Frontend Developer Interview Scorecard

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

Dimensions

• Systems & OS Fundamentals — Score (1–5): ____

1-2: Cannot navigate Linux shell or basic commands; unclear about processes, files, or permissions. 3: Comfortably uses Linux commands, inspects processes, filesystems, and basic networking tools. 4: Diagnoses system-level issues quickly and explains OS behavior using logs and metrics. 5: Proactively tunes OS/service configuration to prevent issues and teaches others system internals.

• Monitoring & Alerting — Score (1–5): ____

1-2: Cannot interpret metrics or reacts only to noisy alerts without mapping to service impact. 3: Reads dashboards, recognizes key metrics, and triages alerts appropriately. 4: Designs or refines alerts to reduce noise and improve signal-to-noise ratio. 5: Implements SLI/SLO-driven alerts and automates escalation to prevent incidents.

• Incident Response & Troubleshooting — Score (1–5): ____

1-2: Panics or stalls during incidents; lacks a structured troubleshooting approach or runbook use. 3: Follows runbooks, identifies root cause for common incidents, and resolves with guidance. 4: Leads troubleshooting for non-trivial incidents and documents effective remediations. 5: Drives postmortems, implements long-term fixes, and mentors others during incidents.

• Automation & Scripting — Score (1–5): ____

1-2: Lacks scripting ability or creates brittle one-off commands without validation. 3: Writes clear, reproducible scripts to automate routine operational tasks. 4: Creates idempotent automation with basic error handling and simple tests. 5: Builds reusable tooling or libraries that eliminate recurring manual toil across teams.

• CI/CD & Deployments — Score (1–5): ____

1-2: Does not understand deployment flow or causes unsafe deployments without rollback plans. 3: Performs and troubleshoots standard deployments and rollbacks using CI/CD tools. 4: Configures pipelines for safer rollouts and automated rollback criteria. 5: Designs deployment strategies (canary/blue-green) and improves pipeline reliability.

1-2: Cannot identify performance bottlenecks or reason about capacity and resource usage. 3: Measures basic performance metrics and suggests reasonable scaling actions. 4: Optimizes resources and recommends architecture changes to improve reliability. 5: Anticipates capacity issues, implements autoscaling, and reduces cost while improving reliability.

- Communication & Collaboration — Score (1–5): ____

  1-2: Poorly communicates status, misses follow-ups, or cannot work constructively with engineers and ops. 3: Documents work clearly, shares status during incidents, and collaborates with peers. 4: Coordinates cross-team fixes and writes clear postmortems and runbooks. 5: Leads knowledge sharing, mentors juniors, and aligns teams on reliability priorities.

Overall Evaluation

Strengths Observed:

Concerns / Weaknesses:

Recommendation (Yes / No / With Reservations):

Final Score (Avg / Weighted):