

Candidate Name: _____
Role Interviewed: _____
Interviewer: _____
Date: _____

Dimensions

- System Design — Score (1–5): _____

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 — Score (1–5): _____

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 — Score (1–5): _____

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 — Score (1–5): _____

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 — Score (1–5): _____

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.

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 — Score (1–5): _____**

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):