**Frontend Developer Interview Scorecard**

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

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

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

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

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| **Dimension** | **Guidance** | **Score (1–5)** |
| Test Execution & Defect Detection | 1-2: Misses obvious defects and executes tests inconsistently.
3: Follows test steps reliably and finds common defects.
4: Identifies edge-case defects and reproduces issues quickly.
5: Proactively explores systems to uncover hard-to-find defects. |  |
| Test Case Design & Coverage | 1-2: Writes few or unclear test cases covering only happy paths.
3: Creates clear cases that cover main functional flows.
4: Includes edge cases and prioritizes test cases by risk.
5: Designs concise coverage that anticipates failure modes. |  |
| Bug Reporting & Tracking | 1-2: Files reports with insufficient steps or missing environment context.
3: Submits reproducible bug reports with steps and environment details.
4: Adds logs, screenshots, and impact assessment to reports.
5: Links bugs to tests, suggests fixes, and verifies patches. |  |
| Test Automation Fundamentals | 1-2: Cannot run or explain basic automation scripts or frameworks.
3: Runs existing scripts and writes simple automated checks.
4: Creates maintainable scripts and debugs common flakiness.
5: Designs reusable checks and improves automation reliability. |  |
| Tools & Environment Setup | 1-2: Struggles to set up local environment or use tracking tools.
3: Installs tools and navigates bug tracker and test systems.
4: Automates environment setup and configures test runs.
5: Optimizes toolchain and documents setup for team use. |  |
| Collaboration & Communication | 1-2: Provides minimal or unclear status and does not escalate blockers.
3: Communicates status, raises blockers, and collaborates with developers.
4: Facilitates triage, gives constructive feedback, and coordinates testing.
5: Leads cross-team testing discussions and mentors peers. |  |
| Learning & Problem Solving | 1-2: Depends on others for routine tasks and is slow to learn.
3: Learns new tools when assigned and solves routine issues.
4: Adapts quickly to new domains and troubleshoots independently.
5: Proactively acquires skills and improves team testing practices. |  |

 **Overall Evaluation**

**Strengths Observed:**

**Concerns / Weaknesses:**

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

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