Candidate Name: _____

Role Interviewed: _____

Interviewer: _____

Date: _____

Dimensions

- System Architecture — Score (1–5): ____

  1-2: Shows limited understanding of system components; proposes fragile or unscalable designs. 3: Designs reliable services with clear component boundaries and reasonable scalability plans. 4: Architects for failure, capacity, and cost; defines interfaces and scaling strategies. 5: Leads architecture decisions across teams and drives long-term system evolution and trade-offs.

- CI/CD & Automation — Score (1–5): ____

  1-2: Relies on manual deployments and ad-hoc scripts with no repeatable pipelines. 3: Implements pipelines that build, test, and deploy reliably for a service. 4: Creates reusable, secure pipelines across services with fast feedback and rollbacks. 5: Defines organization-wide CI/CD standards and automates release orchestration and canaries.

- Infrastructure as Code — Score (1–5): ____

  1-2: Performs manual provisioning or uses undocumented scripts without versioning. 3: Uses IaC to provision and update environments with basic modules and state handling. 4: Builds modular, testable IaC with drift detection and environment parity. 5: Designs and enforces IaC patterns and promotes reusable module libraries across teams.

- Observability & Monitoring — Score (1–5): ____

  1-2: Lacks metrics, structured logs, or alerts and is purely reactive. 3: Implements metrics, structured logs, and basic alerts for services. 4: Designs dashboards, SLOs, and alerting with noise reduction and routing. 5: Introduces system-wide SLO strategy and drives proactive observability improvements.

- Security & Compliance — Score (1–5): ____

  1-2: Ignores security hardening and exposes credentials or overly permissive access. 3: Applies standard controls: least-privilege IAM, secret management, and patching. 4: Integrates security scans into pipelines and performs threat modeling and remediation. 5: Defines organization-level security practices and drives compliance audits and fixes.

1-2: Slow to diagnose, escalates without clear steps, and avoids postmortems. 3: Diagnoses incidents, follows runbooks, and resolves within agreed SLA. 4: Leads incident response, isolates root cause, and documents remediation. 5: Improves playbooks, reduces MTTD/MTTR, and drives closure of systemic fixes.

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

1-2: Poor communication; misses handoffs and creates friction with stakeholders. 3: Communicates clearly with engineers and documents changes and runbooks. 4: Proactively aligns stakeholders, negotiates trade-offs, and mentors peers. 5: Drives cross-team initiatives, influences roadmap, and coaches other teams in practices.

Overall Evaluation

Strengths Observed:

Concerns / Weaknesses:

Recommendation (Yes / No / With Reservations):

Final Score (Avg / Weighted):