Frontend Developer Interview Scorecard

ZYTHR

Candidate Name: _____

Role Interviewed: _____

Interviewer: _____

Date: _____

Dimensions

• **Test Execution & Defect Detection** — Score (1–5): _____

   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** — Score (1–5): _____

   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** — Score (1–5): _____

   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** — Score (1–5): _____

   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** — Score (1–5): _____

   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** — Score (1–5): _____

   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.

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):