**Frontend Developer Interview Scorecard**

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

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

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

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

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| **Dimension** | **Guidance** | **Score (1–5)** |
| Automation Scripting | 1-2: Writes brittle, repetitive scripts and struggles with basic syntax or constructs. 3: Implements reliable scripts for simple flows and uses basic reusability. 4: Designs modular, parameterized scripts that reduce duplication. 5: Creates reusable libraries and abstractions that speed future test development. |  |
| Testing Fundamentals | 1-2: Cannot explain basic testing concepts or write clear test cases. 3: Understands test types and writes clear positive and negative cases. 4: Identifies edge cases and maps tests to explicit requirements. 5: Defines simple coverage checks and closes clear gaps in coverage. |  |
| Test Design & Analysis | 1-2: Creates ad-hoc tests without structuring or prioritizing cases. 3: Designs prioritized suites and selects representative test data. 4: Builds data-driven suites and optimizes case selection by risk. 5: Defines test strategy for features and influences release decisions. |  |
| Framework & Tooling | 1-2: Depends on manual UI steps and cannot configure the framework. 3: Uses existing framework features and adds basic helper utilities. 4: Extends the framework and integrates useful libraries for reliability. 5: Proposes and implements framework improvements adopted by the team. |  |
| Debugging & Troubleshooting | 1-2: Cannot isolate failures or reproduce issues consistently. 3: Reproduces failures and provides useful logs and reproduction steps. 4: Root-causes intermittent issues and suggests reliable fixes. 5: Creates tooling or processes that reduce flakiness across suites. |  |
| CI/CD & Test Ops | 1-2: Unfamiliar with CI or cannot run tests in pipeline environments. 3: Integrates tests into CI and understands pipeline failure signals. 4: Optimizes pipelines for faster execution and more reliable runs. 5: Automates test reporting and exposes health metrics to the team. |  |
| Communication & Collaboration | 1-2: Provides unclear bug reports and struggles to accept feedback. 3: Writes clear bug reports and updates stakeholders on progress. 4: Proactively coordinates with developers and QA to unblock work. 5: Leads triage or cross-team discussions that improve delivery. |  |

**Overall Evaluation**

**Strengths Observed:**

**Concerns / Weaknesses:**

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

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