Develops leaders, implements career paths, and improves retention metrics.
5: Creates a high-performing engineering bench with multiple internal promotions. |  |
| Product & Business Alignment | 1-2: Tech priorities are disconnected from business goals; wasted effort occurs.
3: Aligns engineering roadmap to product metrics and revenue targets.
4: Shapes product strategy using technical constraints and opportunities.
5: Drives new revenue or product lines through technical innovation and roadmaps. |  |
| Operational Reliability & SRE | 1-2: No incident practices; SLAs missed and postmortems are absent.
3: Implements monitoring, incident response, and regular postmortems.
4: Meets SLAs, reduces MTTR, and automates recovery and testing.
5: Operates proactively with reliability engineering and sustained uptime gains. |  |
| Security & Compliance | 1-2: Security is reactive; controls missing and audits fail.
3: Implements basic security controls and passes routine audits.
4: Embeds security in SDLC and reduces vulnerability backlog.
5: Leads proactive security programs and ensures continuous compliance at scale. |  |
| Stakeholder Communication & Influence | 1-2: Fails to communicate clearly with executives, board, or partners.
3: Communicates status, tradeoffs, and risks to executives regularly.
4: Influences cross-functional decisions and secures necessary resources.
5: Persuades board and investors and represents technology externally with credibility. |  |

 **Overall Evaluation**

**Strengths Observed:**

**Concerns / Weaknesses:**

**Recommendation (Yes / No / With Reservations):**

**Final Score (Avg / Weighted):**