**Frontend Developer Interview Scorecard**

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

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

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

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

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| **Dimension** | **Guidance** | **Score (1–5)** |
| Technical Strategy & Architecture | 1-2: Cannot explain system trade-offs or leaves major technical risks unaddressed. 3: Chooses pragmatic architectures that meet current scale and business needs. 4: Defines multi-year architecture, anticipates scaling and technical debt. 5: Sets technical vision that shapes product roadmap and reduces long-term risk. |  |
| Delivery & Execution | 1-2: Misses major milestones and lacks basic delivery tracking or risk mitigation. 3: Delivers reliably with clear milestones and manages foreseeable risks. 4: Improves cross-team delivery predictability and reduces cycle time. 5: Drives organization-wide predictable delivery with measurable throughput gains. |  |
| People Leadership & Development | 1-2: Avoids difficult feedback, resulting in low manager performance or attrition. 3: Coaches managers, conducts performance reviews, and develops talent plans. 4: Builds leadership bench, reduces churn, and elevates engineering managers. 5: Creates scalable development programs and consistently promotes leaders internally. |  |
| Cross-functional Collaboration & Communication | 1-2: Fails to align engineering with product or business stakeholders; causes repeated conflicts. 3: Communicates clearly with PM and business partners and aligns on priorities. 4: Builds strong partnerships, resolves conflicts, and drives joint outcomes. 5: Represents engineering at executive levels and shapes cross-functional strategy. |  |
| Hiring & Organization Design | 1-2: Hiring is ad hoc with unclear roles and poor interview rigor. 3: Defines roles, improves interview process, and fills key gaps. 4: Designs organization structure and reduces time-to-hire for critical roles. 5: Builds scalable hiring processes and clear leveling that support growth. |  |
| Operational Excellence & Reliability | 1-2: Frequent outages, no incident or runbook practices, and high MTTR. 3: Implements incident response, SLAs, and reduces common outages. 4: Introduces SRE practices, monitoring, and measurable MTTR improvement. 5: Drives measurable availability, performance, and cost efficiencies across services. |  |
| Financial & Resource Management | 1-2: Loses sight of budget, overcommits resources, or lacks prioritization discipline. 3: Manages budget, makes trade-offs, and prioritizes investments tied to outcomes. 4: Optimizes resource allocation and links spending to measurable KPIs. 5: Shapes investment strategy, demonstrates ROI, and reallocates capital for growth. |  |

**Overall Evaluation**

**Strengths Observed:**

**Concerns / Weaknesses:**

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

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