Frontend Developer Interview Scorecard

ZYTHR

Candidate Name: _____

Role Interviewed: _____

Interviewer: _____

Date: _____

Dimensions

- Partner Relationship Management — Score (1–5): ____

  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 — Score (1–5): ____

  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 — Score (1–5): ____

  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 — Score (1–5): ____

  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 — Score (1–5): ____

  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.

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 — Score (1–5): _____

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):