Frontend Developer Interview Scorecard

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

Dimensions

- System Design — Score (1–5): ____

  1-2: Cannot decompose systems; ignores trade-offs; produces brittle designs. 3: Creates reasonable designs for moderate scope and recognizes common trade-offs. 4: Designs scalable, modular systems and anticipates failure modes and scaling needs. 5: Defines long-term architecture, drives cross-team design decisions, and balances extensibility, cost, and performance.

- Backend Implementation — Score (1–5): ____

  1-2: Produces buggy or inefficient server code; misses edge cases and error handling. 3: Implements reliable, maintainable backend features with appropriate abstractions. 4: Delivers efficient, well-tested services with clear APIs and robust error handling. 5: Optimizes throughput and latency, mentors others on backend patterns, and leads complex refactors.

- Frontend Implementation — Score (1–5): ____

  1-2: UI is non-functional or inaccessible and misuses framework patterns. 3: Builds responsive, maintainable UI following component patterns and basic accessibility. 4: Creates performant, testable components with clear state management and UX polish. 5: Shapes frontend architecture, improves developer experience, and drives performance and accessibility standards.

- Testing and Quality — Score (1–5): ____

  1-2: No automated tests; relies on manual testing and introduces regressions. 3: Delivers unit and integration tests covering key paths and uses CI. 4: Maintains high test coverage, effective mocks, and deterministic tests while reducing flakiness. 5: Establishes testing strategy, fosters team test ownership, and improves CI reliability.

- DevOps & Reliability — Score (1–5): ____

  1-2: Deploys manually with frequent failures and lacks monitoring knowledge. 3: Uses CI/CD, can deploy and rollback, and monitors basic health metrics. 4: Implements robust deployment strategies, automation, alerts, and recovery steps. 5: Designs SLOs/SLIs, runs incident postmortems, and automates runbooks and capacity planning.

1-2: Fails to communicate status, is unresponsive to feedback, and blocks the team. 3: Communicates clearly with engineers and product and participates in planning and reviews. 4: Influences technical decisions, negotiates trade-offs, and aligns stakeholders. 5: Leads cross-team initiatives, mentors peers, and communicates complex trade-offs to leadership.

- Ownership & Mentorship — Score (1–5): ____

  1-2: Avoids ownership, repeats issues, and gives minimal code review feedback. 3: Owns features end-to-end and provides helpful review feedback. 4: Proactively improves the codebase, mentors juniors, and reduces technical debt. 5: Defines team technical direction, scales processes, and grows others into senior roles.

Overall Evaluation

Strengths Observed:

Concerns / Weaknesses:

Recommendation (Yes / No / With Reservations):

Final Score (Avg / Weighted):