**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):**