**Frontend Developer Interview Scorecard**

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

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

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

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

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| **Dimension** | **Guidance** | **Score (1–5)** |
| Systems & OS Fundamentals | 1-2: Cannot navigate Linux shell or basic commands; unclear about processes, files, or permissions.
3: Comfortably uses Linux commands, inspects processes, filesystems, and basic networking tools.
4: Diagnoses system-level issues quickly and explains OS behavior using logs and metrics.
5: Proactively tunes OS/service configuration to prevent issues and teaches others system internals. |  |
| Monitoring & Alerting | 1-2: Cannot interpret metrics or reacts only to noisy alerts without mapping to service impact.
3: Reads dashboards, recognizes key metrics, and triages alerts appropriately.
4: Designs or refines alerts to reduce noise and improve signal-to-noise ratio.
5: Implements SLI/SLO-driven alerts and automates escalation to prevent incidents. |  |
| Incident Response & Troubleshooting | 1-2: Panics or stalls during incidents; lacks a structured troubleshooting approach or runbook use.
3: Follows runbooks, identifies root cause for common incidents, and resolves with guidance.
4: Leads troubleshooting for non-trivial incidents and documents effective remediations.
5: Drives postmortems, implements long-term fixes, and mentors others during incidents. |  |
| Automation & Scripting | 1-2: Lacks scripting ability or creates brittle one-off commands without validation.
3: Writes clear, reproducible scripts to automate routine operational tasks.
4: Creates idempotent automation with basic error handling and simple tests.
5: Builds reusable tooling or libraries that eliminate recurring manual toil across teams. |  |
| CI/CD & Deployments | 1-2: Does not understand deployment flow or causes unsafe deployments without rollback plans.
3: Performs and troubleshoots standard deployments and rollbacks using CI/CD tools.
4: Configures pipelines for safer rollouts and automated rollback criteria.
5: Designs deployment strategies (canary/blue-green) and improves pipeline reliability. |  |
| Reliability & Performance | 1-2: Cannot identify performance bottlenecks or reason about capacity and resource usage.
3: Measures basic performance metrics and suggests reasonable scaling actions.
4: Optimizes resources and recommends architecture changes to improve reliability.
5: Anticipates capacity issues, implements autoscaling, and reduces cost while improving reliability. |  |
| Communication & Collaboration | 1-2: Poorly communicates status, misses follow-ups, or cannot work constructively with engineers and ops.
3: Documents work clearly, shares status during incidents, and collaborates with peers.
4: Coordinates cross-team fixes and writes clear postmortems and runbooks.
5: Leads knowledge sharing, mentors juniors, and aligns teams on reliability priorities. |  |

 **Overall Evaluation**

**Strengths Observed:**

**Concerns / Weaknesses:**

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

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