Frontend Developer Interview Scorecard



Candidate Name: Role Interviewed: Interviewer: Date:	
Dimensions	
 Automation Scripting 	g — Score (1–5):
1-2: Writes brittle, re	epetitive scripts and struggles with basic syntax or constructs. 3: Implements
reliable scripts for si	mple flows and uses basic reusability. 4: Designs modular, parameterized
•	duplication. 5: Creates reusable libraries and abstractions that speed future test
development.	
 Testing Fundament 	als — Score (1–5):
	basic testing concepts or write clear test cases. 3: Understands test types and
•	and negative cases. 4: Identifies edge cases and maps tests to explicit
•	fines simple coverage checks and closes clear gaps in coverage.
Test Design & Anal	ysis — Score (1–5):
	tests without structuring or prioritizing cases. 3: Designs prioritized suites and
•	ve test data. 4: Builds data-driven suites and optimizes case selection by risk. 5:
0.	y for features and influences release decisions.
	ng — Score (1–5):
•	anual UI steps and cannot configure the framework. 3: Uses existing framework
	asic helper utilities. 4: Extends the framework and integrates useful libraries for
	es and implements framework improvements adopted by the team.
	leshooting — Score (1–5):
	failures or reproduce issues consistently. 3: Reproduces failures and provides
	oduction steps. 4: Root-causes intermittent issues and suggests reliable fixes. 5:
Creates tooling or p	rocesses that reduce flakiness across suites.

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1-2: Unfamiliar with CI or cannot run tests in pipeline environments. 3: Integrates tests into CI and understands pipeline failure signals. 4: Optimizes pipelines for faster execution and more reliable runs. 5: Automates test reporting and exposes health metrics to the team.

Communication & Collaboration — Score (1–5): _____

1-2: Provides unclear bug reports and struggles to accept feedback. 3: Writes clear bug reports and updates stakeholders on progress. 4: Proactively coordinates with developers and QA to unblock work. 5: Leads triage or cross-team discussions that improve delivery.

Overall Evaluation

Strengths Observed:

Concerns / Weaknesses:

Recommendation (Yes / No / With Reservations):

Final Score (Avg / Weighted):

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