

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

Dimensions

- **Technical strategy — Score (1–5): _____**

1-2: Avoids system-level decisions; no coherent architecture vision or reliance on others for design.

3: Contributes pragmatic architecture choices and explains trade-offs for current systems. 4: Defines a multi-quarter technical roadmap balancing scalability, cost, and delivery. 5: Sets long-term platform strategy, drives major architecture shifts and cross-team standards.

- **Team leadership — Score (1–5): _____**

1-2: Avoids people management tasks; team shows high turnover or no development plans. 3:

Provides regular feedback, resolves conflicts, and supports career growth. 4: Builds leadership bench, mentors managers, and measurably reduces turnover. 5: Develops leaders across the org and creates scalable management and succession practices.

- **Delivery execution — Score (1–5): _____**

1-2: Misses schedules, is reactive with firefighting and lacks program structure. 3: Delivers projects on schedule with clear plans and risk mitigation. 4: Delivers cross-team programs predictably and manages dependencies proactively. 5: Drives large, complex initiatives end-to-end and improves cycle time across the org.

- **Stakeholder management — Score (1–5): _____**

1-2: Communicates poorly with execs and PMs and regularly surprises stakeholders. 3:

Communicates status clearly and aligns on priorities with product and business partners. 4:

Influences product strategy and secures stakeholder buy-in proactively. 5: Acts as a trusted advisor to executives and negotiates trade-offs that advance company goals.

- **Talent acquisition & org design — Score (1–5): _____**

1-2: No hiring strategy, unclear role definitions, and slow interview processes. 3: Hires required roles and improves recruiting funnel and interview consistency. 4: Optimizes org structure, reduces time-to-hire, and attracts senior talent. 5: Scales hiring predictably and builds high-performing org designs and employer reputation.

1-2: Systems frequently fail with no incident process or root-cause follow-up. 3: Maintains SLAs, runs postmortems, and addresses root causes. 4: Improves reliability metrics, automates runbooks, and strengthens incident response. 5: Creates an org-level reliability culture and delivers measurable uptime improvements.

• **Metrics & continuous improvement — Score (1–5): _____**

1-2: Lacks meaningful metrics; decisions are opinion-based without measurable goals. 3: Uses KPIs to measure team performance and delivery outcomes. 4: Establishes org-wide metrics and links engineering work to business results. 5: Creates continuous improvement loops that materially improve velocity and quality.

Overall Evaluation

Strengths Observed:

Concerns / Weaknesses:

Recommendation (Yes / No / With Reservations):

Final Score (Avg / Weighted):