Frontend Developer Interview Scorecard

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

Dimensions

• Frontend Implementation — Score (1–5): ____

1-2: Struggles to convert designs into working UI; frequent layout or interaction bugs. 3: Implements components from designs using framework conventions and handles common props/state. 4: Builds responsive, accessible components and handles edge cases and error states. 5: Creates reusable component patterns, improves UI performance, and mentors peers on frontend best practices.

• Backend Implementation — Score (1–5): ____

1-2: Cannot implement or explain basic routes, data flow, or persistence; frequent runtime errors. 3: Implements endpoints and database interactions following established patterns and handles validation. 4: Designs clear APIs, handles errors and edge cases, and reasons about data models and performance. 5: Anticipates scaling concerns, proposes schema or API improvements, and drives reliable backend choices.

• Problem Solving & Algorithms — Score (1–5): ____

1-2: Cannot decompose simple problems or produces incorrect solutions with no testing. 3: Breaks problems into steps and implements correct solutions with reasonable complexity. 4: Selects efficient approaches, explains trade-offs, and handles edge cases proactively. 5: Simplifies complex problems, proposes robust algorithms, and anticipates future constraints.

• Code Quality & Testing — Score (1–5): ____

1-2: Delivers unstructured code with minimal or no tests and unclear naming. 3: Writes readable code, follows style conventions, and adds unit tests for main logic. 4: Produces well-factored code, includes integration tests, and refactors to reduce duplication. 5: Introduces clear testing patterns, improves codebase maintainability, and mentors on best practices.

1-2: Provides unclear updates, misses context, and rarely asks clarifying questions. 3: Communicates status, asks for help when blocked, and documents basic decisions. 4: Clearly explains trade-offs, proactively syncs with teammates, and writes useful PR descriptions. 5: Facilitates team alignment on tasks, drives clear design discussions, and improves team processes.

- Learning & Ownership — Score (1–5): ____

  1-2: Avoids unfamiliar tasks and rarely incorporates feedback. 3: Seeks feedback, learns new technologies, and completes assigned tasks reliably. 4: Takes ownership of small features, iterates on feedback, and improves processes. 5: Proactively identifies gaps, drives improvements beyond assigned scope, and mentors other juniors.

- Tools & Deployment Basics — Score (1–5): ____

  1-2: Cannot use version control or run the app locally without heavy help. 3: Uses git effectively, runs local environment, and opens clear PRs. 4: Diagnoses CI issues, understands basic deployment steps, and improves dev scripts. 5: Automates repetitive tasks, contributes to CI/CD stability, and documents deployment processes.

Overall Evaluation

Strengths Observed:

Concerns / Weaknesses:

Recommendation (Yes / No / With Reservations):

Final Score (Avg / Weighted):