Frontend Developer Interview Scorecard

ZYTHR

Candidate Name:	______________________________
Role Interviewed:	______________________________
Interviewer:	______________________________
Date:	______________________________

Dimensions

• Technical Knowledge — Score (1–5): ____

1-2: Struggles to write or run basic backend code; frequent syntax and runtime errors. 3: Writes correct code for small tasks with occasional guidance; understands core language features. 4: Independently implements features using language idioms and standard libraries with few errors. 5: Applies best practices and performance-aware patterns; helps others choose appropriate language features.

• Code Quality & Testing — Score (1–5): ____

1-2: Commits code lacking tests and with inconsistent style; ignores linting and review feedback. 3: Produces readable code and basic unit tests; follows repository style and addresses review comments. 4: Writes well-structured code with good test coverage and meaningful test cases; CI passes consistently. 5: Designs testable modules, covers edge cases, and improves testing practices or CI reliability.

• Debugging & Troubleshooting — Score (1–5): ____

1-2: Cannot reproduce bugs or relies on others to diagnose basic failures. 3: Reproduces issues and uses logs or stack traces to identify causes with guidance. 4: Quickly isolates root causes, proposes fixes, and verifies resolution in tests or staging. 5: Anticipates failure modes, adds diagnostics or alerts, and prevents recurrence.

• API Design & Integration — Score (1–5): ____

1-2: Creates inconsistent or breaking endpoints and ignores request/response contracts. 3: Implements clear APIs for simple endpoints and follows existing contracts and error conventions. 4: Designs stable, versioned APIs that handle errors and edge cases; documents usage. 5: Shapes API guidelines, improves backward compatibility, and provides integration examples.

1-2: Rarely asks for clarification, writes unclear PRs, and misses team norms or deadlines. 3: Communicates status, writes clear PR descriptions, and asks needed questions in a timely way. 4: Proactively coordinates with teammates, responds to reviews constructively, and documents decisions. 5: Leads small discussions, clarifies trade-offs, and helps align teammates on implementation plans.

• System Design & Architecture — Score (1–5): ____

1-2: Cannot explain high-level component interactions or trade-offs for a feature. 3: Explains simple service boundaries and data flow for small features. 4: Chooses appropriate patterns for scalability and reliability with some guidance. 5: Contributes useful suggestions to architecture discussions and proposes improved designs.

• Learning & Ownership — Score (1–5): ____

1-2: Avoids unfamiliar tasks and requires constant direction to make progress. 3: Learns from feedback and completes assigned tasks with occasional help. 4: Takes ownership of features, seeks feedback, and acquires new skills quickly. 5: Drives improvements, proactively learns new technologies, and helps onboard others.

Overall Evaluation

Strengths Observed:

Concerns / Weaknesses:

Recommendation (Yes / No / With Reservations):

Final Score (Avg / Weighted):