**Frontend Developer Interview Scorecard**

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

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

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

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

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| **Dimension** | **Guidance** | **Score (1–5)** |
| Technical Leadership | 1-2: Avoids making technical decisions and relies on others for core design choices. 3: Makes pragmatic technical decisions for team scope and participates in design reviews. 4: Anticipates trade-offs, mentors senior engineers, and drives code quality improvements. 5: Defines long-term technical direction that reduces debt and scales across teams. |  |
| Delivery & Execution | 1-2: Misses commitments, fails to remove blockers, and delivery is erratic. 3: Consistently delivers planned features on schedule and resolves impediments. 4: Optimizes team processes to increase throughput and predictability. 5: Orchestrates complex, multi-team deliveries ahead of schedule with low defects. |  |
| People Management | 1-2: Provides little feedback, unclear expectations, and weak performance management. 3: Conducts regular 1:1s, sets goals, and addresses performance issues. 4: Coaches managers and engineers, improving team capability and retention. 5: Builds high-performing teams with clear career paths and measurable growth. |  |
| Architectural Strategy | 1-2: Creates or accepts brittle designs and avoids system-level thinking. 3: Designs scalable modules and documents key trade-offs for team-level systems. 4: Drives refactors and patterns that reduce complexity and operational cost. 5: Defines architecture standards and solutions that support long-term scale. |  |
| Cross-functional Collaboration | 1-2: Communicates poorly with stakeholders and causes misalignment on priorities. 3: Aligns with PMs and partners, communicates risks, and negotiates scope. 4: Proactively resolves dependencies and influences product trade-offs. 5: Builds strategic partnerships and shapes roadmaps across organizations. |  |
| Hiring & Talent Acquisition | 1-2: Does not participate effectively in hiring; interviews lack structure. 3: Conducts solid interviews and helps fill open roles within expected timelines. 4: Improves interviewing rubric and increases candidate quality. 5: Scales hiring cadence, builds pipelines, and reduces time-to-hire measurably. |  |
| Metrics & Operational Excellence | 1-2: Lacks metrics, incidents recur, and there is no remediation process. 3: Tracks key metrics, responds to incidents, and reduces recurring issues. 4: Uses data to drive engineering improvements and SLA adherence. 5: Establishes org-level SLOs, reduces MTTR, and improves reliability proactively. |  |

**Overall Evaluation**

**Strengths Observed:**

**Concerns / Weaknesses:**

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

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