**Frontend Developer Interview Scorecard**

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

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

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

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

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| **Dimension** | **Guidance** | **Score (1–5)** |
| System & Solution Architecture | 1-2: Produces incomplete or inconsistent designs and misses major requirements or constraints. 3: Delivers clear component diagrams and addresses primary requirements and trade-offs. 4: Creates modular, extensible architectures and documents interactions, APIs, and failure modes. 5: Defines long-term architecture strategy, anticipates cross-system impacts, and sets standards. |  |
| Technical Leadership & Decision Making | 1-2: Avoids owning decisions or cannot justify choices with evidence. 3: Makes defensible decisions and explains trade-offs when asked. 4: Drives decisions, balances short/long-term needs, and gains stakeholder buy-in. 5: Leads cross-team strategy, mentors others on decisions, and influences technical direction. |  |
| Scalability & Performance | 1-2: Ignores capacity, bottlenecks, or provides solutions that won't scale. 3: Identifies likely bottlenecks and suggests pragmatic scaling approaches. 4: Designs for throughput and latency targets with measurable metrics and mitigations. 5: Anticipates scale limits, defines capacity plans, and optimizes cost-performance trade-offs. |  |
| Code Quality & Maintainability | 1-2: Proposes brittle or opaque implementations and neglects testing or modularity. 3: Advocates for readable code, tests, and reasonable layering. 4: Designs for observability, testability, and clear module boundaries. 5: Establishes coding standards, review patterns, and measurable quality goals. |  |
| Security & Compliance | 1-2: Overlooks common security controls and compliance constraints. 3: Identifies relevant security risks and recommends standard mitigations. 4: Integrates threat models, data protection, and access controls into designs. 5: Proactively embeds compliance requirements and drives risk-reduction programs. |  |
| Collaboration & Communication | 1-2: Communicates unclearly and fails to engage stakeholders or incorporate feedback. 3: Explains designs clearly to engineers and accepts reasonable feedback. 4: Facilitates cross-functional discussions and resolves conflicts on trade-offs. 5: Aligns multiple teams, evangelizes architecture, and mentors peers effectively. |  |
| Delivery & Execution | 1-2: Proposes designs that are impractical to deliver or ignores delivery constraints. 3: Balances design with delivery timelines and proposes phased implementations. 4: Breaks work into deliverable increments and defines acceptance criteria. 5: Orchestrates roadmaps, removes blockers, and ensures reliable delivery of architecture goals. |  |

**Overall Evaluation**

**Strengths Observed:**

**Concerns / Weaknesses:**

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

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