ScoringRubric

CV Match Evaluation (1–5 scale per parameter)

CV Match Evaluation Rubric (Full Stack Java Engineer)

(1–5 scale per parameter)

Parameter	Description	Scoring Guide
Technical Skills Match (Weight: 40%)	Alignment with job requirements (Java, Spring Boot, REST APIs, AWS, SQL, microservices).	1 = Irrelevant skills, 2 = Few overlaps, 3 = Partial match, 4 = Strong match (Java + Spring Boot), 5 = Excellent match with full-stack + AWS experience
Experience Level (Weight: 25%)	Years of experience and project complexity in Java ecosystem.	1 = <1 yr / trivial projects, 2 = 1–2 yrs, 3 = 2–4 yrs with mid-scale apps, 4 = 4–6 yrs solid track record, 5 = 6+ yrs / enterprise-scale systems
Relevant Achievements (Weight: 20%)	Evidence of impact (scalability, performance improvements, deployments).	1 = No clear achievements, 2 = Minimal contributions, 3 = Some measurable outcomes, 4 = Significant impact (e.g. performance optimization, reliability), 5 = Major measurable success across production systems
Cultural / Collaboration Fit (Weight: 15%)	Communication, teamwork, ownership, learning attitude.	1 = Not demonstrated, 2 = Minimal, 3 = Average, 4 = Strong team collaboration, 5 = Excellent cross-functional communication and leadership mindset

Project Deliverable Evaluation Rubric (Full Stack Java Engineer)

(1–5 scale per parameter)

Parameter	Description	Scoring Guide

Correctness (Implementation & Architecture) (Weight: 30%)	Implements core backend logic (Spring Boot APIs, AWS deployment, microservices).	1 = Not functional, 2 = Minimal / incomplete, 3 = Works partially, 4 = Works correctly and aligned with spec, 5 = Fully correct + well-architected design
Code Quality & Structure (Weight: 25%)	Clean, modular, testable code following Java conventions.	1 = Poor structure, 2 = Some modularity, 3 = Decent organization, 4 = Good structure with tests, 5 = Excellent readability, tests, and documentation
Resilience & Error Handling (Weight: 20%)	Handles exceptions, retries, logging, AWS and API failures.	1 = Missing, 2 = Minimal try-catch, 3 = Partial handling, 4 = Solid defensive code, 5 = Robust, production-ready resilience layer
Documentation & Explanation (Weight: 15%)	Clear README, setup instructions, API docs, trade-offs explained.	1 = Missing, 2 = Minimal, 3 = Adequate, 4 = Clear and detailed, 5 = Excellent documentation + architectural insights
Creativity / Bonus (Weight: 10%)	Additional improvements or advanced AWS integrations.	1 = None, 2 = Very basic, 3 = Useful extras (e.g., CI/CD), 4 = Strong enhancements (e.g., monitoring, caching), 5 = Outstanding creativity beyond scope