Frontend Developer Interview Scorecard

ZYTHR

Candidate Name: ________________________________
Role Interviewed: ________________________________
Interviewer: ________________________________
Date: ________________________________

Dimensions

- Automation Design — Score (1–5): ____

  1-2: Creates brittle, ad-hoc tests without modularization or reuse. 3: Designs maintainable suites with basic modularity and clear test boundaries. 4: Creates extensible architecture addressing scalability and test ownership. 5: Defines and drives cross-team automation architecture and best practices.

- Implementation & Code Quality — Score (1–5): ____

  1-2: Produces tests with poor readability, no error handling, frequent flakes. 3: Writes clear, well-structured test code with basic logging and assertions. 4: Delivers clean, well-tested automation code with robust error handling. 5: Produces production-grade code with comprehensive unit tests and clear metrics.

- Frameworks & Tooling — Score (1–5): ____

  1-2: Limited awareness of frameworks and poor tool selection decisions. 3: Comfortable using primary test frameworks and libraries effectively. 4: Configures and extends frameworks to fit product needs and reduces flakiness. 5: Evaluates and introduces new tooling that measurably improves test quality or velocity.

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

  1-2: Tests are not automated in CI or cause frequent pipeline failures. 3: Integrates test suites into CI with sensible run schedules and reporting. 4: Optimizes pipeline runs, parallelization, and failure triage to reduce feedback time. 5: Designs resilient test pipelines with flaky test mitigation and deployment gating.

- Test Strategy & Coverage — Score (1–5): ____

  1-2: Focuses only on UI happy paths with unclear coverage goals. 3: Implements clear test cases covering main flows and regression risks. 4: Defines risk-based strategies balancing unit, integration, and end-to-end tests. 5: Sets measurable coverage goals and drives strategic reduction of risk across releases.

1-2: Struggles to reproduce failures or root cause intermittent errors. 3: Can reproduce failures and identify likely causes using logs and traces. 4: Remediates root causes, fixes flakiness, and improves observability. 5: Anticipates failure modes and builds prevention and rapid diagnosis into pipelines.

- Collaboration & Communication — Score (1–5): ____

  1-2: Works in isolation and communicates poorly about test status or failures. 3: Shares clear bug reports and coordinates with developers to resolve issues. 4: Facilitates cross-functional discussions on testability and release readiness. 5: Influences roadmap decisions by articulating test risk and quality trade-offs.

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

  1-2: Does not share knowledge or help junior engineers improve. 3: Provides timely feedback and supports peers on testing practices. 4: Actively mentors others and improves team testing capabilities. 5: Builds formal learning materials, runs training, and grows team autonomy.

Overall Evaluation

Strengths Observed:

Concerns / Weaknesses:

Recommendation (Yes / No / With Reservations):

Final Score (Avg / Weighted):