

## CV Evaluation Rubric (1–5 scale)

### 1. Technical Skills Match (40%)

- Backend, databases, APIs, cloud, AI/LLM exposure

### 2. Experience Level (25%)

- Years of experience, project complexity, leadership

### 3. Relevant Achievements (20%)

- Measurable impact, scalability, user adoption

### 4. Cultural Fit (15%)

- Communication, collaboration, learning attitude

## Scoring Guide:

1 = Poor or missing

2 = Limited exposure

3 = Adequate, meets baseline expectations

4 = Strong experience, minor gaps

5 = Excellent, clearly above average