**Frontend Developer Interview Scorecard**

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

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

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

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

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| **Dimension** | **Guidance** | **Score (1–5)** |
| System Design | 1-2: Fails to decompose a system; ignores failure modes and clear trade-offs.
3: Designs correct end-to-end solutions for moderate scope and lists key trade-offs.
4: Produces scalable, modular designs with clear component responsibilities and failure handling.
5: Leads cross-service architecture choices, quantifies trade-offs, and defines extensible evolution paths. |  |
| API Design | 1-2: Produces inconsistent or insecure APIs lacking versioning and error contracts.
3: Designs consistent APIs with clear contracts, auth, and standardized error handling.
4: Includes backward compatibility, pagination, rate limits, and contract documentation.
5: Defines API strategy, versioning policy, and automates contract testing across teams. |  |
| Data Modeling & Storage | 1-2: Chooses inappropriate storage or creates schemas causing duplication and slow queries.
3: Selects suitable stores, designs schemas/indexes for common queries, and handles migrations.
4: Models for growth and query patterns, plans migrations, and enforces data integrity.
5: Defines data ownership, cross-service data patterns, and migration strategies minimizing downtime. |  |
| Performance & Scalability | 1-2: Ignores load, introduces resource spikes, and lacks basic monitoring strategies.
3: Identifies bottlenecks, applies caching/pagination, and optimizes queries.
4: Benchmarks components, defines scaling strategies, and tunes resource usage.
5: Drives capacity planning, defines SLOs, and leads system-wide performance improvements. |  |
| Testing & Reliability | 1-2: Delivers minimal or no tests and causes regressions in deployment.
3: Provides unit and integration tests and uses CI to catch regressions.
4: Implements end-to-end tests, fault handling, and rollback strategies.
5: Sets reliability targets, runs chaos/failure tests, and drives postmortem improvements. |  |
| Deployment & Automation | 1-2: Relies on manual deploys, lacks repeatable build and rollback procedures.
3: Maintains CI pipeline, automated builds, and scripted deployments with basic rollback.
4: Implements canary/blue-green deploys, monitoring, and automated rollbacks.
5: Automates infrastructure changes, improves deployment platform, and mentors teams on best practices. |  |
| Collaboration & Communication | 1-2: Poorly communicates designs, misses requirements, and avoids feedback.
3: Explains decisions clearly, documents work, and responds to reviewer input.
4: Facilitates design reviews, aligns stakeholders, and mentors junior engineers.
5: Drives cross-team initiatives, influences roadmap, and leads technical discussions. |  |

 **Overall Evaluation**

**Strengths Observed:**

**Concerns / Weaknesses:**

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

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