ScoringRubric

CV Match Evaluation (1–5 scale per parameter)

CV Match Evaluation Rubric (Frontend Engineer)

(1–5 scale per parameter)

Parameter	Description	Scoring Guide
Technical Skills Match (Weight: 40%)	Alignment with job requirements (HTML, CSS, JavaScript, ReactJS, Vue.js, responsive design).	1 = Irrelevant stack, 2 = Partial familiarity, 3 = Solid web fundamentals, 4 = Strong modern frontend skills (React/Vue + CSS frameworks), 5 = Excellent match with advanced JS & UI optimization experience
Experience Level (Weight: 25%)	Years of experience and project complexity in frontend development.	1 = <1 yr / basic projects, 2 = 1 yr small projects, 3 = 1–2 yrs moderate projects, 4 = 2+ yrs with scalable applications, 5 = Advanced projects with production-grade UI systems
Relevant Achievements (Weight: 20%)	Impact or outcomes from prior frontend work (UI speed, accessibility, UX).	1 = No tangible achievements, 2 = Minimal improvements, 3 = Some measurable outcomes (e.g., performance gains), 4 = Clear measurable results (e.g., UX or speed improvements), 5 = Major measurable UI/UX impact
Cultural / Collaboration Fit (Weight: 15%)	Team collaboration, communication, and attention to user needs.	1 = Not demonstrated, 2 = Minimal, 3 = Average, 4 = Strong collaboration + design communication, 5 = Excellent team player, proactive and user-centric mindset

Project Deliverable Evaluation Rubric (Frontend Engineer)

(1–5 scale per parameter)

Parameter	Description	Scoring Guide

Correctness (UI Implementation & Functionality) (Weight: 30%)	Implements frontend UI accurately according to design and requirements (React/Vue + HTML/CSS).	1 = Not functional, 2 = Minimal / incomplete, 3 = Partially functional, 4 = Fully working and responsive, 5 = Pixel-perfect, fully functional implementation
Code Quality & Structure (Weight: 25%)	Clean, modular, reusable code following best practices.	1 = Poor structure, 2 = Some organization, 3 = Decent modularity, 4 = Well-structured with reusable components, 5 = Excellent code quality with full modular patterns
Performance & Optimization (Weight: 20%)	Frontend performance, responsiveness, and best practices.	1 = Poor performance, 2 = Acceptable but unoptimized, 3 = Some optimization, 4 = Consistent optimization with metrics awareness, 5 = Highly optimized for speed and scalability
Documentation & Explanation (Weight: 15%)	Clarity of project setup, design decisions, and trade-offs.	1 = Missing, 2 = Minimal, 3 = Adequate documentation, 4 = Clear explanations + setup guide, 5 = Excellent and insightful documentation
Creativity / Bonus (Weight: 10%)	Additional design or technical improvements beyond requirements.	1 = None, 2 = Very basic, 3 = Useful extras (e.g., animations, accessibility tweaks), 4 = Strong enhancements (e.g., reusable UI library), 5 = Outstanding creativity or design innovation