

Candidate Name: _____
Role Interviewed: _____
Interviewer: _____
Date: _____

Dimensions

- **Technical Vision & Strategy — Score (1–5): _____**
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 — Score (1–5): _____**
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 — Score (1–5): _____**
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 — Score (1–5): _____**
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 — Score (1–5): _____**
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.

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 — Score (1–5): _____**

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):