

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

Dimensions

- **Test Automation & Frameworks — Score (1–5): _____**
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 — Score (1–5): _____**
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 — Score (1–5): _____**
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 — Score (1–5): _____**
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 — Score (1–5): _____**
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.

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 — Score (1–5): _____**

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):