**Frontend Developer Interview Scorecard**

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

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

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

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

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| **Dimension** | **Guidance** | **Score (1–5)** |
| Test Automation & Frameworks | 1-2: Writes brittle one-off scripts that break with minor changes and lack reuse.
3: Implements stable automated tests using existing frameworks and adds reusable helpers.
4: Designs scalable framework components and improves CI integration and test reliability.
5: Leads framework architecture, drives cross-team automation standards, and mentors others. |  |
| Test Strategy & Planning | 1-2: No clear test plans and reacts to defects instead of preventing them.
3: Creates comprehensive test plans that cover major features and identified risks.
4: Prioritizes testing based on risk and business impact and adjusts scope proactively.
5: Defines multi-release testing strategy and aligns stakeholders to quality goals. |  |
| Test Design & Execution | 1-2: Creates shallow tests that miss edge cases and negative flows.
3: Designs thorough test cases including edge and negative scenarios and executes reliably.
4: Builds efficient test matrices, reduces redundancy, and raises coverage in key areas.
5: Anticipates complex failure modes and creates tests that prevent regressions across releases. |  |
| Debugging & Root Cause Analysis | 1-2: Cannot reproduce defects reliably and depends on others to triage.
3: Reproduces issues and identifies root causes in code or environment.
4: Produces clear, concise bug reports with reproducer and proposed mitigations.
5: Diagnoses systemic causes, recommends durable fixes, and prevents recurrence. |  |
| CI/CD & Quality Engineering Tooling | 1-2: Limited understanding of pipelines; tests only run locally and not in CI.
3: Integrates automated tests into CI and monitors pipeline health and flakiness.
4: Optimizes pipelines for speed and reliability and uses parallelization and mocks effectively.
5: Designs quality gates, automates enforcement, and improves deployment safety and observability. |  |
| Communication & Collaboration | 1-2: Poor or unclear communication that delays triage and blocks the team.
3: Communicates clearly with engineers and product and participates in planning.
4: Facilitates cross-team coordination and influences priorities using data.
5: Leads quality discussions, aligns stakeholders, and drives decisions across teams. |  |
| Metrics, Risk Assessment & Reporting | 1-2: Tracks only basic defect counts without context or trend analysis.
3: Monitors defect trends, test coverage, and provides release risk assessments.
4: Uses metrics to prioritize testing and reduce key risks and communicates impact.
5: Defines KPIs tied to business outcomes and uses data to influence leadership decisions. |  |

 **Overall Evaluation**

**Strengths Observed:**

**Concerns / Weaknesses:**

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

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