**CV Match Evaluation (1–5 scale per parameter)**

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| **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 |