

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

Dimensions

- **Technical Leadership — Score (1–5): _____**

1-2: Avoids making technical decisions and relies on others for core design choices. 3: Makes pragmatic technical decisions for team scope and participates in design reviews. 4: Anticipates trade-offs, mentors senior engineers, and drives code quality improvements. 5: Defines long-term technical direction that reduces debt and scales across teams.

- **Delivery & Execution — Score (1–5): _____**

1-2: Misses commitments, fails to remove blockers, and delivery is erratic. 3: Consistently delivers planned features on schedule and resolves impediments. 4: Optimizes team processes to increase throughput and predictability. 5: Orchestrates complex, multi-team deliveries ahead of schedule with low defects.

- **People Management — Score (1–5): _____**

1-2: Provides little feedback, unclear expectations, and weak performance management. 3: Conducts regular 1:1s, sets goals, and addresses performance issues. 4: Coaches managers and engineers, improving team capability and retention. 5: Builds high-performing teams with clear career paths and measurable growth.

- **Architectural Strategy — Score (1–5): _____**

1-2: Creates or accepts brittle designs and avoids system-level thinking. 3: Designs scalable modules and documents key trade-offs for team-level systems. 4: Drives refactors and patterns that reduce complexity and operational cost. 5: Defines architecture standards and solutions that support long-term scale.

- **Cross-functional Collaboration — Score (1–5): _____**

1-2: Communicates poorly with stakeholders and causes misalignment on priorities. 3: Aligns with PMs and partners, communicates risks, and negotiates scope. 4: Proactively resolves dependencies and influences product trade-offs. 5: Builds strategic partnerships and shapes roadmaps across organizations.

1-2: Does not participate effectively in hiring; interviews lack structure. 3: Conducts solid interviews and helps fill open roles within expected timelines. 4: Improves interviewing rubric and increases candidate quality. 5: Scales hiring cadence, builds pipelines, and reduces time-to-hire measurably.

• **Metrics & Operational Excellence — Score (1–5): _____**

1-2: Lacks metrics, incidents recur, and there is no remediation process. 3: Tracks key metrics, responds to incidents, and reduces recurring issues. 4: Uses data to drive engineering improvements and SLA adherence. 5: Establishes org-level SLOs, reduces MTTR, and improves reliability proactively.

Overall Evaluation

Strengths Observed:

Concerns / Weaknesses:

Recommendation (Yes / No / With Reservations):

Final Score (Avg / Weighted):