**Frontend Developer Interview Scorecard**

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

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

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

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

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| **Dimension** | **Guidance** | **Score (1–5)** |
| Infrastructure Fundamentals | 1-2: Makes frequent errors provisioning or configuring servers and networks; requires step-by-step help.
3: Provisions and configures basic infrastructure reliably with standard templates and guidance.
4: Implements reusable configurations and avoids common misconfigurations with minimal oversight.
5: Designs clear, repeatable infrastructure patterns and mentors others on reliable setup practices. |  |
| CI/CD & Automation | 1-2: Rarely automates repeatable tasks and cannot troubleshoot build or pipeline failures.
3: Creates and maintains basic CI/CD pipelines and fixes common pipeline issues.
4: Optimizes pipelines for reliability and speed and reduces manual steps proactively.
5: Designs automated pipeline patterns and leads improvements that cut cycle time and failures. |  |
| Scripting & Tooling | 1-2: Writes brittle or unreadable scripts and cannot debug basic automation flows.
3: Writes clear, maintainable scripts to automate routine tasks and debug failures.
4: Builds small tools or libraries that improve team productivity and are well-tested.
5: Creates robust tooling with error handling and reusable modules adopted by others. |  |
| Cloud & Containers | 1-2: Lacks basic knowledge of cloud services or container lifecycle; needs constant help.
3: Deploys and manages containers and basic cloud services following best practices.
4: Configures scalable container deployments and uses cloud services effectively.
5: Architects cost-effective, resilient cloud deployments and guides container strategy. |  |
| Monitoring & Incident Response | 1-2: Misses basic alerts or cannot follow runbook steps during incidents.
3: Responds to alerts, follows runbooks, and contributes to incident resolution.
4: Creates useful alerts and improves runbooks to shorten time-to-resolution.
5: Leads incident retrospectives, implements fixes that reduce recurrence and noise. |  |
| Security & Compliance | 1-2: Overlooks basic security steps and introduces obvious misconfigurations.
3: Applies standard security practices and follows compliance checklists.
4: Identifies security gaps and proposes remediation that follow policies.
5: Integrates security into automation and influences team practices to prevent issues. |  |
| Collaboration & Communication | 1-2: Rarely communicates status, misses handoffs, and causes rework.
3: Communicates clearly on tasks, documents work, and coordinates with teammates.
4: Proactively raises risks, pairs effectively, and improves team processes.
5: Leads cross-team coordination, mentors peers, and drives smoother delivery. |  |

 **Overall Evaluation**

**Strengths Observed:**

**Concerns / Weaknesses:**

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

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