**Frontend Developer Interview Scorecard**

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

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

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

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

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| **Dimension** | **Guidance** | **Score (1–5)** |
| Partner Relationship Management | 1-2: Reactive, infrequent contact and unresolved partner issues.
3: Maintains regular contact, addresses partner requests reliably.
4: Anticipates partner needs, proactively delivers value and builds trust.
5: Drives long-term strategic alignment and partner advocacy across stakeholders. |  |
| Revenue & Account Growth | 1-2: Misses targets, limited pipeline or upsell activity.
3: Meets quota, manages renewals and routine upsells.
4: Regularly exceeds targets and expands partner footprint.
5: Consistently sources and closes strategic high-impact deals across partners. |  |
| Joint Business Planning & Strategy | 1-2: No formal joint plans; activities are ad hoc and unfocused.
3: Creates and executes basic 6–12 month joint plans with partners.
4: Develops measurable plans that drive partner commitments and outcomes.
5: Leads multi-partner strategies that influence company go-to-market priorities. |  |
| Negotiation & Contract Management | 1-2: Struggles with basic commercial terms and escalates frequently.
3: Closes standard contracts and manages common terms and risks.
4: Negotiates complex terms while protecting margin and company interests.
5: Structures large strategic agreements balancing risk, scale, and incentives. |  |
| Cross-functional Collaboration & Enablement | 1-2: Works in silo and fails to engage internal teams to support partners.
3: Coordinates with sales, product, and support to resolve partner needs.
4: Orchestrates cross-functional resources to remove blockers and scale outcomes.
5: Designs and drives scalable enablement programs that improve partner performance. |  |
| Communication & Presentation | 1-2: Unclear or disorganized communications and weak partner-facing materials.
3: Delivers clear updates and partner presentations tailored to audience.
4: Crafts persuasive stories and materials that influence partner decisions.
5: Influences executive-level stakeholders and secures strategic commitments. |  |
| Analytics, Forecasting & Performance Measurement | 1-2: Lacks basic pipeline metrics and produces inaccurate forecasts.
3: Maintains reliable pipeline, KPIs, and quarterly forecasts.
4: Uses analytics to optimize investments and prioritization with partners.
5: Builds predictive models and dashboards that inform strategic decisions. |  |

 **Overall Evaluation**

**Strengths Observed:**

**Concerns / Weaknesses:**

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

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