

Scoring Rubric for Study Case Evaluation

CV Match Evaluation (1–5 scale per parameter)

Parameter	Description	Scoring Guide
Technical Skills Match (Weight: 40%)	Alignment with job requirements (backend, databases, APIs, cloud, AI/LLM).	1 = Irrelevant skills, 2 = Few overlaps, 3 = Partial match, 4 = Strong match, 5 = Excellent match + AI/LLM exposure
Experience Level (Weight: 25%)	Years of experience and project complexity.	1 = <1 yr / trivial projects, 2 = 1–2 yrs, 3 = 2–3 yrs with mid-scale projects, 4 = 3–4 yrs solid track record, 5 = 5+ yrs / high-impact projects
Relevant Achievements (Weight: 20%)	Impact of past work (scaling, performance, adoption).	1 = No clear achievements, 2 = Minimal improvements, 3 = Some measurable outcomes, 4 = Significant contributions, 5 = Major measurable impact
Cultural / Collaboration Fit (Weight: 15%)	Communication, learning mindset, teamwork/leadership.	1 = Not demonstrated, 2 = Minimal, 3 = Average, 4 = Good, 5 = Excellent and well-demonstrated

Project Deliverable Evaluation (1–5 scale per parameter)

Parameter	Description	Scoring Guide
Correctness (Prompt & Chaining) (Weight: 30%)	Implements prompt design, LLM chaining, RAG context injection.	1 = Not implemented, 2 = Minimal attempt, 3 = Works partially, 4 = Works correctly, 5 = Fully correct + thoughtful
Code Quality & Structure (Weight: 25%)	Clean, modular, reusable, tested.	1 = Poor, 2 = Some structure, 3 = Decent modularity, 4 = Good structure + some tests, 5 = Excellent quality + strong tests
Resilience & Error Handling (Weight: 20%)	Handles long jobs, retries, randomness, API failures.	1 = Missing, 2 = Minimal, 3 = Partial handling, 4 = Solid handling, 5 = Robust, production-ready
Documentation & Explanation (Weight: 15%)	README clarity, setup instructions, trade-off explanations.	1 = Missing, 2 = Minimal, 3 = Adequate, 4 = Clear, 5 = Excellent + insightful
Creativity / Bonus (Weight: 10%)	Extra features beyond requirements.	1 = None, 2 = Very basic, 3 = Useful extras, 4 = Strong enhancements, 5 = Outstanding creativity

3. Overall Candidate Evaluation

- **CV Match Rate:** Weighted Average (1–5) → Convert to % (×20)
- **Project Score:** Weighted Average (1–5)
- **Overall Summary:** Service should return 3–5 sentences (strengths, gaps, recommendations).