

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

Dimensions

- Frontend Technical Skills — Score (1–5): _____

1-2: Struggles to implement basic React/JS features; frequent syntax or API misunderstandings. 3: Implements components and state with common patterns and few bugs. 4: Delivers reusable, well-structured components and leverages advanced framework features. 5: Designs complex client-side architectures and introduces patterns that increase team velocity.

- Architecture & System Design — Score (1–5): _____

1-2: Fails to reason about component boundaries, data flow, or scaling concerns. 3: Designs clear component hierarchies and selects sensible state management. 4: Anticipates scalability and designs modular systems with clear contracts. 5: Defines architecture choices that reduce complexity and technical debt across teams.

- Code Quality & Testing — Score (1–5): _____

1-2: Writes untested, hard-to-read code with minimal attention to maintainability. 3: Produces readable code with unit tests and follows linters/formatters. 4: Writes comprehensive tests, enforces standards, and performs meaningful code reviews. 5: Establishes testing strategy and improves code quality metrics across the codebase.

- Performance & Optimization — Score (1–5): _____

1-2: Unaware of critical performance issues; delivers slow pages or heavy bundles. 3: Identifies and fixes common bottlenecks; uses lazy loading and basic optimizations. 4: Profiles apps, reduces bundle size, and implements caching strategies. 5: Defines performance budgets and drives cross-team optimizations with measurable results.

- UX & Accessibility — Score (1–5): _____

1-2: Ignores accessibility and usability; components fail keyboard or screen reader checks. 3: Implements basic ARIA, semantic HTML, and responsive layouts. 4: Designs accessible interactions, conducts usability checks, and iterates on feedback. 5: Champions accessibility standards and integrates accessibility into development process.

1-2: Poor communicator; unclear PRs and resists feedback; blocks others. 3: Communicates clearly in PRs, participates in standups, and responds to feedback. 4: Facilitates cross-discipline discussions and aligns stakeholders on tradeoffs. 5: Drives technical discussions, mentors others through feedback, and resolves conflicts.

• **Mentorship & Ownership — Score (1–5): _____**

1-2: Avoids ownership; does not mentor juniors or follow through on tasks. 3: Takes ownership of features and gives constructive feedback to peers. 4: Mentors teammates, improves team processes, and reliably delivers complex projects. 5: Shapes hiring, onboarding, and long-term frontend strategy; grows others into senior roles.

Overall Evaluation

Strengths Observed:

Concerns / Weaknesses:

Recommendation (Yes / No / With Reservations):

Final Score (Avg / Weighted):