**Frontend Developer Interview Scorecard**

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

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

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

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

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| **Dimension** | **Guidance** | **Score (1–5)** |
| Account Strategy & Planning | 1-2: No clear account plan; reactive activities without defined objectives or milestones.
3: Creates basic account plans with target outcomes and key stakeholders identified.
4: Develops multi-year account strategies with prioritized opportunities and risk mitigation.
5: Leads account transformation plans that align with customer objectives and drive new business models. |  |
| Pipeline & Forecast Accuracy | 1-2: Pipeline is inaccurate or inflated; cannot explain deal stages or timing.
3: Maintains pipeline and gives reasonable explanations for forecasts.
4: Regularly produces reliable forecasts and updates based on deal evidence.
5: Consistently exceeds forecast accuracy through disciplined deal qualification and risk control. |  |
| Revenue Generation & Quota Attainment | 1-2: History of missed targets and inability to close sizable deals.
3: Meets quota with steady performance and predictable renewals/expansions.
4: Consistently delivers above quota through new logo wins and expansions.
5: Drives major revenue growth, opens strategic accounts, and expands enterprise footprints. |  |
| Relationship Building & Stakeholder Influence | 1-2: Struggles to engage senior stakeholders or maintain relationships.
3: Builds reliable relationships with primary sponsors and users.
4: Influences multiple stakeholders and secures executive buy-in.
5: Shapes customer strategy, becomes trusted advisor across executive teams. |  |
| Solution & Commercial Acumen | 1-2: Limited understanding of product value or commercial levers.
3: Explains how product solves customer problems and commercial terms.
4: Tailors value propositions to customer economics and competitive landscape.
5: Crafts creative commercial models that increase deal value and margin. |  |
| Negotiation & Contract Management | 1-2: Poor negotiation outcomes; accepts unfavorable terms or stalls deals.
3: Manages standard negotiations and closes contracts with acceptable terms.
4: Navigates complex terms, mitigates risk, and shortens close cycles.
5: Leads high-stakes negotiations to win strategically important, low-risk contracts. |  |
| Cross-functional Collaboration & Execution | 1-2: Works in isolation; fails to align with CS, Product, or Marketing.
3: Collaborates with internal teams to deliver commitments and handoffs.
4: Coordinates cross-functional resources to execute strategic account initiatives.
5: Mobilizes multiple teams to deliver integrated, high-impact customer outcomes. |  |

 **Overall Evaluation**

**Strengths Observed:**

**Concerns / Weaknesses:**

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

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