**Frontend Developer Interview Scorecard**

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

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

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

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

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| **Dimension** | **Guidance** | **Score (1–5)** |
| Technical strategy | 1-2: Avoids system-level decisions; no coherent architecture vision or reliance on others for design.
3: Contributes pragmatic architecture choices and explains trade-offs for current systems.
4: Defines a multi-quarter technical roadmap balancing scalability, cost, and delivery.
5: Sets long-term platform strategy, drives major architecture shifts and cross-team standards. |  |
| Team leadership | 1-2: Avoids people management tasks; team shows high turnover or no development plans.
3: Provides regular feedback, resolves conflicts, and supports career growth.
4: Builds leadership bench, mentors managers, and measurably reduces turnover.
5: Develops leaders across the org and creates scalable management and succession practices. |  |
| Delivery execution | 1-2: Misses schedules, is reactive with firefighting and lacks program structure.
3: Delivers projects on schedule with clear plans and risk mitigation.
4: Delivers cross-team programs predictably and manages dependencies proactively.
5: Drives large, complex initiatives end-to-end and improves cycle time across the org. |  |
| Stakeholder management | 1-2: Communicates poorly with execs and PMs and regularly surprises stakeholders.
3: Communicates status clearly and aligns on priorities with product and business partners.
4: Influences product strategy and secures stakeholder buy-in proactively.
5: Acts as a trusted advisor to executives and negotiates trade-offs that advance company goals. |  |
| Talent acquisition & org design | 1-2: No hiring strategy, unclear role definitions, and slow interview processes.
3: Hires required roles and improves recruiting funnel and interview consistency.
4: Optimizes org structure, reduces time-to-hire, and attracts senior talent.
5: Scales hiring predictably and builds high-performing org designs and employer reputation. |  |
| Operational reliability | 1-2: Systems frequently fail with no incident process or root-cause follow-up.
3: Maintains SLAs, runs postmortems, and addresses root causes.
4: Improves reliability metrics, automates runbooks, and strengthens incident response.
5: Creates an org-level reliability culture and delivers measurable uptime improvements. |  |
| Metrics & continuous improvement | 1-2: Lacks meaningful metrics; decisions are opinion-based without measurable goals.
3: Uses KPIs to measure team performance and delivery outcomes.
4: Establishes org-wide metrics and links engineering work to business results.
5: Creates continuous improvement loops that materially improve velocity and quality. |  |

 **Overall Evaluation**

**Strengths Observed:**

**Concerns / Weaknesses:**

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

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